



ANNUAL REPORT 2014

iwda
international
women's development
agency inc.

When women benefit, the whole community benefits.

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IWDA is the leading Australian agency entirely focussed on women's rights and gender equality in the Asia Pacific region. We are international, feminist and independent.

Our vision

IWDA's vision is for a world where every woman and man, girl and boy has equal rights and opportunities.

Our mission

IWDA partners with others in the Asia Pacific region to advance women's human rights. We stand up for women and girls by tackling issues of power, money and security.

Our values

- Feminist
- Collaborative
- Transformative
- Accountable

Front cover: Anika Kingmele from Women's Rights Action Movement and Lily Be'Soer from Voice for Change attending the 2013 FLOW retreat. Photo: Kristy Nowland.

This page: 2013 One Billion Rising event in Suva, Fiji. Photo: Courtesy of Fiji Women's Rights Movement.





in Solidarity
in Fiji whose
concerns
less included
in democratic
processes!!

STOP THE
ON WOMEN AND
February 14th

STOP THE WAR
ON WOMEN AND GIRLS
February 14th

ON

MESSAGES

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

IWDA remains strong, bold and visionary.

We continue to focus entirely on women's rights and gender equality in the Asia Pacific region. We know that transforming women's social, economic and political circumstances requires sustained change across many fronts. This is why we steadily and simultaneously tackle the inter-related issues of power, money, safety and security.

Our program partnerships are our heartland. For almost three decades now, we have been advancing women's rights and building the collective impact of women's organisations in our region. Our relationships and partnerships are now inter-generational. We are proud of partnerships such as 'We Rise' in Fiji where the Fiji Women's Rights Movement, IWDA and DFAT have created a new partnership mechanism to enable women's civil and political leadership and recognise the strength that comes from 25 years of shared philosophy, vision and trust.

"Over the last year we have expanded our coalition work and research collaborations on causes and prevention of violence against women. From sharing expertise with the Australian defense forces to contributing to women, peace and security dialogues in our region and at the UN Security Council, IWDA draws on our relationships with organisations working in conflict states and with women's human rights defenders."

Our research and analysis demonstrates and deepens our gender expertise and capacity to inform, influence and generate action. We are deeply proud of the international launch of the Individual Deprivation Measure, which makes possible gender-sensitive individual-level poverty measurement for the first time. Our investment in advocacy and exchange is advancing Women in the Economy policy dialogues, including through Asia Pacific Economic Cooperation forum. We continue to argue for inclusive economies that make visible and value women's work, whether paid or unpaid, in the formal or informal sector.

It has been a year of critical engagement with new actors in development. AusAID ceased to exist and a new aid paradigm was announced by Australia's first female Foreign Minister. We have guarded against aid cuts and global backlash to ensure women's rights and gender equality stays on the agenda. From this vantage point we know 2015 will be a vital year: the global community will review progress against the Beijing Platform for Action 20 years on and the UN Security Council's 1325 peace and security resolution 15 years on.

Negotiating new global Sustainable Development Goals is an opportunity to recognise that gender equality and women's rights are central to the future of the planet and its inhabitants. Preserving and advancing the gains to date looms large in the year ahead.

In this dynamic setting, IWDA has had a tremendous year and remains clear on our transformative approach for women's rights. I extend enormous thanks to partners, colleagues and collaborators, and to our Patron, the Honourable Quentin Bryce. Thank you so much to the women of IWDA, including our Board, Foundation Trustees and Leadership team, staff, volunteers and GenderWise Associates for your engagement, respect, expertise, advice and support.

Finally, thanks to our donors and long-term supporters. Your generosity and loyalty makes our work possible.



Joanna Hayter

IWDA CEO Joanna Hayter and Major General Fergus McLachlan at the Australian Dialogue on Preventing Sexual Violence in Conflict, June 2014.



A MESSAGE FROM OUR CHAIR

'IWDA is flying' has been my standard response to all who've asked me how we are going.

We have completed the first year of our growth strategy with income and program targets being met and the organisation becoming stronger and stronger in reputation, recognition, rewards and results. In the last two years our organisation's income has doubled and we do not plan to stop there.

In practical terms, this means that we have been able to sharpen our expertise, grow our partnerships in Asia Pacific and, most importantly, increase our funding for women's rights. This is our very reason for being, and I know we are on the right path.

Perhaps the most rewarding part of being involved with IWDA is meeting the women we support. In May I travelled to Cambodia and had the pleasure of visiting a number of our programs in Siem Reap and Phnom Penh, including the Workers Information Centre (WIC).

Textile manufacturing is Cambodia's biggest foreign currency earner worth over \$5 billion in exports. Ninety per cent of the industry estimated 400,000 employees are women. IWDA partner, the Workers Information Centre engaged this year with over 7,000 women garment workers to learn about their rights.

IWDA Chair Fiona Sharkie meeting women from the Workers Information Centre in Cambodia. Photo: Sarah Perl

Strategically located in the garment factory district in Phnom Penh, WIC works with garment workers, by providing them with legal information about their employment rights, and focussing on cultivating women's leadership as a means to improving their working conditions.

While I was there, the garment workers were campaigning for an increase in wages from US\$80 to US\$160 per month. It's important we remind ourselves that these women make beautiful clothes for big brands within an ugly reality. I reflected on this as we saw huge queues in front of a new chain store in Melbourne's CBD earlier in the year and wondered if those women queuing knew the real cost of this merchandise.

Another significant moment in the past year was attending the 2013 Australian Council for International Development (ACFID) Council. As IWDA Chair, I was proud to see first-hand the enormous respect our colleagues have for IWDA's gender expertise. There is no doubt that our voice and visibility in the sector is growing in influence and respect.

It is a privilege for me to be associated with IWDA and its highly skilled team of Board members and IWDA Foundation Trustees. In the last year we have welcomed three new Board members—Kirsten Mander, Gemma Hardie and Ernestine Rosario—who have already made an enormous contribution. Our talented Board is a complement to an equally talented leadership team, staff and volunteers headed by Joanna Hayter, which makes us unique and successful.

The future for IWDA is very exciting. My thanks to all that make it so.

It really does feel like we're soaring.

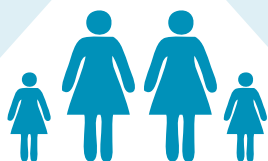


Fiona Sharkie



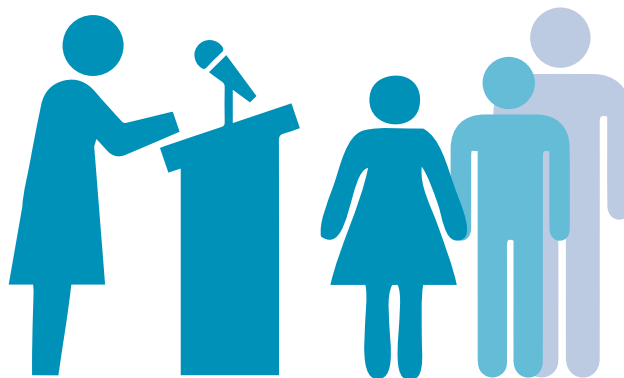
OUR HIGHLIGHTS FROM JULY 2013–JUNE 2014

TOGETHER WITH OUR PROGRAM PARTNERS...



WE EXPANDED
OUR ENGAGEMENT
IN ASIA PACIFIC WITH
4 NEW PROGRAM
PARTNERS FROM
ACROSS TIMOR-LESTE,
SOLOMON ISLANDS
AND PAPUA NEW
GUINEA.

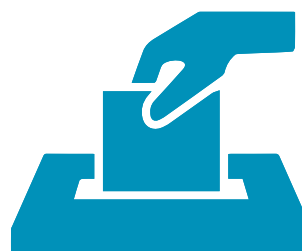
WITH THE WOMEN'S LEAGUE OF
BURMA, WE STARTED TO PREPARE
WOMEN FOR THE UPCOMING 2015
NATIONAL ELECTIONS WITH ADVANCED
POLITICAL TRAINING.



WE PRIORITISED ENDING VIOLENCE AGAINST WOMEN WITH
DISABILITIES AND ORGANISED A MONTH-LONG PROGRAM
FOR TEN CAMBODIAN FELLOWS TO DEEPEN THEIR
UNDERSTANDING OF GENDER AND DISABILITY.

\$1 MILLION

WE INCREASED RURAL WOMEN'S ACCESS TO
MONEY THROUGH SAVINGS AND LOANS CLUBS
IN SOLOMON ISLANDS: COLLECTIVELY SAVING
OVER ONE MILLION SOLOMON ISLANDS
DOLLARS TO DATE.



WE ADVANCED VOTER
EDUCATION FOR YOUNG
FIJIAN WOMEN IN TIME
FOR THE 2014 ELECTION
WITH THE FIJI WOMEN'S
RIGHTS MOVEMENT'S
MY GUIDE TO VOTING
BOOKLET.



WE PUBLISHED NEW RESEARCH ABOUT MEASURING WOMEN'S POVERTY USING THE INDIVIDUAL DEPRIVATION MEASURE.



Individual Deprivation Measure



WE INVESTED MORE MONEY THAN EVER IN WOMEN'S RIGHTS ACTIVITIES, INCREASING FUNDING TO PROGRAM PARTNERS BY 20%. MORE WOMEN ARE BENEFITTING FROM OUR SUPPORT FOR CHANGE.



WE RAISED WOMEN'S RIGHTS AND GENDER EQUALITY ISSUES WITH NATIONAL DECISION-MAKERS VIA SUBMISSIONS TO PARLIAMENTARY ENQUIRIES ON:

- AUSTRALIA'S AID PROGRAM
- WOMEN'S HUMAN RIGHTS
- THE PRIVATE SECTOR'S ROLE IN ECONOMIC GROWTH AND POVERTY REDUCTION.



WINNERS!

OUR SUCCESS WAS RECOGNISED. WE WON AWARDS FOR:

The Fundraising Institute of Australia for our 2013 Tax Appeal

The Australasian Annual Reporting Awards for our 2013 Annual Report

The five-minute Science Fair social media award for our 'Do No Harm' research video

WE RECEIVED SUPPORT FOR TWO NEW RESEARCH PROJECTS TO EXPLORE:

- THE RELATIONSHIP BETWEEN ECONOMIC EMPOWERMENT AND VIOLENCE AGAINST WOMEN
- HOW POOR WOMEN IN FIJI EXPERIENCE POVERTY.



DONATIONS FROM THE AUSTRALIAN PUBLIC CONTINUED TO INCREASE FROM \$1,603,844 TO \$1,847,621.

OUR APPROACH

OUR FIVE LONG-TERM GOALS FOR WOMEN

1. Women equally participate in and influence 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. Women access legislation and policies that promote and protect their rights
5. Women have equal access to health and education

WOMEN'S RIGHTS AND GENDER EQUALITY

The human rights of women and girls are universal, indivisible and interdependent.

IWDA believes that women have the potential to transform the world. When a woman owns and can exercise her human rights, she can change her surroundings for herself and for the women around her.

For nearly three decades our work has been centred on the fact that human development cannot evolve if 51% of the world's population face persistent discrimination.

IWDA takes a rights-based, feminist approach to our work in order to prioritise action on the inequalities and injustices faced by women.

We believe that every woman should have an equal:

- right to be heard and make decisions
- right to control resources and time
- right to negotiate the terms of peace and be free from personal violence.

We are an independent international feminist organisation that supports local organisations which promote women's rights, enabling them to empower, advocate, break down sexist stereotypes and build cultures of peace, justice and respect.



Agnes Kerry, Jiwaka Women's Human Rights Defender, Papua New Guinea. Photo: Joanna Hayter

WORKING WITH WOMEN AND THEIR ORGANISATIONS

Women's organisations play a critical role in supporting those without power to have a voice and advocate for basic rights, from the right to vote, to the right to live safe and free from violence.

IWDA's feminist approach to development recognises women's agency and promotes women as drivers of change, rather than passive beneficiaries or recipients of charity. We understand that real partnership is based on mutual trust, respect and accountability, where our partners determine and pursue their own priorities.

Why support local women's rights organisations?

Where women are limited to secondary and supporting roles in public life and decision-making, we can see their concerns and priorities marginalised.

We believe that change is possible when organisations work together to build women's collective power. Women's right organisations are instrumental in strengthening women's ability to realise their rights, inform policy-makers, hold governments accountable and help transform the structural causes of gender inequality.

Who do we work with?

We believe that local knowledge drives long-term solutions. This is why our program partners are all based in the countries in which they work. Diverse in size and maturity, our partners range from regional groups with extensive networks and resources, to small emerging organisations where we may be their only partner.

WOMEN'S

RIGHTS

Carrying on despite the challenges

We face so many challenges. We can work for decades and see very little result. We often feel frustration. We are sometimes told we are wrong or that we are liars; that reports which took years to compile through careful consultation have been made up. We have to sometimes work against the government and the men of our communities.

We keep hoping and fighting and pushing. We have a strong spirit, we're all feminist activists and believe we will have gender equality, and we are part of political change.

(A joint statement written by our partners from Fiji and Burma, during the 2014 IWDA Asia Pacific Knowledge exchange)

INTRODUCING OUR PROGRAMS

OUR PRIORITIES

IWDA understands that working towards a sustainable and just world for women will require action in many areas and at multiple levels. For this reason, our work focusses on three priorities.



WOMEN'S CIVIL & POLITICAL PARTICIPATION

POWER

Women's equal participation and influence in decision-making matters. It helps to voice the opinions and priorities that really matter to women.

IWDA is committed to ensuring that women are equally represented at all levels in political and civic life. We believe that a woman's interest in, and ability to contribute to, high level leadership is intrinsically linked to a combination of opportunity and the development of capability. We work with partners to make sure women's voices are

heard, and to develop pathways for women leaders to break into positions of power.

Women's imbalance in political representation is huge. When women are not able to first gain experience in local government, it can be hard to move into other levels of government. This is both a democratic deficit and a constraint on development, as it limits the information, ideas and priorities that determine policies and allocation of resources.



WOMEN'S ECONOMIC EMPOWERMENT & SUSTAINABLE LIVELIHOODS

MONEY

Empowering women is not just about rights; it's smart economics. It benefits women, their families, communities and future generations.

IWDA believes that women must have better access to financial and government services if they are to improve their economic situation. This is why we are committed to eliminating the barriers that women face to accessing these services, as well as decision-making activities, information, land management and food security.

Addressing gender inequality in agriculture and natural resource management will improve livelihoods and food security for rural women and their families. 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.

Gender inequality has an enormous economic cost. Women earn less than men for similar work and gender gaps in wages are greatest for the most poorly educated and in the lowest paying occupations.



WOMEN'S SAFETY & SECURITY

SAFETY & SECURITY

Women's contribution to conflict prevention and building peaceful communities is fundamental.

Our programs directly work to address violence against women occurring in domestic and intimate partner situations, as well as human trafficking and the 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.

IWDA also supports our partners to participate in discussions and activities that will build

peace and human security. This will ensure that issues such as gender-based discrimination and conflict-related sexual violence aren't ignored, and the voices of women's human rights defenders, women who support and protect women, are heard at community and national level.

Violence against women is a violation of women's human rights and a barrier to social, economic and political development. 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.



ASIA PACIFIC WHERE WE WORK 2013–2014

IWDA works in partnership with 26 locally-based organisations across Asia Pacific. Currently we have program partnerships within Burma and across its borders, Cambodia, Timor-Leste, Papua New Guinea, Solomon Islands and Fiji.

Being geographically close to our partners allows us to strategically share resources and expertise, developing networks and partnerships that strengthen local women's organisations in our immediate region.

BURMA & BORDERS

- At June 2014 there were 60,401 women refugees from Burma living on the Thailand border
- A first ever countrywide study in 2013 found that 37% of the population were unemployed and 26% live in poverty
- Currently, only 3% of local government representatives in Burma are women

Karen Women's Organisation

Palaung Women's Organisation

Shan Women's Action Network

Women's League of Burma

LEGEND



PROGRAM:
WOMEN'S CIVIL & POLITICAL PARTICIPATION



PROGRAM:
WOMEN'S ECONOMIC EMPOWERMENT & SUSTAINABLE LIVELIHOODS



PROGRAM:
WOMEN'S SAFETY & SECURITY

TIMOR-LESTE

- Almost 40% of Timorese women report having suffered physical violence in their lifetime, primarily at the hands of a partner.
- 80% of working women do not get paid for their work—96% of those working without pay are engaged in agriculture
- Women won 38.5% of parliamentary seats in the 2012 elections but hardly any village heads are women

Asistênsia Legál
ba Feto no
Labarik

Covalima
Community
Centre

Organisasaun
Haburas
Moris

CAMBODIA

- Over 20% of women over the age of 15 have experienced physical violence
- Textile manufacturing is a \$5 billion industry, where 90% of the estimated 400,000 employees are women
- Only 14% of seats in the Cambodian Senate are held by women

Amara

Banteay Srei

Gender and Development Cambodia

Hagar Cambodia

Khmer Women's Cooperation for Development

Worker's Information Centre

PAPUA NEW GUINEA

- In the Highlands, close to 100% of women experience violence from their male partner
- Women have been mostly excluded from making decisions about the five million hectares of large scale logging carried out across the country
- Only 2.7% of national parliament seats in Papua New Guinea are held by women

Bougainville Women's Federation

Eastern Highlands Family Voice

Nazareth Centre for Rehabilitation

Voice for Change

Wide Bay Conservation Association

REGIONAL PACIFIC

Commonwealth Local Government Forum

SOLOMON ISLANDS

- An estimated 64% of women have experienced domestic violence
- One third of the country's income and 70% of household income is earned through subsistence farming
- Since independence from the United Kingdom in 1978, only two women MPs have ever been elected to the Solomon Islands Parliament

Live & Learn Environmental Education Solomon Islands

West Are'Are Rokotani Keni Association

Women's Rights Action Movement

FIJI

- 74% of Fijian women who experience violence do not report it to the police
- Approximately one-third of the population live below the national basic needs poverty line of AU\$3.30 a day
- In the 2014 Fiji election only 16% of elected representatives were women

FemLINKPACIFIC

Fiji Women's Rights Movement

National Council of Women

Pacific Centre for Peacebuilding

WOMEN'S SAFETY AND SECURITY



THIS YEAR BANTEAY SREI IN CAMBODIA DIRECTLY SUPPORTED 432 WOMEN AND GIRLS SEEKING SAFETY



BANTEAY SREI'S SAFE HOUSE RECEIVED 180 CASES: 126 RAPE, ONE TRAFFICKING AND 53 DOMESTIC VIOLENCE CASES

2,716 WOMEN AND 1,121 MEN

ATTENDED FORUMS ORGANISED BY EASTERN HIGHLANDS FAMILY VOICE IN PAPUA NEW GUINEA ON PREVENTING FAMILY AND SEXUAL VIOLENCE

THIRTY WOMEN

RECEIVED CRISIS SUPPORT AND EMERGENCY ACCOMMODATION THROUGH THE PALAUNG WOMEN'S ORGANISATION ALONG THE BURMA BORDER

17,575 ITEMS WERE BORROWED FROM PALAUNG WOMEN'S ORGANISATION LIBRARIES

This area of our work has seen the greatest growth over the last 12 months.

All our partners have a strong local focus on preventing gender-based violence and supporting survivors of violence. This year, we worked with women from Papua New Guinea, Cambodia and the Thailand-China-Burma borders to provide counselling and referral services, as well as access to safe houses for women and their children.

We began to integrate disability inclusion into our partnership approaches.

Our partners along the Burma border promoted women's active roles in peace building and conflict prevention, engaging the community at both national and international level.

We directed our support towards women's rights activists and staff. Women's human rights defenders from Papua New Guinea and Women's League of Burma members attended psycho-social support workshops which introduced tools for documenting the strengths, resilience and survival skills of women who have experienced war-related trauma and violence.

STRENGTHENING WOMEN'S HUMAN RIGHTS DEFENDERS

Women who experience traumatic and extreme forms of violence urgently need medical, psychological and legal support. This is why the work of women's human rights defenders is critical. Working with few resources, they are brave, bold and put their personal safety at risk, often facing incredibly tense situations to stand on the frontline against traditions that are violent and target women.

As a women's organisation, IWDA is well positioned to appropriately support women's human rights defender's needs. We share the same vision, values and goals for creating positive change and promoting gender equality.

Counselling is important and encourages personal healing and resilience. Which is why this year, IWDA supported 27 women in Papua New Guinea who respond to violence against women in their communities with trauma counselling and self-care strategies, focussing on the impact of their own trauma, and how it might influence their ability to counsel others.

Training was also delivered to 303 women's human rights defenders in North, Central and South Bougainville. Training participants had the opportunity to study and discuss human rights at length, applying what they had learned to their own lives. Numbers exceeded expectations, reflecting a high level of regional interest in learning more about human rights.

DELIVERING LEGAL SERVICES FOR WOMEN AND CHILDREN IN TIMOR-LESTE

This is a new partner to IWDA

When almost 40% of women in Timor-Leste have experienced physical violence in their lifetime, access to strong and sustainable legal support is paramount.

A new partner to IWDA, Asisténsia Legál ba Feto no Labarik (ALFeLa) provides services to women and children who have experienced domestic and gender-based violence. ALFeLa is a newly established independent and impartial organisation providing legal aid, education and advocacy. This year they provided support to 203 clients and at the end of June 2014 had 445 open cases.

BURMA & BORDERS

CAMBODIA

TIMOR-LESTE

PAPUA NEW GUINEA

MAINSTREAMING DISABILITY IN CAMBODIA

For nearly 30 years Banteay Srei has partnered with IWDA to provide emergency accommodation, training and assistance for women survivors of violence in Cambodia's Siem Reap and Battambang provinces.

Banteay Srei is supporting the integration of disability-responsive strategies, having modified their training centre this year to improve access. They have also expanded their vocational training program for women with disabilities, offering skills in handicrafts and business.

With our support, Banteay Srei staff also worked with Gender Peace Network members and Community Facilitators from 23 villages, to ensure that women with disabilities' voices and needs are included in future development plans to address gender-based violence.

ELIMINATING VIOLENCE AGAINST WOMEN

Violence against women in the Palaung area of Burma is prolific. Women from this region are highly vulnerable and many are trafficked into China or across the border as they search for employment as migrant workers.

The Palaung Women's Organisation promotes the impact of conflict on women and men, and provides support to women who have experienced gender-based violence or trafficking. This year they traced eight women who had disappeared in China and reunited them with their families.

The Palaung Women's Organisation provides leadership training for women, and men. This year they organised workshops and exchange meetings for 3,117 women, 88 men and 1,305 young people to raise awareness on human rights, gender equality, gender-based violence and democratic governance.

HERSTORY



Photo: Georgia Ride.

Marcia Sequeria, Legal Officer

Asistênsia Legál ba Feto no Labarik (ALFeLa), Timor-Leste

Marcia Sequeria works as a Legal Officer at ALFeLa where she provides legal assistance and support to women and children who have experienced domestic violence.

Working to assist women to understand and access their rights under Timor-Leste's law against domestic violence, Marcia captures their testimonies, follows up on the progress of cases with the police and court officials, and also accompanies women to court.

Marcia faces many challenges in her role as a Legal Officer.

Challenges such as cases not being referred to her by the police, travelling long distances to meet with women, and the length of time it can take for cases to get to court—sometimes taking years.

Direct threats are also not unusual. "Sometimes we receive threats, but we believe we are doing the right thing. We tell women's husbands [who have been abusive] that we are supporting their wives—that we are working according to the law.

"People swear at us at the tribunal, but we imagine that this is just the wind passing us by and try not to be affected by their abuse. If we are scared, then the victim will see us and also become scared. We don't want to show that we are scared, so **we act strong** for them. If they see **we are not scared**, it will encourage them."

ALFeLa was established in January 2013. It is the only organisation in Timor-Leste that focusses on legal aid for women and children. This year, ALFeLa provided support to 203 new clients in the Dili Jurisdiction, which includes Liquisa, Aileu, Ermera and Dili Districts.



4,510 PEOPLE ATTENDED PALAUNG WOMEN'S ORGANISATION WORKSHOPS AND EXCHANGES WITHIN BURMA AND ALONG THE BORDER TO RAISE AWARENESS ON HUMAN RIGHTS, GENDER EQUALITY, GENDER-BASED VIOLENCE AND DEMOCRATIC GOVERNANCE.

732

WOMEN IN THE HIGHLANDS OF PAPUA NEW GUINEA WHO HAVE EXPERIENCED FAMILY AND SEXUAL VIOLENCE RECEIVED COUNSELLING, CASE MANAGEMENT AND REFERRAL SERVICES

WOMEN'S ECONOMIC EMPOWERMENT AND SUSTAINABLE LIVELIHOODS



OVER 80%

OF WOMEN SAVINGS CLUB MEMBERS FROM TUGEDA TUDE FO TUMORO PROGRAM IN SOLOMON ISLANDS SAID THEY HAVE MORE CONTROL OVER THEIR OWN HOUSEHOLD INCOME

TUGEDA TUDE FO TUMORO ALSO INSPIRED 14 NEW SAVINGS CLUBS TO ESTABLISH IN THEIR AREA USING THE SAME SAVINGS CLUB MODEL

417 PEOPLE PARTICIPATED IN COVALIMA COMMUNITY CENTRE'S EVENTS FOCUSED ON WOMEN'S RIGHTS IN TIMOR-LESTE

4 WOMEN FROM TIMOR-LESTE WERE INTERVIEWED BY A LOCAL COMMUNITY RADIO STATION ABOUT ISSUES AFFECTING WOMEN IN THEIR COMMUNITY

This program works to address the root causes of women's poverty. This year we focussed on promoting women's access to financial services through membership clubs and groups, and through documenting and sharing learning. Working with partners in Solomon Islands and Timor-Leste, we supported rural women from remote communities to have better access to savings and loans.

Our economic empowerment program also promoted local women's leadership. Having women actively participate as community leaders increases local productivity and reduces poverty faster by highlighting barriers women face. Women savings clubs members exercised their leadership and decision-making skills by managing small local organisations. This helped to increase their confidence to speak up and voice their opinions in front of others.

We integrated practical planning tools, the 'Floating coconut' and 'River of change' into our work with partners. Produced in 2013, these tools are based on three years of research into measuring gender equality at community level in the Pacific.



Doris Puiaha, Program Manager, TTFT Live & Learn Environmental Education.
Photo: Joanna Brislane.

DRIVING MONEY AND LEADERSHIP IN SOLOMON ISLANDS

In 2013 the International Finance Corporation and World Bank ranked Solomon Islands at 83 out of 189 countries on access to credit. Most services are in the capital, which means that rural women's access and ability to save money is severely limited. Some major islands do not have access to banks at all. IWDA's experience with savings clubs shows that women prefer to hide money in their houses rather than pay bank fees and cover the cost of transport to reach bank facilities.

IWDA partners with two organisations which support over 1,500 women to access local finance services through savings clubs. As well as providing access to credit, women's saving clubs offer a safe environment for women to talk freely, encourage support and develop the confidence to participate in public discussion.

It was a landmark year for women's savings group West Are'Are Rokotanikeni Association (WARA), an independent savings club with 13 sub-branches. At the end of June 2013 there were almost 1000 active women club members.

Savings clubs strategy

IWDA deeply values the experience and expertise that our partners have, which is why we encourage our partners to share their skills and lessons with other women's groups. In the last year, WARA and Live & Learn Solomon Islands, took part in a series of learning exchanges. The encouragement Live & Learn received from WARA not only reinforced the importance of what they were doing in the Tugeda Tude Fo Tumoro program, but profoundly affected their drive to grow and continue their savings club work.



ADVANCING REFORM AND ACTION FOR WOMEN IN TIMOR-LESTE

This year two women members from our partner Organisaasaun Haburas Moris in the Bobonaro district were elected into leadership positions on the government's National Program for Village Development. This government program will contribute US\$300 million over eight years to rural development, allowing communities to plan, construct and manage their own small scale projects. This positive result reflects the communities' growing trust and respect for rural women to engage and create positive reform.

Building women's confidence in Timor-Leste

In Timor-Leste it can be difficult for women to be involved in activities beyond unpaid household and care work. Many women face pressure from their families and community not to participate because of traditional expectations of women's roles and responsibilities.

Despite these challenges, over 70 women from six rural communities participated in micro-business groups and savings clubs this year. With the support of our partners, which included skills training in management and leadership, women from the groups showed greater confidence in domestic and public life. One micro-business group member told IWDA, "If my husband gets home and the meal is not ready he asks me, 'If you went to a meeting where is the benefit [referring to money]?' I tell him, 'There is a benefit for me—I can access information'."

HERSTORY



Photo: Joanna Brisbane.

Georgina Kile, President of the Bolitei Unknown Savings Club

Tugeda Tude fo Tumoro (TTFT), Solomon Islands

Georgina became involved with the TTFT savings and conservation club when it first began in 2009. She saw that conservation and money management were important for herself and the future of her family.

This involvement led to Georgina joining local group, the Bolitei Unknown Savings Club. Since then, the club has gone from strength to strength with a growing membership base that has inspired other women's groups to start their own savings clubs.

Sceptical at first, Georgina's family now fully support her work. Once they realised the additional benefit to their finances, they began to help with fundraising and generating income from selling produce at their local market.

In recognition of her strong mentoring and leadership skills, Georgina was elected President of the club earlier this year. She now provides support and advice not only to her own savings group but also other savings groups in her area. "As savings increase each month, the members are starting to acknowledge the benefits openly and encourage other women to join," says Georgina.

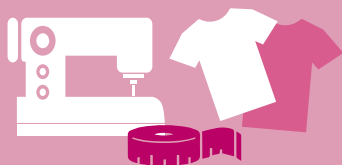
Georgina is confident that her future is brighter than ever before. She can now access funds any time she or her family are in need. "TTFT savings clubs have helped the community realise the resources and strength we already had to generate income," she says.

The name behind 'Bolitei Unknown Women's Savings Club' comes from women feeling 'invisible and marginalised' in their own village. It currently has 48 members and has saved over AU\$10,000.

DESPITE 85% OF WOMEN SOLOMON ISLANDERS NOT HAVING ACCESS TO A BANK ACCOUNT, WITH OUR SUPPORT WARA ALONE HAS HELPED ALMOST 1,000 MEMBERS SAVE NEARLY ONE MILLION SOLOMON ISLANDS DOLLARS



WOMEN'S CIVIL AND POLITICAL PARTICIPATION



**THE WORKERS
INFORMATION CENTRE IN
CAMBODIA ENGAGED WITH
7,089 GARMENT WORKERS**

**OVER 700 GARMENT WORKERS
(REPRESENTING APPROX. 50
FACTORIES) ATTENDED FORUMS
ABOUT THEIR WORKING RIGHTS**



**24 STUDENTS
GRADUATED**
FROM THE KAREN YOUNG
WOMEN'S LEADERSHIP SCHOOL
ALONG THE BURMA BORDER

**IN CAMBODIA, OUR PROGRAM
PARTNER AMARA MET WITH
PROVINCIAL DEPARTMENT CHIEFS
OF VARIOUS MAJOR POLITICAL
PARTIES TO IDENTIFY POTENTIAL
WOMEN CANDIDATES TO STAND
FOR POSITIONS IN THE 2017
COMMUNE ELECTION**

10 TRAINEES
FROM THE SHAN WOMEN'S ACTION
NETWORK COMPLETED AN EIGHT-
MONTH YOUNG WOMEN'S LEADERSHIP
PROGRAM. TWO WOMEN CONTINUED
THEIR STUDIES AT THE SCHOOL FOR
SHAN STATE NATIONALITIES YOUTH
IN CHIANG MAI, THAILAND FOR
ANOTHER SIX MONTHS

**Over the last 12 months
our partners used a number
of different approaches
to advance women's civil
and political participation.
Centred on investing in
women's leadership skills and
opportunities, training and
development was integrated
into existing community
activities involving savings
clubs, small business
enterprise, land management
and promoting peace.**

We also continued to support partners working to accelerate rural women's participation in local government. This approach resources civic education, campaigning and election related processes for women candidates and amplifies the visibility of women working in local government. Seeing women participate also contributes to shifting views about women's ability to lead and the contribution they make to communities at the local level.

Our leadership program included education and training on women's economic, political, social and cultural rights too. This meant women were better equipped with the knowledge and skills to challenge unequal power structures and confidently engage with their communities and society more broadly.

**We strengthened our support for
women's political engagement in
preparation for upcoming elections
in Fiji, Cambodia, Solomon Islands,
Bougainville and Burma.**

FIGHTING FOR WOMEN GARMENT WORKER'S RIGHTS IN CAMBODIA

Textile manufacturing is Cambodia's biggest foreign currency earner worth over \$5 billion in exports. Ninety per cent of the industry's estimated 400,000 employees are women.

This is the fourth year of our partnership with the Workers Information Centre (WIC), together we protect women garment worker's rights and priorities. Working directly with women garment workers in Phnom Penh, WIC provides education and advice about labour rights through six drop-in centres. This year they engaged with 7,089 workers and organised over 1,400 outreach activities. They also monitored compliance by 45 garment factories that have signed up to codes of conduct to improve working, living and social conditions of workers.

This year WIC also joined a national campaign to increase the minimum monthly wage for garment workers from US\$80 to US\$160.

STRENGTHENING WOMEN'S LEADERSHIP SKILLS IN PAPUA NEW GUINEA

Traditionally, land custodianship in East Pomio is matrilineal, passed down from generation to generation via women. Yet women have been largely excluded from consultations with international developers about the land to which they have a cultural responsibility. This means that destructive practices such as logging, which has a large impact on the environment, does not reflect the interests of the whole community.

IWDA works in partnership with Wide Bay Conservation Association to support local women to make informed decisions about their land. Community Facilitators are essential to delivering the message of inclusive decision-making and sustainable natural resource management to both their community and local government. To communicate effectively, women were trained across topics such as rights, gender equality, public speaking, campaigning and advocacy.

OVERCOMING POLITICAL BARRIERS IN BURMA

Women in Burma face significant barriers in taking on and staying in leadership positions. Patriarchal norms and values discourage women's participation in decision-making and public life. Extremely under-represented in politics, women make up fewer than 3% of local government representatives.

IWDA's partnerships with ethnic women's groups inside Burma and along the borders sustain and support the development of future women leaders ready to contribute to change.

Our partner, the Women's League of Burma, is a significant leader and advocate on the international stage. With our support they are advancing women's equal representation and run political empowerment trainings which focus on democracy, human rights and gender equality. The trainings are critical in building understanding of the current constitution and laws that oppress women, and how these can be changed. This is significant in the current political context in Burma, with forthcoming elections to be held in 2015 and a strong call for constitutional amendments emerging from different political and civil society groups.

Of significance this year, IWDA and the Women's League of Burma organised a 10-day advanced course for 30 Political Empowerment Forum Facilitators in Pyin Oo Lwin, Burma. Focussing on the upcoming 2015 Burma elections, together we covered critical issues regarding elections, constitution and federalism.

HERSTORY

Rosa Kaiges, Community Facilitator

Wide Bay Conservation Association, Papua New Guinea

Rosa Kaiges works as a Community Facilitator for Wide Bay Conservation Association. IWDA works in partnership with Wide Bay to improve women's access to information about their rights and make informed decisions about their land, and support them in negotiating fair deals with development companies.

Rosa says, "I am from Kaukum Ward. In my community I stand as a women's leader. Wide Bay Conservation Association has trained and educated us with skills and knowledge on how to protect our heritage, on how to be self-reliant and on how to raise awareness and advocate on issues in public.

"The training helped me to mobilise women to take action. In the past I saw that all our forest and land were good and safe for us to use. But now I see that things have changed. Our

environment has been spoilt and it's no longer good and safe. I am concerned about our lives, and the lives of our future generation.

"We women, with men and youth, took part in a protest march to stop the destruction of our land. We realised that in our areas, our environment is being destroyed. So we have to stand as women in the community to fight for our rights and those of our children and future grandchildren. We need our land to survive on.

"I believe that more women in the village should receive these trainings to equip and give them confidence to stand and talk in public, to be vocal on issues that are destroying and affecting our lives. **Cooperation and unity is a fundamental element in building a better society.**"

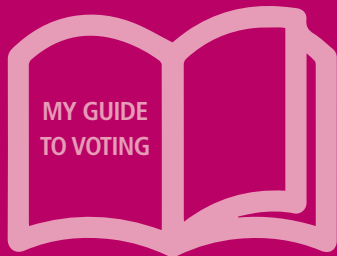
This year, 27 women participated in leadership workshops with Wide Bay to develop their knowledge and skills to advocate for the needs of women in their communities.

WE RISE: A TRULY FEMINIST PARTNERSHIP

Building upon a 25-year history, for the last two years IWDA has worked together with the Fiji Women's Rights Movement (FWRM) on the We Rise program. Feminist in approach, this partnership sees equal power relationships across both organisations. IWDA supports FWRM through a combination of peer exchanges with IWDA staff and strategic support, we also jointly presented on women's political participation at the 2014 State of the Pacific Conference.

This support provided a basis for FWRM to engage young women in voter education for the first time in Fiji. This high profile national media campaign on citizenship rights and democracy called *My Vote, My Voice, My Fiji*, informed young women on the significance of their vote, why they should vote and how to go about it, bringing gender focus to civic education and women's right to vote and stand for election.

FUNDING LEADERSHIP AND OPPORTUNITIES FOR WOMEN



FIJI WOMEN'S RIGHTS MOVEMENT PRODUCED THE *MY GUIDE TO VOTING* BOOKLET. WRITTEN BY YOUNG WOMEN FOR YOUNG WOMEN IN TIME FOR THE 2014 FIJI ELECTION, THE BOOKLET EXPLAINS THE VOTING PROCESS AND WHY IT MATTERS.

72%

OF PEOPLE IN FIJI FEEL THAT IT WOULD BE BETTER FOR FIJI IF THERE WERE MORE WOMEN IN NATIONAL GOVERNMENT



30 YOUNG WOMEN PARTICIPATED IN FIJI'S FIRST EVER FIJI YOUNG WOMEN'S FORUM, INCLUDING 6 YOUNG WOMEN PRODUCERS AND BROADCASTERS FROM FEMLINKPACIFIC

In 2011, The Ministry of Foreign Affairs, Netherlands Government provided IWDA with a grant to deliver a four-year, multi-partner program in the Pacific.

IWDA's Funding Leadership and Opportunities for Women (FLOW) Program drives gender equality by increasing women's civil and political leadership in three Pacific Island countries: Fiji, Solomon Islands, and Papua New Guinea.

This program will build the confidence of individual women to participate in decision-making processes and assume positions of civil and political leadership so that by 2015:

1. Women's civil society will have successfully advocated for increased coherence between national and regional commitments to gender equality in Fiji, Solomon Islands and Papua New Guinea.
2. Young women will be mobilised, skilled and coordinated to participate in decision-making processes.
3. Local government policies and service delivery will reflect increased gender equality commitments.
4. There will be increased voter willingness and ability to support women candidates in local, provincial and national level elections in Fiji, Solomon Islands and Papua New Guinea.
5. Women in Papua New Guinea will lead responses to violence against women.

Since the program began, FLOW has directly supported over 2,000 women and has reached over 20,000 people.

STUDYING WOMEN'S POLITICAL REPRESENTATION IN FIJI

Knowing what people think about leadership, particularly women's political leadership, is important in understanding why women are under-represented in government. People's perceptions of leadership provide important information about current attitudes, how these vary across the community and where change could happen. Understanding people's perceptions also helps to inform strategies for voter education and future advocacy.

The Fiji Women's Forum brings together the diverse experiences and perspectives of four women's organisations and their memberships. This year, the Fiji Women's Forum conducted an extensive study to capture the views of women and men about women in political leadership across Viti Levu and Vanua Levu. The study comprised a survey of 1,211 women and men plus 25 focus groups (with a total of 187 participants) and eight key informant interviews.

The results of the study will inform future action to support women in politics and provide a baseline against which success can be assessed.



Photo: Courtesy of Fiji Women's Rights Movement

BROADCASTING WOMEN'S STORIES OF PEACE AND SECURITY

Documenting women leaders' stories is not only essential in highlighting the important role that women play in advancing key issues of women's human rights, but also in ensuring key issues are addressed in the media.

FemLINKPACIFIC is a Fijian women's organisation established in September 2000 to develop and implement media initiatives to provide a safe space for women to speak and exchange ideas. IWDA has been a proud supporter and partner of FemLINKPACIFIC since the organisation's suitcase radio project first began over 10 years ago.

Between July and December 2013, 450 Fijian women leaders participated in monthly meetings across Nausori, Nadi, Ba, Rakiraki/Tavua and Labasa. The meetings supported women to discuss issues relating to women, peace and security, including economic, environmental, food and health security. Selected stories from the meetings were documented and aired on community radio and a bi-monthly online publication (*The 1325 Report*, referring to UN Security Council Resolution 1325 on Women, Peace and Security). Thirty monthly programs were produced, broadcasting the voices and views of more than 100 women.

PERFORMING ARTS AND ADVOCACY FOR GIRLS

The GIRLS (Grow, Inspire, Relate, Lead, Succeed) Theatre Production encourages Fijian girls aged 10–12 from diverse backgrounds (Indo-Fijians, I-taukei, Samoan, Filipino, French and Australian) to engage in creative arts as a way to learn about their human and legal rights.

Performances also act as a learning and awareness tool for the broader community, covering topics about women and children's rights, as well as verbal and emotional abuse, bullying, child sexual abuse and negligence. Across the year, GIRLS performed to approximately 1,200 students and also as part of '16 Days of Activism', an annual global campaign to end gender-based violence.

One GIRLS participant, aged-12 said that through her experience, "I have learnt that we girls have the right to say what we want and not only boys. Boys need to listen to our decisions as well. We should be treated equally." Another GIRLS participant, aged-11 said that, "Through GIRLS I learnt that as young girls we should inspire ourselves and work together as a group. We need to believe in ourselves and to believe that we can do anything."

Maraia Tabunakawai is a graduate of the Fiji Women's Rights Movement's Young Women's Leadership program, and now leads their GIRLS program (Grow, Inspire, Relate, Lead, Succeed).

Maraia believes this work is important because, "We need to affirm that girls are leaders; not simply leaders of tomorrow, but they're also leaders amongst their own peers."

Gender action plans were developed by Buka and Arawa local councils in Papua New Guinea through support from IWDA and the Commonwealth Local Government Forum. The action plans focussed on topics such as child minding for women in business, civic education on women in leadership roles and raising awareness about violence against women.



Roma Ronika Chand, Volunteer Broadcaster Assistant at FemLINKPACIFIC.
Photo: Kristy Nowland

Fiji Islander Sharon Bhagwan Rolls is the founder and Executive Director of feminist-based non-government organisation FemLINKPACIFIC. Also known as a 'suitcase radio' pioneer, Sharon has enabled women's voices and perspectives to be heard by political leaders using a simple mobile radio kit.



Sharon Bhagwan Rolls attending the 12th Triennial Conference of Pacific Women. Photo: Kristy Nowland.

"WE MIGHT HAVE A REGIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY, BUT WE HAVE YET TO SEE A STRUCTURAL TRANSFORMATION WHERE WOMEN CAN SIT AT THE SAME TABLE AS SECURITY OFFICIALS AND MINISTERS RESPONSIBLE FOR DEFENSE AND MILITARY SPENDING. WE WANT TO REMIND THEM WHAT REAL SECURITY MEANS: OUR FAMILY AND COMMUNITY'S HEALTH, EDUCATION AND EMPLOYMENT—OUR HUMAN SECURITY."

Sharon Bhagwan Rolls

RESEARCH MATTERS



VISIBILITY

It is harder to ignore rights violations and gender inequalities when there is powerful evidence that supports the case for action. Research is integral to achieving informed, effective development. It is a foundation for change, helping to bring visibility to issues that have been hidden by lack of attention. Research convinces us to act.

EVIDENCE

While the availability of gender statistics has improved over the last decade, significant gaps exist, particularly in the Pacific. Building evidence is vital to identify priorities, focus policy and practice and assess the difference this makes.

CHANGE

Building awareness of research findings continues well after the research itself is completed. Ensuring ideas and evidence is seen and used by policy-makers, practitioners and advocates is key to change. It is an ongoing part of IWDA's work to develop practical, engaging evidence-based tools to assist others to act.

Fiji Women's Forum Coordinator
Losana Tuiraviravi.
Photo: Kristy Nowland.

CONTRIBUTING TO A STRONG AUSTRALIAN DEVELOPMENT SECTOR

IWDA was a key contributor to thinking and practice at the 2013 Australian Council for International Development (ACFID) Council and Conference, holding a workshop on gender in the post-2015 development agenda and speaking on a panel about practical strategies for inclusive development. IWDA's CEO was elected to ACFID's Executive Committee, our Director of Programs served on the Development Practice Committee, and IWDA's Research and Policy Advisor worked with the ACFID-University Network Committee to build support for quality development research, evidence-based development policy, and collaboration between NGOs and universities.

UNDERSTANDING THE RELATIONSHIP BETWEEN MONEY AND VIOLENCE AGAINST WOMEN: DO NO HARM

Sixty per cent of Melanesia's population live in rural areas, where women and men support themselves and their families through subsistence agriculture and fishing. Women undertake the majority of farming for household consumption, and sell and buy most produce. They are also often involved in paid work alongside their domestic work. However, access to financial services remains limited, so safely storing money can be difficult. In an environment where gender inequality and rates of violence against women are high, this exposes women to potential financial and physical risk.

IWDA and the State, Society and Governance in Melanesia program (SSGM) at the Australian National University have secured funding to

research the relationship between women's economic empowerment and violence in Solomon Islands and Papua New Guinea.

The research is addressing a significant evidence gap in the Pacific about women's and men's experiences and perspectives about women's economic engagement. Staff from IWDA and SSGM worked collaboratively with local researchers to develop the research methodology, with fieldwork to begin in Solomon Islands in 2014–15.

VIOLENCE AGAINST WOMEN WITH DISABILITIES IN CAMBODIA: TRIPLE JEOPARDY

This year IWDA and research partners focussed on converting the insights from this ground-breaking research into policy and practice.

We supported our Cambodian partner Banteay Srei to integrate disability as a cross-cutting issue across their programs. All staff and community volunteers (over 200 people) were trained in gender and disability mainstreaming, and community volunteers used the training to review Village Development Plans to ensure the needs of women with disabilities were included.

Both the Australian and Cambodian governments have used the research to inform their own activities focussing on Cambodian women with disabilities.

IWDA and CBM Australia also organised a month-long program for ten fellows from NGOs, government and academia in Cambodia through the Australian Leadership Awards Program. The structured leadership, learning and exchange, deepened understanding of integrating gender and disability, and strengthened networks between organisations and individuals working on disability and gender. IWDA and

CBM supported the group to develop and draft tailored guidelines for Cambodian organisations to include women with disabilities in their policies and programs.

MEASURING THE POVERTY OF WOMEN AND MEN: THE INDIVIDUAL DEPRIVATION MEASURE

Currently, poverty is measured at the household level, so it is not possible to accurately separate data by sex. We can't know if women are poorer than men, or vice versa, or how their experience of poverty differs.

IWDA has been part of an international collaboration to develop a new approach that assesses the poverty of individuals. It is informed by the views of poor women and men and can reveal gender disparities and the extent of each individual's deprivation.

This year, the research team finalised its reporting to the Australian Research Council and the substantive report to communicate the research and argue for uptake of a new multidimensional measure of poverty, the 'Individual Deprivation Measure' (IDM). The IDM has been introduced at conferences and meetings in Australia, Asia, the Pacific, Europe and the US. The Australian Government's Pacific Women Shaping Pacific Development program confirmed its investment in a follow on study using the IDM to assess poverty and gender equity in Fiji.



OUR SUPPORTERS

Our supporters are invaluable to us. They come from all over Australia and around the world, and are incredibly loyal, active and committed to creating positive change for women.

**IWDA SUPPORTERS
DONATED**
\$1,847,621 MILLION

2459

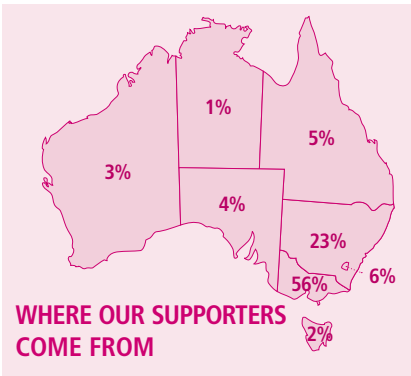
INDIVIDUAL DONORS

957

EMPOWER DONORS

62

BEQUESTORS




**IWDA
NEWSLETTER
READERS
DONATED
OVER
\$61,000**

**THANK YOU TO TWO VERY SPECIAL
SUPPORTERS WHO GAVE A TOTAL OF
\$447,000 TO SUPPORT WOMEN AND GIRLS'
SAFETY AND SECURITY IN ASIA**



**YOU SENT 208
INTERNATIONAL
WOMEN'S DAY
E-CARDS FROM
OUR WEBSITE**

**200 HOURS OF VIDEOS
WERE WATCHED ON
OUR YOUTUBE CHANNEL**





TAX APPEAL

Our IWDA Tax Appeal is our largest income-generating campaign and this year was no exception. Together **we raised a total of \$432,984 for our work with partners** and received donations from 60 new donors.

POWER SAFETY ECONOMY

CONNECT THE FACTS
INVEST IN
EQUALITY
♀

The 2014 Tax Appeal received 720 individual donations, more than any other IWDA appeal to date

EMPOWER

Our regular giving program Empower guarantees financial stability for IWDA. Throughout this year **the number of regular givers grew by 16% to 957**, allowing us to increase the level of funds to our programs.

em·pow·er



Empower donors raised \$443,256
130 new donors joined us as regular givers

GIFTS OF CHANGE

Our 2013 Gifts of Change appeal raised more than ever before. Together 332 Gifts of Change were bought and shared, raising over \$65,000.



COMMUNITY FUNDRAISING

We value our dedicated network of loyal supporters. This year our community supporters held over 30 fundraising events, ranging from film nights to speaker events, games afternoons and morning teas. Approximately **470 sports fundraisers** ran for women's rights at events like Run Melbourne and Miss Muddy.

DIGITAL

This year, we grew our digital audience by 35%. The number of donations coming through our website went up too, increasing by 40% from the previous year.

We had **25% more website visitors** than in the previous year

Over 17,000 people were a part of the IWDA conversation on social media

**THANK YOU
TO ALL OUR
FUNDRAISERS
ACROSS
AUSTRALIA
WHO ORGANISED
INDEPENDENT
COMMUNITY
EVENTS**

THANK YOU

We value each and every one of our supporters. Your contribution has never been so important. Together our focus and commitment on women's rights is steady and strong. We would like to recognise and thank the following individuals, organisations and institutions for their brilliant contribution to IWDA over the last financial year.

IWDA'S PATRON

Our thanks and respectful acknowledgement goes to our Patron, The Honourable Quentin Bryce AD CVO, who shares our vision to support women in becoming powerful agents of change.

GenderWise Associates

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

We would like to thank this year's GenderWise Associates for the expertise they brought to IWDA.

| | |
|---|------------------------|
| Carol Nelson | Marito de Araujo |
| Claire Rowland | Mary Kini |
| Clear Horizon (Zazie Tolmer and Lucy Noonan) | Naomi Yupae |
| Di Kilsby | Patrina Dumar |
| Di Watts | Paulo Baleinakorodawa |
| Elizabeth Cox | Richard Eves |
| Elizabeth Reid | Rose Martin |
| Gabrielle Halcrow | Sarah Eftonga Pene |
| Ginger Norwood | Sister Lorraine Garasu |
| Jan Cossar | Sue Finucane |
| Lisa Houston | Sue Mitchell |
| Lea Davis | Thompson Araia |

Collaborative Organisations

Australian National University
Cambodian Disabled People's Organisation
Cambodian Ministry of Women's Affairs
CBM Australia
CBM-Nossal Partnership for Disability Inclusive Development
Children's Policy Centre, ANU
CORD Cambodia
Dulwich Centre Foundation International
Furthering Inclusive Learning & Development
Handicap International
Philippine Health Social Science Association
Royal University of Phnom Penh
Social Policy Institute, ANU
State, Society and Governance in Melanesia program, ANU
Takeo Provincial Health Department, Cambodia
Tractor School of Design
Transcultural Psychiatric Organisation
University of Colorado Boulder
University of Technology Sydney
WaterAid Australia
Women with Disabilities Victoria

IWDA memberships

ACFID Executive Committee
ACFID University Network
Association of Women's Rights in Development
Australian Civil Society Coalition for Women, Peace and Security
Australian Disability and Development Consortium
Equality Rights Alliance
International Sexual & Reproductive Health and Rights Consortium

In-kind supporters

artist photographer
Australian Centre for the Moving Image
Brunswick Mess Hall
Cassette Pty Ltd.
Coles
De Bortoli Wines
Distinctive Tastes
Jimmi Jamz
Little Creatures Brewing Pty Ltd
Lonely Planet
Longroom Entertainment
Malthouse Theatre
Mamasita
The Melbourne Athenaeum
Melbourne Theatre Company
Movida

Musica Viva Australia
 Naked for Satan
 New Internationalist
 Polperro Dolphin Swims
 Richmond Hill Café & Larder
 Silk Lotus
 Sonia Noske coaching services
 The Botanical
 The Everleigh
 The Hotel Windsor
 The Langham Melbourne
 Union Dining
 Victorian Opera

Pro-bono

ANZ Group Corporate Affairs
 Holding Redlich Lawyers
 Hunt and Hunt
 Kathleen Townsend Executive
 Solutions
 Kathy Wilson Consulting
 State Society and Governance
 in Melanesia

Australian Government



Australian Government

INTERNATIONAL WOMEN'S DAY

'Half the Sky', Melbourne, 3 March 2014

IWDA's evening of celebration and conversation featured guest speakers, Minister Assisting the Prime Minister for Women, Senator the Hon Michaelia Cash, President of the Australian Council for International Development, Sam Mostyn and General Manager of ANZ Direct, Sue Jeffrey. The evening also involved performances by Kavisha Mazzella and The Women's Anthem Choir.

We would like to thank our corporate sponsors ANZ, Corrs Chambers Westgarth and Net Balance for their generosity in supporting our event.



Sister Lorraine Garasu
 and Emerensiana Nipu.
 Photo: Angela Wylie.

IWDA is a member of the Australian Council for International Development (ACFID) and a signatory to the ACFID Code of Conduct. More information about a breach of the Code can be accessed at www.acfid.asn.au. Should you wish to report a breach please send a complaint form to complaints@acfid.asn.au.

IWDA is also a member of the Fundraising Institute of Australia and is guided by its Code of Ethics and Professional Conduct.



ACFID
MEMBER



GOVERNANCE

Thank you to the women of IWDA for sharing your skills, dedication and commitment over the last 12 months. It has been a year of growth, diversification, team building, strategic thinking, respect and achievement. Working for IWDA is more than just a job—our Board, staff and volunteers share our passion for gender equality and the fight for women's rights.

IWDA BOARD MEMBERS

Members are elected for a term of three years and are required by the constitution to submit themselves for re-election by members at the next general meeting after appointment.

The Board meets bi-monthly and is ultimately responsible for setting the strategic direction and governance of IWDA and oversight of its management. These responsibilities fit into four categories: strategy, operations, risk management and governance, and financial management and reporting.

THE 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 in her lifetime. IWDA acknowledges with deep appreciation the incredible dedication and contribution the Foundation has made to our organisation over the years, allowing us to extend and deepen our work for women's power, safety and economic empowerment across Asia Pacific.

Fiona Sharkie CHAIR BBus (Marketing)

Tricia Peters MBA, MPAcc

Mary Hawkins BSc, BAppSc (Maths),

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

Seri Renkin BA (Hons)

We farewell and sincerely thank Isolde Lueckenhausen and Gaye Mason for their commitment to the Foundation Board.

Members of the Board



CHAIR

FIONA SHARKIE
BBus (Marketing)
Appointed
September 2011



DEPUTY CHAIR

KIRSTEN MANDER
LLM, FAICD, FGIA,
FRMIA. Appointed
November 2013



TREASURER

AMANDA FORD
BBus, GradCert. HRM,
MBA, Dip. FS.
Appointed August 2009



DEANNE WEIR

BA (Hons), LLB
(Hons), LLM
Appointed July 2012



SEVGI KILIÇ

BA (Hons), PhD
Appointed
September 2011



SERI RENKIN

BA (Hons)
Appointed
September 2011



GEMMA HARDIE

BA
Appointed November
2013



ERNESTINE ROZARIO

BEC (Accounting), Grad
Dip Bus Information
Systems Appointed
November 2013

We farewell and sincerely thank Tamara Brezzi (appointed 2007) and past Board President Mary Hawkins (appointed 2006) who leave behind an enduring legacy of deep commitment in creating positive change for women. We also thank Ruth Owens and Tricia Peters for their ongoing contribution to the Finance, Risk and Audit Committee.

THE LEADERSHIP TEAM

The IWDA Leadership Team is responsible for implementing IWDA's strategic direction, providing senior leadership, and driving the day to day operations of the organisation. Our Leadership Team is made up of the CEO and the Directors of each department:

Joanna Hayter, Chief Executive Officer

Bettina Baldeschi, Director of Communications & Fundraising

Heather Brown, Director of Programs

Donna Davies, Director of Finance

IWDA STAFF

Thirty-nine women worked with IWDA over the last 12 months:

Bettina Baldeschi, Rochna Banerjee, Joanna Brislane, Heather Brown, Shelley Bourke, Suzi Chinnery, Sabrina Cleevely, Lauren Coutts, Joanne Crawford, Lauren Darley-Bentley, Donna Davies, Kalimar Donvin-Irons, Lee FitzRoy, Suzanne Fletcher, Catherine Hadlow, Joanna Hayter, Sally Horne, Jess Jacobson, Clarissa Leite, Cirila (Lilac) Limpangog, Majella Matthews, Emily Miller, Kristy Nowland, Kathy Oliver, Georgia Ride, Rusalka Rubio Perez, Gabrielle Russell, Kelly Smith-Holbourn, Natalia Spivakova, Lucy Swanson, Sarah Taylor, Joanna Totty, Jessica Waite, Tessa Walsh, Stephanie Walters, Goopy Weaving, Karen Woulfe, Christina Yianakis and Manon van Zuijlen.

OFFICE VOLUNTEERS

Over the last 12 months, our volunteers focussed on the following areas:

- administration
- research & policy
- communications & fundraising
- graphic design
- supporter care
- events
- program support

Our year would not have been as successful without the contribution of our 36 loyal volunteers. We acknowledge and formalise their experience through certificate presentations, work references, as well as invitations to trainings, events and celebrations.

Christie Basset, Gabriella Bjorklund, Caisha Le Clerq, Ashlee Craven, Madeleine Cumberlidge-Lynch, Louella Fitzsimmons, Catherine Hadlow, Win Mar Han, Lindsay Hodge, Tamara Hunt, Alanna Inserra, Maeve Kennedy, Refiloe Khobane, Linet Nkatha Kithamba, Veronica Kurufher, Samara Ladd-Hudson, Josephine Langbien, Janard Lewis, Alex Macpherson, Claire Marshall, Suzy Morton, Laura Nicholson, Natasha Nicholson, Yevon Ong, Libby Richardson, Catherine Sandow-Ortega, Mary Sinnott, Sarah Smith, Pauline Soaki, Jessica Spencer, Lucy Taylor, Shiloh Taylor, Aimee Town, Caitlin White, Melanie Williams and Christina Yiannakis.

**31 WOMEN
SPENT A TOTAL
OF 3,154 HOURS
OF THEIR TIME
VOLUNTEERING
AT THE IWDA
OFFICE**

"It has been such an inspiration volunteering with a team of women dedicated to empowering and improving the lives of women in Asia Pacific. The highlight so far has been hearing firsthand about the successes and challenges of IWDA's partners in Timor-Leste when they came to our office in Melbourne."

Georgia Murphy, Communications & Fundraising volunteer

**EIGHT GRAPHIC
DESIGN STUDENTS
FROM TRACTOR
SCHOOL OF
DESIGN IN
MELBOURNE
VOLUNTEERED
A TOTAL OF
84 DAYS OF
THEIR TIME**

THANK YOU



IWDA Staff Kalimar Donvin-Irons and Jo Totty taking part in Run Melbourne 2014. Photo: Josephine Reich.

IWDA FINANCIAL OVERVIEW

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

July 2013—June 2014 in review

Building on the strong financial foundation established in 2013, we were very pleased with our 2014 result which saw our total income continue to grow and exceed our Income Strategy target for this year. This growth translates into increased activity across all areas of our work and saw a further direct increase in funding to our partners of 20%.

Operating result

At the end of June 2014, IWDA achieved an operating surplus of \$46,083 which was within 2% of budget and built further on our Retained Earnings. Our Reserves at the end of the financial year totalled \$809,074 of which \$425,845 is in our Special Purpose Reserve and is committed to funding Programs in future years.

Our income

Our total income grew by \$1,752,771 this year to \$6,298,028. This achievement reflects our continued effort to diversify our sources of income and recognises the increased activity generated within our programs.

Grant income grew by 52%. This figure is based on a combined total of \$3,832,115 from program grants, of which \$2,039,368 is under the Australian Government's overseas Aid Program.

Income through supporter donations has also continued to increase from last year, taking us from \$1,603,844 to \$1,847,621. This represents a growth of 15%. Regular giving income from IWDA's Empower program has increased by 11%—raising \$443,256 in total, providing sustainable income to IWDA's work.

Our expenditure

We were able to support more partners and increase our impact through a wider range of activities than ever before. Total funding to Programs increased from \$3,369,522 to \$4,415,611 with our Development Programs and Community Education representing 78% of our total expenditure. Overall, we kept our expenditure 9% below budget.

Moving forward

2014–15 is a milestone year for IWDA as we turn 30 years old. We will see change occurring across many facets of our organisation as we look to relocate from our current base to a new office space, investigating and investing in technologies for our services to support the growth that we have experienced and to create further efficiencies.

Our income target for the year ahead is seven million. We are aiming for a breakeven budget, acknowledging that there will be increased costs associated with relocation along with further investment in fundraising and communications including an upgrade to our website.

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 over \$8 million.

**WE INCREASED
OUR FUNDING
TO PROGRAM
ACTIVITIES BY
\$1,046,089**

**WE EXCEEDED
OUR INCOME
STRATEGY
BY 5.3%**

**IWDA'S TOTAL
INCOME HAS
GROWN BY
\$3.15 MILLION
IN THE LAST
2 YEARS.**

FINANCIAL PERFORMANCE 2013–2014

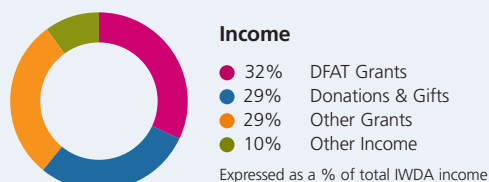
Where our support comes from

DFAT grants: The Australian Government's overseas aid program.

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

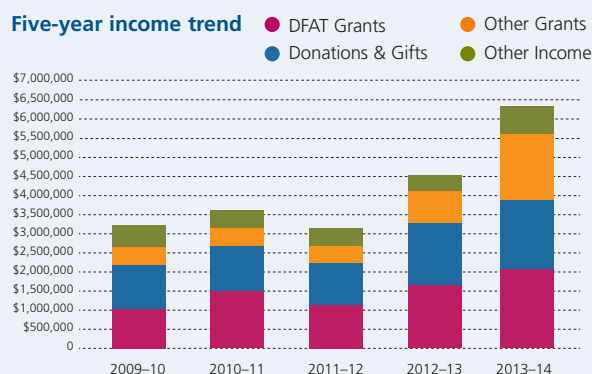
Donations and Gifts: Contributions from the Australian public, trusts, foundations and bequestors.

Other Income: Fundraising events, merchandise sales, GenderWise training and consultancy services, interest and distribution from the IWDA Foundation.



Five-year trend: where our support comes from

IWDA's income shows incremental growth over the last two years. This significant achievement is due to our success in securing grants, which has increased our total grant income by \$2.25 million since 2012. Our successful fundraising activities saw income from Donations & Gifts increase by \$755,735 during this time.

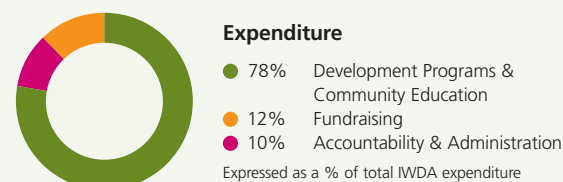


Where the money goes

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.

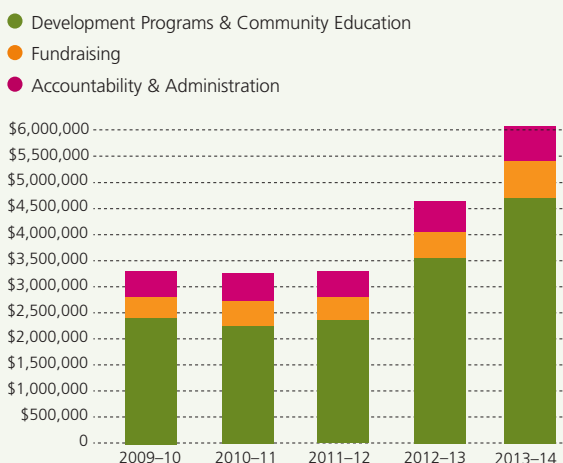
Fundraising: Covers costs related to emerging income from the public that fund our work along with the costs associated in preparing for and reporting against grants.



Five-year trend: where the money goes

IWDA activities from 2009-2012 remained relatively steady. Spending on programs has increased in the last two years due to the increase in grants.

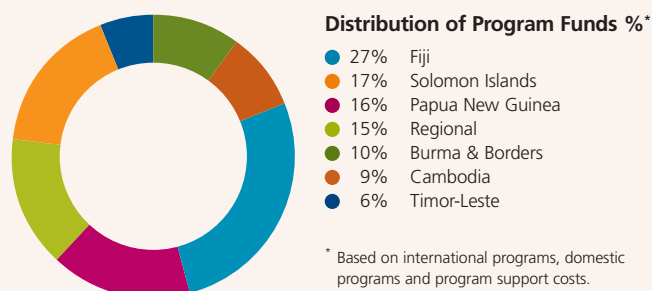
Five-year expenditure trend



Distribution of Program Funds %

The distribution of program funds is aligned with the strategic priorities of IWDA, directly addressing our three 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 SUMMARY FINANCIAL REPORTS

SUMMARISED STATEMENT OF INCOME FOR THE YEAR ENDED 30 JUNE 2014

| | IWDA | |
|---|------------------|------------------|
| | 2014 \$ | 2013 \$ |
| Revenue | | |
| Donations and Gifts | | |
| Monetary | 1,773,427 | 1,596,575 |
| Non-monetary | - | - |
| Legacies and bequests | 74,194 | 7,269 |
| Grants | | |
| Department of Foreign Affairs and Trade | 2,039,368 | 1,668,757 |
| Other Australian | 156,994 | 111,342 |
| Other overseas | 1,635,753 | 742,347 |
| Investment income | 71,498 | 27,007 |
| Other income | 546,794 | 391,960 |
| Total Revenue | 6,298,028 | 4,545,257 |
| Expenditure | | |
| International Aid and Development Programs Expenditure | | |
| Funds to International programs | 2,868,110 | 2,331,317 |
| Program support costs | 1,324,556 | 1,038,205 |
| Community Education | 284,002 | 183,865 |
| Fundraising costs | | |
| Public | 512,228 | 370,115 |
| Government, multilateral & private | 170,003 | 147,485 |
| Accountability and Administration | 621,197 | 590,807 |
| Non-Monetary Expenditure | - | - |
| Total International Aid and Development Programs Expenditure | 5,780,096 | 4,661,794 |
| Domestic Programs Expenditure | 222,945 | - |
| Total Expenditure | 6,003,041 | 4,661,794 |
| Excess/(Shortfall) of Revenue over Expenditure | 294,987 | (116,537) |

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 2014

| | IWDA | |
|--------------------------------------|------------------|------------------|
| | 2014 \$ | 2013 \$ |
| Assets | | |
| Current Assets | | |
| Cash and cash equivalents | 2,415,849 | 1,276,366 |
| Trade and other receivables | 117,556 | 472,277 |
| Inventories | 4,610 | 3,838 |
| Total Current Assets | 2,538,015 | 1,752,481 |
| Non-current Assets | | |
| Plant and equipment | 27,977 | 43,158 |
| Financial assets | - | - |
| Total Non-current Assets | 27,977 | 43,158 |
| Total Assets | 2,565,992 | 1,795,639 |
| Liabilities | | |
| Current Liabilities | | |
| Trade and other payables | 225,984 | 157,210 |
| Provisions | 136,723 | 131,640 |
| Other Financial Liabilities | 1,380,800 | 986,002 |
| Total Current Liabilities | 1,743,506 | 1,274,852 |
| Non-current Liabilities | | |
| Provisions | 13,411 | 6,700 |
| Total Non-current Liabilities | 13,411 | 6,700 |
| Total Liabilities | 1,756,918 | 1,281,552 |
| Net Assets | 809,074 | 514,087 |
| Entity Funds | | |
| Reserves | 491,179 | 242,275 |
| Retained surplus | 317,895 | 271,812 |
| Total Entity Funds | 809,074 | 514,087 |

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

SUMMARISED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2014

| | Special Purpose Reserve | Investment Reserve | Maternity Leave Reserve | General Reserve | Retained Surplus | Total |
|-----------------------------|-------------------------|--------------------|-------------------------|-----------------|------------------|----------------|
| | \$ | \$ | \$ | \$ | \$ | \$ |
| IWDA | | | | | | |
| As at 30 June 2012 | 686,374 | - | 35,334 | 30,000 | (121,084) | 630,624 |
| Net deficit for the year | - | - | - | - | (116,537) | (116,537) |
| Transfer to (from) reserves | (509,433) | - | - | - | 509,433 | - |
| As at 30 June 2013 | 176,941 | - | 35,334 | 30,000 | 271,812 | 514,087 |
| Net surplus for the year | - | - | - | - | 294,987 | 294,987 |
| Transfer to (from) reserves | 248,904 | - | - | - | (248,904) | - |
| As at 30 June 2014 | 425,845 | - | 35,334 | 30,000 | 317,895 | 809,074 |

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES FOR THE YEAR ENDED 30 JUNE 2014

| | 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 | 396,198 | 519,732 | 640,240 | 275,690 |
| We Rise – transformative change for women in Fiji | - | 752,147 | 579,055 | 173,092 |
| Individual Deprivation Measure | - | 250,000 | - | 250,000 |
| Australian Leadership Awards | - | 167,186 | 167,186 | - |
| Australian NGO Cooperation Program (ANCP) | 175,096 | 877,192 | 1,028,288 | 24,000 |
| Women Mobilising for Democracy | - | 158,548 | 95,148 | 63,400 |
| FLOW – Pacific Regional | 326,774 | 1,785,092 | 1,493,249 | 618,617 |
| Meri Kirap - SPSN PNG | 38,947 | 102,291 | 141,238 | - |
| Rural Womens Development Program – Timor Leste | 69,624 | - | 69,624 | - |
| Other Specific Purpose Funds* | 1,845 | 17,977 | 34,671 | (14,849) |
| Total for designated purposes | 1,008,484 | 4,630,165 | 4,248,699 | 1,389,950 |
| Total for other purposes | 267,882 | 2,022,585 | 1,264,568 | 1,025,899 |
| IWDA | 1,276,366 | 6,652,750 | 5,513,267 | 2,415,849 |

* Due to a timing delay on the receipt of a grant our Other Specific Purpose Funds is showing a negative balance at year end.

GIFTS IN KIND, PRO BONO AND VOLUNTEER SERVICES

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

| | 2014 | 2013 |
|---------------------------------|---------|---------|
| | \$ | \$ |
| Gifts in kind | 11,870 | 19,159 |
| Pro bono and volunteer services | 159,009 | 159,604 |

Volunteer services have been valued in accordance with agreed government rates.

For a better understanding of an entity's financial performance and position the summarised statements should be read in conjunction with the unabridged financial statements, which includes the consolidated figures of the Trustee for the IWDA Foundation. A copy of the full financial statements for the year ending 30 June 2014 is available on our website www.iwda.org.au or by emailing iwda@iwda.org.au

The Australian Council for International Development (ACFID) is the peak body of Australian non-government aid and development organisations and as a signatory and member, IWDA is fully committed to the ACFID Code of Conduct.

The summary financial statements 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 Guidance* available at www.acfid.asn.au.

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

Report on the Code of Conduct Summary Financial Report

The accompanying Code of Conduct Summary Financial Report for the year ended 30 June 2014, which comprises the summarised Statement of Financial Position as at 30 June 2014, the summarised Statement of Income, the summarised Statement of Changes in Equity and the Table of Cash Movements for Designated Purposes for the year then ended, are derived from the audited financial report of International Women's Development Agency Inc and controlled entity for the same year. We expressed an unmodified audit opinion on that financial report in our report dated 6 November 2014.

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

Directors' Responsibility for the Code of Conduct Summary Financial Report

Financial Report

The directors of the International Women's Development Agency Inc are responsible for the preparation of the Code of Conduct Summary Financial Report and to ensure it is in accordance with Australian Accounting Standards and the Australian Council for International Development Code of Conduct.

Auditor's Responsibility

Our responsibility is to express an opinion on the Code of Conduct 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 Code of Conduct Summary Financial Report derived from the audited financial report of International Women's Development Agency Inc and controlled entity for the year ended 30 June 2014 is consistent, in all material respects, with that audited financial report, in accordance with the Australian Accounting Standards and the Australian Council For International Development Code of Conduct.

Moore Stephens

Moore Stephens
Chartered Accountants

Hayley Underwood
Bachelor of Commerce (Accounting)
Member of Institute of Chartered Accountants in Australia
Registered Company Auditor
Auditor Registration Number: 428374
Partner
Moore Stephens

Melbourne, 7 November 2014



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ABN 19 242 959 685



Australian Government

Department of Foreign Affairs and Trade

IWDA has full accreditation under the Australian Government's Aid Program



We appreciate the continuing support of the City Village Initiative by the City of Melbourne.

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



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www.violadesign.com.au



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100% post-consumer
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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.