



ANNUAL REPORT 2018-19

Empowering Women to Lead

IWDA INTERNATIONAL
WOMEN'S
DEVELOPMENT
AGENCY

Our vision: Gender equality for all

IWDA exists to advance and protect the rights of women and girls, in all their diversities. Our expertise as a leader on gender equality and women's rights is grounded in a comprehensive feminist understanding of the personal, practical, systemic and structural barriers that women face, at every level of society.

We are proud to partner with women's organisations in Asia and the Pacific to dismantle these barriers and strive for a transformed and gender-equal world. Together we are powerful.

Our partnerships extend beyond our region too – we know the power of global cooperation. That's why we're also members of international coalitions that share our vision of gender equality for all.

Our work stems from our ability to connect research and evidence to practice, and practice to policy and advocacy for change.

Global change requires roots in local realities. We bring a unique connection to the gender equality movements in Asia and the Pacific, to help achieve a truly global perspective and amplify the voices of our partners and the women we work with.

Our Values

FEMINIST

We respect women's diverse experiences, identities, knowledge and strengths and strive to empower women to realise their full and equal rights.

ACCOUNTABLE

We are honest and transparent and are committed to evaluating and communicating the outcomes of our work with integrity.

COLLABORATIVE

We build trusting relationships and strong partnerships as we believe that advancing together is crucial for achieving progressive change.

TRANSFORMATIVE

We are determined to make real, lasting improvements in women's lives by transforming the root causes of gender inequality.

(L-R) GERTRUDE NAMASOI, CINDY KEHALI AND GISSEL TSOGEN, COUNSELLORS AT THE SAFE HOUSE OPERATED BY IWDA PARTNER NAZARETH CENTRE FOR REHABILITATION IN THE AUTONOMOUS REGION OF BOUGAINVILLE. PHOTO: HARJONO DJOYOBISONO



Contents

Message from our CEO and Chair	4
Our Partnerships	6
The Year in Numbers	8
Leadership and Participation	13
Safety and Security	17
Economic Empowerment	21
Systemic Change	25
Thank You	27
Board of Directors	28
Financial Overview	30
Summary Financial Report	32

Reflections from our Chair and CEO



IWDA CHAIR KIRSTEN MANDER, LEFT, AND IWDA CEO
BETTINA BALDESCHI. PHOTO: CARMEN ZAMMIT

I extend my sincere thank you to IWDA's partners and supporters who have achieved so much this past year.

As we celebrate our progress, we know there is still much to do before our vision of gender equality for all is realised.

One obstacle is the persistent gaps in gender data that mean women's lives are poorly reflected in official reporting. This makes it difficult for leaders, policy-makers and organisations to address the needs and priorities of women, and deliver action where it is needed most.

That is why we have continued our work on the Individual Deprivation Measure (IDM), in partnership with the Australian National University and the Australian Department of Foreign Affairs and Trade (DFAT). The IDM is a gender-sensitive measure of poverty that will make visible the influence of gender, age, disability and rural/urban location on poverty.

This year we were proud to launch the Women Supporting Women program, bringing together six Timor-Leste women MPs and six Australian women MPs. Together the women shared lessons on charting political careers while advocating for gender equality. Delivered in partnership with Caucus in Timor-Leste and DFAT, the program drew on lessons learnt in our similar MP mentoring program in Myanmar.

The next 12 months will be an exciting and challenging time for IWDA as we work to secure a strong and sustainable future. I am proud that a number of strategic investments into organisational capacity, innovation and growth have begun to yield strong results, and our future remains bright.

I congratulate our CEO, staff and volunteers on what has been a challenging but ultimately successful year. I thank you for your efforts and hard work.

We are grateful to our donors for their ongoing support of our work, including DFAT and the Government of the Netherlands. This type of significant core funding paves the way for transformative and sustainable change.

Finally, I'd like to extend my sincere thanks to my fellow Directors and members of our board sub-committees for the dedication, commitment and skills they bring in overseeing IWDA's operations. Thank you for your immeasurable contributions to our work.

Kirsten Mander
Board Chair

At IWDA, we're proud to play our part in a global movement of women's organisations striving for gender equality for all.

This past year I have had the privilege of sharing spaces with remarkable women in our region. In the Autonomous Region of Bougainville, I watched as more than 200 women human rights defenders stood shoulder to shoulder, addressing leaders including Bougainville's President and Ministers to demand women's rights. In Cambodia, I sat in a circle of young women as they recalled the exact moments when they defied expectations to speak up in their communities. With their courage and collective power, these women showed me once again what bravery looks like.

In 2018/19, IWDA continued to be brave and transformational thanks to the commitment of our donors, partners, volunteers and staff. Thank you for standing with us. This Annual Report highlights the progress that you have made possible across our key areas of women's leadership and participation, women's safety and security, women's economic empowerment and systemic change. I can't thank you enough for your support.

We are incredibly proud to partner with women's rights organisations in Asia and the Pacific who are challenging widespread imbalances of power and standing up for women's rights. As a feminist organisation, IWDA has continued to explore and examine our own power, which can be disruptive but ultimately necessary work.

At this moment we exist in a fractured geo-political landscape, where populist and regressive forces are on the rise across the globe. These forces are jostling for influence and power, and we must rise to ensure the voices of diverse women are heard. We must stand with women's rights organisations when times are tough. For IWDA, this includes enabling our partners to strategise safely in times of political risk and instability, and supporting them to change direction when required.

In the past year, we supported more than 3300 women to assume leadership positions in their communities and countries. This increase in women's leadership was powered by our groundbreaking Women's Action for Voice and Empowerment (WAVE) program, which is boosting the representation of women in all levels of leadership in Asia and the Pacific.

In May we were proud to be part of the second Pacific Feminist Forum in Fiji, which gathered together more than 150 feminists representing 55 organisations from across the Pacific. Together, participants developed the Pacific Feminist Charter Action Plan – a roadmap for solidarity and action. IWDA supported this bold forum as a We Rise Coalition partner and ally of the Pacific feminist movement.

We know that strong women's movements rely on strong women's organisations, which is why we have also focused on strengthening our internal structure and culture over the past year. This is significant work to ensure our structure is aligned to our strategic objectives, and enables us to sustain our ambitious agenda in the years to come. I would like to thank everyone who has supported this transformation, particularly our dedicated staff and committed Board Directors.

By working together and sharing our skills and experience, we do more together than we could achieve on our own. Together we are powerful.



Bettina Baldeschi
Chief Executive Officer

Our Partnerships

IWDA is incredibly proud of its partnerships with women's organisations in Asia and the Pacific. We work to support and strengthen vital and vocal women's movements across the region.

Together with our partners, we share resources and expertise to address the root causes of inequality and strengthen powerful movements for change.

Thanks to our donors and funders, we support partners and their work financially, as well as provide technical expertise in gender equality, feminist methodology, business operations and management. This works to strengthen our partners' capacity and capability to access more funding and ongoing sustainability. We also work with partners to build evidence and join with others to advocate for change.

Together our collective power, resilience, strength and expertise is accelerating lasting change.



MYANMAR

Akhaya Women
Shan Women's Action Network
Ta'ang Women's Organisation
Women's League of Burma
Women's Initiative
Platform



TIMOR-LESTE

ALFeLa
Alola Foundation
CAUCUS
Covalima Community Centre
Rede Feto



SOLOMON ISLANDS

Christian Care Centre
Family Support Centre
West 'Are'Are Rokotanikeni
Association
Women's Rights
Action Movement



FIJI

Diverse Voices and
Action for Equality
FemLINKPacific
Fiji Women's Rights
Movement



CAMBODIA

Amara
Banteay Srei
Gender and Development for Cambodia
Rainbow Community of Kampuchea
United Sisterhood Alliance



PAPUA NEW GUINEA

Bougainville Women's Federation
Eastern Highlands Family Voice
Nazareth Centre for Rehabilitation
Voice for Change
Wide Bay Conservation Association

The Year in Numbers

3,305

Women assumed
leadership positions

175

Women's groups, organisations
and coalitions accessed support

10,447

Women accessed training
to participate in governance
or decision-making processes

51,561

People received information and
training on gender issues and
women's equal rights

In 2018/19, we continued to create change and ensure women participate and increase their power in civil and political life, feel safer and more secure, and benefit equally from sustainable economies. Here is a snapshot of what we and our partners achieved.

3,394

Women survivors of violence accessed counselling and other support services

26,010

Australians supported our call for global action on gender-based violence

927

Women accessed financial services and training

272

Influencing resources were created to promote systemic change

COMMUNITY LEADER CHAY SATH, CAMBODIA. PHOTO: HARJONO DJOYOBISONO



Promote Women's Leadership and Participation



TEAP MAY AT A WORKSHOP ON ADDRESSING GENDER-BASED VIOLENCE IN CAMBODIA.
PHOTO: HARJONO DJOYOBISONO

Leadership and Participation

Women have the right to an equal say in, and power over, the decisions that affect their lives in their communities, countries and importantly in their homes. IWDA works with partners in Asia and the Pacific to increase women's leadership and participation at all levels of society.

Our Women's Action for Voice and Empowerment (WAVE) program is a progressive women's leadership program funded by the Government of the Netherlands. In 2018/19, the WAVE program supported 20 women's rights organisations in five countries with the resources, skills and networks they need to amplify their collective voice and create a more enabling environment for women's leadership.

In its third year, WAVE supported an increasing number of women to achieve positions of leadership, with 237 women securing new formal leadership roles. This achievement is underscored by the results of WAVE's Mid-Term Reflection, which found that WAVE is supporting significant individual transformation in women's leadership and has led to an increased number of women in formal and informal leadership at community-level government and commune councils, civil society organisations, churches, and as provincial and national Members of Parliament.

One of the key lessons we've learnt is the centrality of women's movements as both a driver for and an outcome of transformative, sustainable change.

IN FOCUS

Accelerating women's political participation in Solomon Islands

In 2018/19, women leaders in Solomon Islands achieved a remarkable feat for women's leadership and participation. After the women's movement's tireless campaigning, four of the country's Provincial Government Assemblies endorsed the inclusion of temporary special measures (TSMs), paving the way for women to take up a quota of leadership positions. IWDA partner Women's Rights Action Movement (WRAM) played a critical role in advocating for this change.

TSMs, which can include quotas and reserved seats, have been successfully used to increase women's representation in political leadership globally. Of the 47 countries in the world with 30% or more women's participation in national parliaments, 41 countries use at least one form of quota system.

The endorsement of TSMs on a provincial level is a major step forward in Solomon Islands. Since achieving independence in 1978, only four women have won a seat at the national level. Data from previous provincial elections paint a similar picture, with only eight women winning a seat across 200 Provincial Government Assembly seats since independence.

WRAM's advocacy and persistent lobbying efforts made the progress on TSMs possible. The organisation was responsible for advising key government officials on the legislative reform space and conducting high-level consultations and trainings with leaders.

DOLORITHA LUIA AT THE BOUGAINVILLE MALE ADVOCATES FORUM HOSTED BY IWDA PARTNER
NAZARETH CENTRE FOR REHABILITATION. PHOTO: HARJONO DJOYOBISONO



Strengthen Women's Safety and Security



LWAY KU KU LEADS A WORKSHOP HOSTED BY IWDA PARTNER TAANG WOMEN'S ORGANISATION IN LASHIO, MYANMAR. PHOTO: HARJONO DJOYOBISONO

Safety and Security

A lack of safety and security is both an abuse of human rights and a major barrier to social, economic and political progress. Through both prevention and response, we are shaping a world where women live free from gender-based violence and play powerful roles in peace-building and national security.

In the Highlands of Papua New Guinea, IWDA partner Voice for Change (VfC) support women human rights defenders striving to end gender-based violence. In 2018/19, this included a focus on peace mediation. When a conflict in a nearby community resulted in several deaths, VfC and members of their women human rights defenders network worked with both sides of the conflict to build peace, and facilitated spaces for impacted women to share their stories. This led to a formal peace ceremony attended by 300 people from both sides of the conflict.

In 2018/19, we continued our powerful partnership with Nazareth Centre for Rehabilitation in the Autonomous Region of Bougainville. Together, we launched the second phase of the project *From Gender Based Violence to Gender Justice and Healing*. The program aims to reduce gender based violence by addressing the root causes of gender inequality. In its first year, the project reached more than 8,900 people with training and support. This included counselling and emergency accommodation through NCfR's safe houses, community conversations through their Men's Hub and safe houses, and training for Women Human Rights Defenders and male advocates to work with governments and communities to drive transformative change. This program is supported by the Australian Government, in partnership with the Autonomous Bougainville Government and the Government of Papua New Guinea as part of the Pacific Women Shaping Pacific Development program.

IN FOCUS

Advocating for peace in Myanmar

In Myanmar, IWDA partner Ta'ang Women's Organisation (TWO) is striving to support, protect and empower women whose lives are impacted by conflict.

"The long-term effects of conflict and violence against women can't be underestimated... in individuals, families and the wider community," says TWO leader Lway Moe Kham.

In 2018/19, IWDA supported TWO's work across 14 remote ethnic Ta'ang villages in Northern Shan State, where militarised conflict continues. TWO staff helped raise awareness of gender-based violence and the attitudes and behaviours that contribute to the violation of women's rights. The team also supported women to access justice

systems, form prevention networks and build their leadership skills. TWO also operated four crisis support centres for survivors of gender-based violence and human trafficking - providing a safe haven to women when they need it most.

TWO also focused on women's roles in peacebuilding. The organisation is a member of IWDA partner the Women's League of Burma (WLB), a coalition of 13 ethnic minority organisations and one of the most prominent peace advocacy groups in Myanmar. In 2018/19, the coalition raised the profile of widespread women's rights violations in Myanmar and reminded government officials of their obligations under the Convention on the Elimination of all Forms of Discrimination Against Women.



A CUSTOMER BUYS A LONGYI (TRADITIONAL CLOTH) AT TA'ANG WOMEN'S ORGANISATION'S SHOP IN MYANMAR. PHOTO: HARJONO DJOYOBISONO



Accelerate Women's Economic Empowerment

SAY SREYNGEB AT A WORKSHOP FOR WOMEN SMALL-BUSINESS OWNERS. PHOTO: HARJONO DJOYOBISONO



Economic Empowerment

Women have equal rights to make and act on economic decisions and share in economic benefit. IWDA supports decent and safe work for all, equal pay for equal work, full and productive employment choices and respect for the substantial unpaid and informal work that women do around the world.

In 2018/19, we continued to confront the economic dimensions of gender inequality which intersect many other areas of our work. In Solomon Islands we partnered with West 'Are 'Are Rokotani Association (WARA), a savings club bringing rural women together to learn more about their finances, access small loans and build their financial literacy and management skills.

In the absence of formal banking services, WARA provides women with a safe and secure place to store and grow their savings. In 2018/19, WARA marked its 20th anniversary with a significant achievement - the total amount of money saved by WARA's members reached two million Solomon Islands Dollars (approximately \$360,000AUD). These savings have been used to start new businesses, cover school and university fees and support healthcare costs.

IWDA has also supported WARA to empower rural women to lead. In 2018/19, members gathered for their annual meeting to learn about important topics ranging from business development and fighting corruption to ending gender-based violence. Together, members play active roles as decision-makers in their homes and communities, including in churches and chiefly structures.

IN FOCUS

Empowering Cambodian women in small-scale business

While women operate 65% of all businesses in Cambodia, they are often perceived as less able than men to generate income for their families.

In 2018/19, IWDA partnered with Gender and Development for Cambodia to enhance women's business development skills and promote their economic rights.

By holding sessions with women business owners and their husbands or partners, the project aimed to build both parties' understanding of gender equality and challenge harmful attitudes so men could support their partners' economic decision-making in society and at home.

Among the 24 couples who took part in the project were Moern Rokeiyas and her husband Sim Mat.

After the training, Mat said his perception of women's roles had shifted.

"I have never thought that my wife was responsible for too many things at home, including both housework and a small business," Mat said. "Until we learned about the family work plan and gender roles, I realised that I have a role to share in the housework if I want my wife's business to grow," he said.

Rokeiyas also spoke of the change she wanted to see after attending the workshop.

"I rarely talk and rarely ask my husband to help me because I know that he is tired from his work. But the training yesterday opened my eyes to be a role model for my baby daughters. I want them to grow up equally," she said.



WOMEN AT AN INTERNATIONAL WOMEN'S DAY MARCH IN DILI, TIMOR-LESTE
PHOTO: HARJONO DJOYOBISONO

Advance Systemic Change



Systemic Change

We are driving a transformation of the systems and structures that exclude and restrict women and girls. With the power of women's movements and voices, we advocate to change the discriminatory laws, policies and programs standing in the way of gender equality.

In 2018/19, we continued to make visible the diverse issues and experiences affecting women. This included our continued work on the Individual Deprivation Measure (IDM) – a new, gender-sensitive and multidimensional measure of poverty. In partnership with the Australian National University (ANU) and with strategic support and funding from Australia's Department of Foreign Affairs and Trade, IWDA is

readying the IDM for global use. The IDM survey collects individual-level and intersectional data to paint a complete picture of men and women's different experiences of poverty. Equipped with this information, national and global policy makers can better respond to women and men's specific needs and circumstances.

A key component of IWDA's work on the IDM in 2018/19 was the development of an innovative technological platform for the collection, analysis and presentation of IDM data. When complete, the technology system will put data into the hands of change-agents including policy makers, academics and advocates. Enabling greater access to disaggregated data is a powerful strategy for accelerating action on gender equality.

IN FOCUS

Exploring feminist foreign policy

There is increasing global interest in feminist foreign policy as an approach to ensuring gender equality is at the core of foreign policies and international development funding. This includes the integration of gender equality into a range of foreign policy settings, from foreign aid and diplomacy to security and trade.

Despite the increased attention, there is no globally-agreed definition of what makes a foreign policy feminist, which raises important questions for gender equality advocates.

In 2018/19, on the sidelines of the UN Commission on the Status of Women – the largest annual gathering on women's rights – IWDA joined with the International Centre for Research on Women and Professor Anne Marie Goetz of New York University's Centre for Global Studies to explore

the principles and accountability mechanisms required for feminist foreign policy. The workshop brought together 40 feminists from 19 countries to reflect on the emergence of governments' feminist foreign policies and explore how to enhance these policies moving forward.

Participants discussed core principles for feminist foreign policy, including that it must be human rights-based and inclusive of those it is meant to benefit, particularly women and other marginalised and intersectional identities. Governments adopting feminist policies must also be accountable to these groups, and develop publicly-available action plans and reports.

IWDA will continue to partner with others to ensure foreign policies and investments truly benefit women.

**IWDA's impact
is powered by our
many supporters,
donors, volunteers
and friends.**

BEQUESTS

We are grateful to the passionate supporters who have chosen to leave a Gift in their Will to IWDA. We are committed to bringing your legacy to life and are deeply privileged that you chose IWDA. Thank you.

DONORS

We offer our sincere thanks to the individuals, trusts and foundations who supported IWDA in 2018/19, including the following supporters for their significant financial contributions:

Anne Miller	Perpetual Foundation
ANZ	The Isabel Sims Endowment
Biophilia Foundation	Red Rocketship Foundation
ethicaljobs.com.au	Reuben F Scarf Memorial Foundation
Factory X	Ruth Pfanner
Isaacson Davis Foundation	The Arnold Foundation
Maree Crabbe	The Price Family Foundation
Marianne Smulders	WeirAnderson Foundation
Mira Levy	
Paterson Giving Account	

EMPOWER

We are grateful to the 1,103 supporters who contributed to Empower, our regular monthly giving program. Your generous monthly donations contributed more than \$466,745 to IWDA in 2018/19. These funds are critical for our planning and ability to respond quickly to opportunities.

SPECIAL ACKNOWLEDGMENT

We thank Chrysalis Advisory and Colin Biggers & Paisley Lawyers for their pro-bono support in 2018/19. We also recognise the dedication, support and advice of Srilatha Batliwala, Heather Brown, Leonie Morgan and Criterion Institute.

VOLUNTEERS

We are grateful to our dedicated team of volunteers and interns for their significant contributions to IWDA

Charmaine Chan	Yana Mangwiro
Leana Lim	Ruby Leonard
Suzy Moreton	Cristina Vara Almirall
Jan Le	Alessandra Chinsen
Madhulika Rajawat	Kate Morrison
Selena Baziotopoulos	Melissa Medici
Ruhi Ali	Stephanie Rogers
Esther Lee Scott	

STAFF

And of course, thank you to the staff of IWDA for their expertise, passion, spirit and commitment over the past year.

**Thank you for standing
with us - together we
are powerful.**

Our Governance

Board of Directors



Kirsten Mander, Chair, has over 30 years' experience in the private, government and not-for-profit sectors, including as general counsel for some of Australia's top companies

including Australian Unity, Sigma Pharmaceuticals and Smorgon Steel Group. Kirsten is chair of legalsuper, a director of rt Health, Swinburne University and Peninsula Health and is a former director of the Law Institute of Victoria and Women's Circus. Kirsten is ex-officio to all IWDA board committees.



Carolyn Ireland has over 20 years' experience working in a variety of senior finance and treasury roles and has held senior roles with Australian Pharmaceutical

Industries Ltd, Epworth Healthcare, Australian Unity, GBS Venture Partners, Macquarie Bank and KPMG. Carolyn is a board member and member of the Investment Committee at Defence Health Ltd. She is a Chartered Accountant, MBA and GAICD. Carolyn is Chair of IWDA's Finance, Risk and Audit Committee and Investment Committee.



Louise Allen is a global gender, peace and security consultant and an experienced women's rights advocate. She has worked alongside women, Indigenous, refugee and LGBTIQ

human rights defenders and civil society in Australia, in the Pacific and at the UN both in Geneva and New York. She was the Executive Director of the New York-based NGO Working Group on Women, Peace and Security for four years. Before that she led the advocacy efforts of Amnesty International Australia for six years, had been the second in charge of the Government Relations and Public Affairs Practice at Hill & Knowlton Australia, and started her career as a media advisor for the Queensland State Police Service.



Linda Kelly is an international development professional, trainer and facilitator, and has held senior positions with World Vision and Oxfam. Her specialisations include

monitoring and evaluation, community development, gender, inclusive practice, international non-government organisational development and capacity building. Since 2001 she has been the Director of Praxis Consultants, specialising in strategic management, program design, research and evaluation for international and domestic organisations at project, program and policy levels. In 2014 Linda joined the Institute for Social Change at La Trobe University as Co-director.



Sandhya Chakravarty has a diverse executive career spanning more than 25 years across international organisations such as State Trustees Limited, Australian Red Cross, Boston

Consulting Group, Bristol-Myers Squibb, and Ingersoll-Rand. Sandhya's expertise includes strategy, business operations, financial compliance, risk management and governance. Sandhya is currently the Chair of the Audit, and Risk Committee at Southern Metropolitan Cemeteries Trust, and is also a board member and treasurer of Link Community Transport. Sandhya is a member of IWDA's Finance, Risk and Audit Committee and Investment Committee.



Bronwyn Lee is Deputy Chief Executive Officer at the Foundation for Young Australians, where she leads public affairs, government engagement, research and advocacy,

partnerships and fundraising. She has a deep practical and theoretical knowledge of the community sector with over fifteen years' experience working with non-profits, including World Vision Australia and as Chair of the Australian Youth Climate Coalition.



Jane Nash is an independent consultant and board director with expertise in sustainability, regulation, government and stakeholder relations, partnerships and financial

wellbeing. During an executive career with ANZ Banking Group, she led Australia's first national survey into the money management capabilities of Australians and subsequently the expansion of financial education programs for low income and disadvantaged groups to 21 countries across the Asia Pacific region. In a finance industry career spanning 30 years, Jane also worked in economics, marketing, strategy and investor relations.



Philippa Taylor is an experienced and successful non-executive director and advisor to boards and leaders within the corporate, government and non-for-profit space. She is

an expert in people governance matters and an experienced business leader in enterprise wide change initiatives across culture, leadership, governance and engagement. She is a director of Western Leisure Services Limited and a mentor to a number of boards and female directors through Leadership Victoria. Philippa is Chair of IWDA's Remuneration and Nomination Committee.



Susan Harris-Rimmer is an Associate Professor at the Griffith University Law School and an Australian Research Council Future Fellow.

She is also a non-resident Associate

Fellow, Global Economy and Finance at Chatham House, UK. She has more than 20 years' experience as a lawyer, researcher, campaigner and policy analyst. She has previously worked for ANU, the Australian Council for International Development (ACFID), the UN High Commissioner for Refugees, and the Parliamentary Library. In 2018, Apolitical named her one of the 100 most influential people in gender policy. Susan is a member of IWDA's Remuneration and Nomination Committee.



Jennifer Wittwer has over 38 years of experience in leading people through organisational change, cultural and workplace reform, and implementing contemporary

and niched gender responsive policy strategies and solutions. Jennifer is also a keynote speaker and author who has worked with organisations such as UN Women in New York, NATO in Brussels and Afghanistan, and international armed forces and police organisations in Australia and overseas in implementing key international commitments relating to women's leadership in conflict prevention, management and resolution. Various awards have recognised her achievements, including the 2018 Canberra Women in Business Mentor of the Year, 2014 and 2018 AFR Women of Influence Alumni (Global), 2016-2019 Who's Who of Australian Women, and 2010 Advancement of Women in the Workplace bronze award. Jennifer was also awarded a Conspicuous Service Medal in the 2013 Queen's Birthday Honours List.

Our Governance

Financial Overview

IWDA's strategy aims to ensure the ongoing viability and sustainability of IWDA, with diverse sources of funding, and targeted programs that expend funds efficiently. This helps us to leverage on our unique position as Australia's leading feminist international development agency.

OPERATING RESULT

At the end of June 2019, IWDA realised an operating profit of \$592,611. Our reserves at the end of financial year totalled \$972,919, and IWDA's consolidated equity grew to \$12.7M, an increase of 4% from 2018.

OUR INCOME

IWDA continued to grow in 2018/19, with total income growing by 30% to \$15M, further strengthening our year-on-year growth since 2010/11. This resulted in increased activity across all areas of work. Grant income continues to represent the majority of revenue. It grew by 21%, to \$11.3M, or 75% of our income.

OUR EXPENDITURE

We continued to fund our program partners, with over \$11.9M in funding to support international programs. Overall expenditure grew in line with increased revenue.

MOVING FORWARD

IWDA continues to build strong financial foundations, and 2019/20 sees the continued implementation of our income plan, which is helping to stabilise revenue growth and provide diversification opportunities over the 2020-22 period. An increased focus on sustainability will see IWDA explore sources of income that can support our work into the future.

WHERE OUR SUPPORT COMES FROM



- DFAT Grants: 23%
- Other Grants: 52%
- Donations and Gifts: 24%
- Investment and Other Income: 1%

DFAT Grants: The Australian Government's aid program.

Other Grants: Bilateral (foreign governments) and other grants (i.e private sector or non-government sector).

Donations and Gifts: Contributions from the Australian public, trusts, foundations, bequests and distribution from the IWDA Foundation.

Investment and Other Income: Fundraising events, merchandise sales and interest earned.

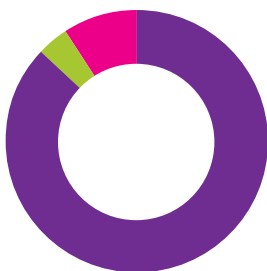
OUR FUNDERS



Ministry of Foreign Affairs of the Netherlands



WHERE THE MONEY GOES



- **Programs:** 87%
- **Accountability and administration:** 4%
- **Fundraising:** 9%

Programs: Includes expenditure on long-term international development, community education, program design and implementation, training, research, policy, advocacy and improving program effectiveness.

Accountability and administration: Relates to the overall operational capability of IWDA, such as audit fees, personnel, ICT, finance and administration costs, insurance premiums and memberships to peak bodies.

Fundraising: Covers marketing, grant writing and communication costs to secure donations that fund our work.

ACCOUNTABILITY AND ACCREDITATION

IWDA is committed to full accountability to our partners, supporters and the diverse women we work with. We have full accreditation under the Australian Aid program.

We are an active member of the Australian Council for International Development (ACFID) and committed to the ACFID Code of Conduct. As a signatory to the Code, we are committed to conducting our work with transparency, accountability and integrity. IWDA is also a member of the Fundraising Institute of Australia and is guided by its Code of Ethics and Professional Conduct.

We are committed to being a leader and specialist in gender and feminist development practice, and ensuring our work is evidence-led. We evaluate our practice and priorities to adapt and learn from the political, economic and social contexts in which we work.

For a full list of our monitoring, evaluation and learning activities in 2018/19, visit our website www.iwda.org.au



ACFID
MEMBER



PROFESSIONAL
MEMBER
CODE COMPLIANT



Australian Government
Department of Foreign Affairs and Trade

Our Governance

Summary Financial Report

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019

IWDA	2019 \$	2018 \$
REVENUE		
Donations and Gifts		
Monetary	3,394,990	2,019,961
Non-monetary	-	-
Legacies and bequests	139,822	14,586
Grants		
Department of Foreign Affairs and Trade	3,509,272	2,853,238
Other Australian	2,132,908	1,853,705
Other overseas	5,644,118	4,616,835
Investment income	151,051	160,860
Commercial Activities Income	-	-
Other income	27,224	24,402
TOTAL REVENUE	14,999,386	11,543,587
EXPENDITURE		
International Aid and Development Programs Expenditure		
International programs		
Funds to International programs	6,676,093	5,510,322
Program support costs	5,214,422	4,574,271
Community Education	570,974	509,563
Fundraising costs		
Public	1,213,100	583,137
Government, multilateral & private	103,759	36,226
Accountability and Administration	600,401	583,662
Non-Monetary Expenditure	-	-
TOTAL INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE	14,378,749	11,797,181
Domestic Programs Expenditure	28,026	-
Commercial Activities Expenditure	-	-
TOTAL EXPENDITURE	14,406,775	11,797,181
EXCESS/(SHORTFALL) OF REVENUE OVER EXPENDITURE	592,611	(253,594)
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR	592,611	(253,594)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

IWDA	2019 \$	2018 \$
ASSETS		
Current Assets		
Cash and cash equivalents	7,308,296	6,348,583
Trade and other receivables	1,442,559	122,536
Inventories	-	1,470
Other current financial assets	-	1,571,060
TOTAL CURRENT ASSETS	8,750,855	8,043,649
Non-current Assets		
Property, plant and equipment	103,281	171,817
Intangible assets	21,019	63,656
Financial assets	-	-
Other non-current financial assets	64,278	64,278
TOTAL NON-CURRENT ASSETS	188,578	299,751
TOTAL ASSETS	8,939,433	8,343,400
LIABILITIES		
Current Liabilities		
Trade and other payables	377,325	386,908
Current tax liabilities	209,279	202,419
Provisions	288,453	242,597
Other financial liabilities	7,062,172	7,097,061
TOTAL CURRENT LIABILITIES	7,937,229	7,928,985
Non-current Liabilities		
Provisions	29,286	34,108
TOTAL NON-CURRENT LIABILITIES	29,286	34,108
TOTAL LIABILITIES	7,966,515	7,963,093
NET ASSETS	972,918	380,307
Equity		
Reserves	477,177	358,014
Retained surplus	495,741	22,293
TOTAL EQUITY	972,919	380,307

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

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

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2019

IWDA	SPECIAL PURPOSE RESERVE \$	INVESTMENT RESERVE \$	MATERNITY LEAVE RESERVE	GENERAL RESERVE \$	RETAINED SURPLUS \$	TOTAL \$
AS AT 30 JUNE 2017	288,077	-	28,743	31,845	285,236	633,901
Net surplus for the year	-	-	-	-	(253,594)	(253,594)
Transfer to (from) reserves	9,348	-	-	-	(9,348)	-
AS AT 30 JUNE 2018	297,425	-	28,743	31,845	22,294	380,307
Net surplus for the year	-	-	-	-	592,611	592,611
Transfer to (from) reserves	119,164	-	(28,743)	28,743	(119,164)	-
AS AT 30 JUNE 2019	416,589	-	-	60,588	495,741	972,919



ShineWing Australia
Accountants and Advisers
Level 10, 510 Collins Street
Melbourne VIC 3000
T +61 3 8028 1800
F +61 3 8022 3400
shinewing.com.au

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

Report on the Code of Conduct Summary Financial Report

The accompanying Code of Conduct Summary Financial Report for the year ended 30 June 2019, which comprises the summarised Statement of Financial Position as at 30 June 2019, 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 and controlled entity for the same year. We expressed an unmodified audit opinion on that financial report in our report dated 8 October 2019.

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.

Directors Responsibility for the Code of Conduct Summary Financial Report

Financial Report

The directors of the International Women's Development Agency 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 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 and controlled entity for the year ended 30 June 2018 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.

ShineWing Australia

ShineWing Australia
Chartered Accountants

Hayley Underwood

Hayley Underwood
Partner

Bachelor of Commerce (Accounting)
Member of Institute of Chartered Accountants in Australia
Registered Company Auditor
Auditor Registration Number: 428374

Melbourne, 8 October 2019

ShineWing Australia ABN 39 533 589 331. Liability limited by a scheme approved under Professional Standards Legislation. ShineWing Australia is an independent member of ShineWing International Limited - members in principal cities throughout the world.

For a better understanding of IWDA'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 IWDA Foundation and notes to the accounts. A copy of the full financial statements for the year ending 30 June 2019 is available on our website www.iwda.org.au or by emailing iwda@iwda.org.au

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 available at www.acfid.asn.au.

FEEDBACK AND COMPLAINTS

If you have a complaint, compliment or suggestion about any aspect of our organisation, please contact us on 03 8373 2500 or iwda@iwda.org.au. More information about a breach of the ACFID Code of Conduct can be accessed at acfid.asn.au. To report a breach, please send a complaint form to complaints@acfid.asn.au.



Level 1, 250 Queen Street
Melbourne VIC 3000

03 8373 2500
iwda@iwda.org.au
www.iwda.org.au

 [internationalwomensdevelopmentagency](https://www.facebook.com/internationalwomensdevelopmentagency)
 [@iwda](https://twitter.com/iwda)
 [iwdaorg](https://www.instagram.com/iwdaorg)
 International Women's
Development Agency (IWDA)

IWDA wishes to acknowledge the Traditional Custodians of the land our office is located on, the Wurundjeri people of the Kulin nations. We pay our respects to their Elders past, present and emerging. We also acknowledge the interconnectedness between patterns of inequality that exist amongst girls and women from Australian Aboriginal nations, and those that exist across the globe. We extend our respect to the women leaders from this land, and beyond.

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