

Ag s c nge

iwda

international
women's development
agency inc.

When women benefit, the whole community benefits.

ABOUT INTERNATIONAL WOMEN'S DEVELOPMENT AGENCY (IWDA)

IWDA is an Australian not-for-profit organisation that, for close to 25 years, has been creating positive change for women and their communities. Our practical and rights-based projects directly address poverty, discrimination and oppression in the Asia-Pacific region.

We develop our projects in partnership with women who work and live in the communities. We know from experience that women's active participation and leadership is key to building a more sustainable future where the rights of women and men, girls and boys, are respected.

As we continue to build on the vision of IWDA's founders, we draw daily inspiration from the women and organisations we partner with, who work for equity, rights, safety and opportunity with limited resources in challenging environments.

This annual report brings you the work of IWDA and its partners; which is made possible by the support of the public, philanthropic foundations and institutional funders including the Australian Government.

*When women benefit,
the whole community benefits.*



ABN 19 242 959 685
PO Box 64 Flinders Lane VIC 8009 Australia
Tel: 61 3 9650 5574 Fax: 61 3 9654 9877
Email: iwda@iwda.org.au
www.iwda.org.au
Donation hotline: 1300 661 812



International Women's Development Agency (IWDA) is a signatory to the Australian Council for International Development (ACFID) Code of Conduct which defines minimum standards of governance, management and accountability for non-government development organisations. Adherence to the Code is monitored by an independent Code of Conduct Committee elected from the NGO community. Our voluntary adherence to the Code of Conduct demonstrates our commitment to ethical practice and public accountability. More information about the ACFID Code of Conduct can be accessed at www.acfid.asn.au

IWDA's ongoing commitment to environmental sustainability and minimising our impact is shared by the design and print companies who have supported us in the production of this publication. We are delighted to again have sponsorship of our annual report from Print Bound and ongoing support from VIOLA eco-graphic design.



VIOLA eco-graphic design works with community and environmental organisations to create communications that inspire positive social change. Viola embodies the philosophy of sustainable design where a minimum negative environmental impact approach is taken at all stages of the design process.

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Cover photo: Deb Chapman.
Clara, Highlands woman (PNG).

Photo opposite page: Sally Asker.
Women participating in a power analysis of decision-making about natural resources within their communities, part of the design process for the Solomon Islands natural resource management project (Rendova, Solomon Islands).



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" Supporting women is a high-yield investment, resulting in stronger economies, more vibrant civil societies, healthier communities, and greater peace and stability. And **investing in women is a way to support future generations**; women spend much more of their incomes on food, medicine and schooling for children."

Hillary Clinton, International Women's Day 2009



Executive message



Q&A WITH JANE SLOANE, EXECUTIVE DIRECTOR

What have been some of the program highlights of the last 12 months?

We've been able to support 33 projects with 27 program partners in 10 countries over the past year. Importantly, we've developed the framework that underpins this work so that these projects are strengthened and linked through a programmatic focus on livelihood and economic empowerment, freedom from violence, participation in leadership and decision-making, and environmental and natural resource management.

IWDA works in partnership with local organisations headed by women. For you, what is the meaning of partnership?

There is a feeling of solidarity and shared experience by working in partnership. **Everyone is richer from what is brought to a partnership; the benefits rotate 360 degrees.** We learn so much from our program partners in terms of their experiences and needs and they are brave and resourceful in their responses to challenging issues and new opportunities.

What are some of your strongest beliefs about IWDA?

Resilience is the word that springs to mind when I think about IWDA, the women who work here and those with whom we partner. **Women are powerful agents of change and women-focused organisations such as IWDA have helped catalyse some extraordinary changes and initiatives in Asia-Pacific communities over the last 25 years.** Our Global Youth Impact leadership program for young women in schools demonstrated the potential to develop a new generation of leaders and advocates for positive change for women.

Aside from IWDA's programs, what other work does IWDA undertake to help bring about positive change for women?

Taking people on a learning journey is important and so the One Just World national seminar series we're involved in with AusAID and World Vision Australia is designed to encourage a national conversation about the critical issues facing communities in Asia and the Pacific. We also conduct gender training with other organisations to encourage policies and programs that are gender inclusive in their design and delivery. Initiating the Asia Pacific Breakthrough Summit in December has led to having greater influence on leaders and organisations in relation to policy and programming commitments that address gender inequality.

What has been the biggest challenge faced by IWDA this year?

In a small organisation, the challenges are constant as we deal with the same level of risk as the larger NGOs and yet with a very small resource base. It's been a very difficult year for our partners given issues such as the violence in Sri Lanka and the political situation in Fiji, further overlaid by the economic downturn and the impact of lower currency exchange rates and less donor funds. The upside is IWDA's resilience as an organisation and as a partner, and the ability to explore options in such circumstances. In this regard, I'd also particularly like to acknowledge the significant pro bono legal support provided by Holding Redlich over the last year, and over many years. Their ongoing commitment to IWDA's work is deeply appreciated.

What drives you in your everyday life?

Staying close to the good energy: family, friends, a passion for justice, a desire to be connected to wilderness, poetry and language, a love of beauty, music, dance, aikido; the chance to work with my hands when not in my head and to feel involved with communities.



Q&A WITH COLEEN CLARE, PRESIDENT

In your opinion, what sets IWDA apart from other organisations working in international development?

IWDA is unique; it was established nearly 25 years ago by a group of dedicated women who wanted to see positive change in the lives of women living in the Asia-Pacific. **The empowerment of women is still the focus of all our programs as we believe that when we support a woman, we also support children, families and communities.**

IWDA developed a Strategic Plan for the period 2008–13. Could you tell us a bit more about it?

With the appointment of Jane Sloane as our expert leader in the Executive Director role, the IWDA Board embarked on an ambitious growth plan to strengthen our work with partners in the Asia-Pacific region and develop our expertise in gender and women in development. The global financial crisis and continuing natural calamities have caused us to constantly review and monitor this work. We remain committed to working for gender equality in the areas of livelihood and economic empowerment, safety and non-violence, participation in leadership and decision-making, and environmental and natural resource management.

During this year, the Board appointed new Board members and Ambassadors. Could you share with us who they are and how they are contributing to IWDA?

Our IWDA Board retains continuity and strength with both long-term members and new expertise. This year we were pleased to welcome Jan Owen (AM, Executive Director of Social Ventures) to provide her expertise in working with women and in attracting new supporters to IWDA. We were fortunate to have Stephanie Dowrick work with us for a short time before she returned to her role as a Sydney-based Ambassador for IWDA. Joan Kirner (AM and former Premier of Victoria) continues to serve as a dynamic Melbourne Ambassador for IWDA and we were delighted that the Governor-General Her Excellency, Ms Quentin Bryce AC, accepted a role as Patron of IWDA.

This year has seen an intense preparation for the international 'Breakthrough' initiative. What contribution will it bring to IWDA?

This year at IWDA we have realised a dream for more integrated, collaborative work across the women's movement, women in development and women in faith through the creation of Asia Pacific Breakthrough which will take place as a major international event in December this year. Together we are forming new commitments to women in development and new ways of working together that will continue as ground breaking alliances in 2010. We are committed to securing more investment and innovation in our journey to women's equality.

In the last 12 months IWDA have had many achievements. Which one would the Board like to highlight?

The IWDA Board has faced the current global financial crisis with courage and great industry, working together to ensure that we continue to serve our partners in the Asia-Pacific region in the best way we can. In a time of high stress we have remained viable and active, continuing to create change for women. Without all our dedicated supporters and donors staying with us this would not have been possible.

If you could change one thing in the world for women, what would it be?

I look forward to a world in which women daily experience the respect, education and resources they deserve as equal members of the society in which they live. A world where every girl, every child, can grow in safety and good health, happy in the knowledge that their contribution to our shared world is welcome.

Partner's voice



Photo: Courtesy of Banteay Srei. Thavy (outgoing Executive Director) and Panha (new Executive Director).



Photo: Suzette Mitchell.

“ We dream to grow and hope that in the future the women’s network will grow and we will all be able to support each other.”



Photo: Suzette Mitchell.

Banteay Srei was founded in Cambodia in 1989 and has been an IWDA program partner for the past 20 years. Thavy Chhoeun started out as Program Assistant in 1992, before becoming Program Manager in 1994 and Director in 2000. She is now moving on after 17 years of dedication to working with women in Cambodia.

When I first started working for Banteay Srei, originally a branch of IWDA, some of the biggest issues facing women in Cambodia were related to poverty, domestic violence and food security. In particular, there were very few reproductive health services to support women. Banteay Srei was established to develop programs that directly address issues such as these and to empower women. Today Banteay Srei's mission is to bring about a society in which women and men work side by side, as equals, in contributing to the economic and social well-being of families, communities and society as a whole.

A very important part of Banteay Srei's work today is to encourage women to be proactive and voice their concerns to the government. We focus on leadership training so that women can become Community Council Members and Village Representatives. We want to ensure we have more Cambodian women who are confident and who are strong enough to use their voice at a political level.

During my time at Banteay Srei, I have seen it grow from a small grassroots organisation into the influential organisation it is today. I am very proud that I can leave now that the organisation is so strong. I would now like to use my knowledge and experience to support other local organisations who are finding it challenging to survive. It is so important that local organisations are strong as they can better understand what local people need.

IWDA has been very supportive with both funding as well as capacity building and this has enabled Banteay Srei to become a leading organisation in the areas of women's empowerment and leadership in Cambodia.

With IWDA support, Banteay Srei has trained many young leaders and given women such as myself the opportunity to grow. Many poor women and their families have benefited from our activities. I feel confident leaving Banteay Srei in the hands of other young leaders.

I would like to say a big thank you to IWDA and its supporters for having a program that focuses on women and helps support and fund a local organisation like Banteay Srei. IWDA never forgets about us and always wants to work with us. We are so pleased to be in partnership with IWDA!

Thavy Chhoeun

IWDA would like to congratulate Thavy for her wonderful dedication and passion over the past 17 years. Her commitment to working with women and promoting women's rights has been tireless and inspirational. We will miss you, and we wish you all the best for the future.



Photo: Wendy Ri'itz Arebaio, Live and Learn Environmental Education. Participatory research about attitudes and perceptions of communities (Solomon Islands).

Our unique position: Being a women-focused development agency. Focusing on women is not just about equity and rights. It is also about effectiveness and impact.

INVESTING IN WOMEN

We believe that development can only be effective and sustainable if women are active participants in all aspects of economic, social and political life.

Increased economic opportunities for women need to combine with the power to influence how income is spent, a fair sharing of household and caring work, and mobility and safety, if women's overall well-being is to improve.

When women benefit from development and have a say, they share the benefits with their families and invest in their communities. Women use their earnings for the health and education of their children and themselves. Empowering women and girls is central to achieving gender justice and to addressing the challenges facing families and communities in a way that is truly sustainable.

"I am deeply convinced that, in women, the world has at its disposal the most significant and yet largely untapped potential for development and peace."

Ban Ki-moon (Secretary-General of the United Nations)
International Women's Day speech, 2008.

WOMEN AND POSITIVE CHANGES

- ☀ Eliminating gender inequality in the labour market in Asia would both increase women's wages by about 50% and increase national output by 5%.¹
- ☀ For every year beyond fourth grade that girls attend school, wages rise 20%, child deaths drop 10% and family size drops 20%.²
- ☀ If men and women had equal influence in decision-making, the incidence of underweight children less than three years old in South Asia would fall by up to 13%, resulting in 13.4 million fewer malnourished children.³

1 UN Office of Special Adviser on Gender Issues and Advancement of Women 2001

2 Women's Learning Partnership for Rights, Development and Peace website, accessed 12 October 2009: <http://www.learningpartnership.org/en/resources/facts/humanrights>.

3 UNICEF. The State of the World's Children 2007.

FOCUSING ON WOMEN

Women's rights are less likely to be respected, in every country, but particularly in developing countries.

Women are the majority of those in poverty, and gender inequality helps explain why it is harder for them to escape poverty. Deep and persistent discrimination, including in education and access to resources such as land or credit, limits the opportunities many women have to build a better future for themselves and their families.

When women find employment, it is often low-skilled and poorly paid, so they have little to show for long hours of work. And this work is on top of other household and caring responsibilities, which remain largely unvalued, unpaid and invisible in traditional national accounts.

The global economic downturn has seen women's burden of poverty increase. With less income, families pull their girls out of school to take on work, while violence and the pressures of an abusive relationship are exacerbated by crisis. Changing this situation is key to overcoming poverty for women, for families, communities and nations.

Our programs address immediate practical needs such as access to food, income, safe houses and education as well as creating long-term change that enables women to participate in decision-making, play a role in economic life and in the sustainable use of natural resources.

SOME FACTS ABOUT INEQUALITY

- ☀ More than a billion people live on less than US\$1 a day; 3 out of 5 are women and girls.¹
- ☀ 1 in 3 women will suffer from some sort of violence in her lifetime.¹
- ☀ 2 out of 3 of the world's 960 million illiterate adults are women.¹
- ☀ Worldwide, over 6 out of 10 people working in family enterprises without pay are women.²

1 United Nations Development Program 2006

2 State of World Population 2005



L
Photo: Clarissa Leite.
Emerging Leaders Program
student (Thai-Burma
border).

R
Photo: Courtesy of
Tulele Peisa.
Judith from Tinputz
Community (Solomon
Islands).



GENDER ROLES AND RELATIONS CAN BE TRANSFORMED

If they are learnt, they can also be 'unlearnt', opening new possibilities and ways of acting and interacting for both women and men.

When communities are under pressure, opportunities for change can open up. In the Solomon Islands, in areas heavily affected by unsustainable logging, IWDA and its partner, Live and Learn Environmental Education, heard directly from both men and women that greater gender equality was essential to preserving the remaining natural resources for the future.

"Women's participation in any natural resource consultation is rare here. If you look at women's participation in any committee there is maybe one woman or none... Women need to be empowered before we can have an equal say in natural resources."

Female community member

"We need to change the balance to gender equality, but we men took over, we dominated. Why not decision-making with women? When men make a decision, they are corrupt and no good. Women must make decisions too."

Male community member

VISION

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

MISSION

IWDA works to advance the status of women so that they, their families and communities have:

- ☀ Viable livelihoods in a sustainable environment
- ☀ Freedom, opportunity and safety
- ☀ Effective participation in decisions

PROGRAM GOALS

In the period 2008–13, IWDA will focus its work in six key areas:

- ☀ Livelihood and economic empowerment
- ☀ Safety and security
- ☀ Social, physical and mental health
- ☀ Education
- ☀ Environmental sustainability
- ☀ Civil and political participation

Priorities will vary over the five years, reflecting circumstances, opportunities and the needs of our partner organisations.

See pp. 12–23 for more details.

PARTNERSHIP MODEL

We work in partnership with women, and men, from local communities from Cambodia, East Timor, Fiji, the Maldives, Papua New Guinea, the Solomon Islands, Sri Lanka, Thai–Burma border, and Vanuatu. IWDA supports women to identify and act on their priorities and implement their own initiatives. We recognise that the women we work with are the experts in their own lives and know their context and the opportunities they want for themselves and their children.

See pp. 8–9 for more details.

ADVOCACY AND POLICY INFLUENCE

IWDA seeks change at both a practical and structural level. We work to promote women's rights in, and through, development and to influence development priorities, policies and practice. Helping to change the circumstances of individual women and communities is important; however for lasting change, we need to address the barriers that perpetuate poverty and discrimination so that both women and men can help shape the future.

What partnership means for us



L
Photo: Gabrielle Halcrow.
Participant in the research project, 'making the invisible visible – gender, water, sanitation and hygiene in the Pacific' (Fiji).

R
Photo: Erin McKinnon.
Woman in Maldives.



Partnership is bringing together the knowledge, experience and resources of IWDA and its program partners to address shared priorities.

IWDA AND PARTNERS ORGANISATIONS: A MUTUAL EXCHANGE

IWDA works with organisations of varying size and experience. Often these are women's groups, but not always. IWDA also assists organisations with a more general focus to engender their work. Partnership means bringing together the knowledge, experience and resources of IWDA and its program partner in order to address shared priorities.

IWDA staff listen, learn, assess, support, mentor, collaborate, stand in solidarity with, and access funding. There is mutual exchange at all stages, from clarifying priorities to evaluating learnings and successes. Sometimes IWDA works jointly to develop the approach and budget, and sometimes we are a sounding board and critical friend. We rarely implement a project as local organisations are usually better placed to do this. IWDA staff regularly visit and monitor progress in the field, as well as providing training to strengthen specific skills and knowledge, and building confidence by recognising and valuing local experiences.

We recognise that the interests of women and men are best served when local organisations exist to focus and mobilise local community capacity.



"Women's League of Burma (WLB) is very grateful to be working in partnership with IWDA. Not only do they support us financially, but also they really understand what we are doing here.

The support we get from IWDA can strengthen the work of WLB. We can build up the capacity of young women, so these women become agents of change, agents of peace.

With IWDA, even before a project starts, we can discuss with them closely and this is a good thing for us. We really communicate. They are not giving us the money and that's it. It is really important to have someone to understand about our work, our priorities and our situation. IWDA knows the work we are doing, and so they support us. It is like a sister, supporting each other."

Lway Aye Nang, Women's League of Burma



"Partnership is a shared journey. IWDA's approach to partnership involves building relationships based on equal power relations and a respect for local knowledge, culture and traditions. Our partnerships are dynamic and

evolving, with the role of each partner changing over time. In practice this means that sometimes we listen and learn, sometimes we facilitate links and networks or provide advice, feedback or training, but always we work together towards our shared vision of supporting the empowerment of women and their communities."

Renae Davies, IWDA Program Manager

Photo: Renae Davies.
Dormitory caretaker in a
Thai–Burma border camp.



Supporters connect the Australian community with IWDA and its partners to enable positive change for women and their communities.

SUPPORTERS

IWDA supporters make our work possible, providing vital funds, skills and resources that enable our work. They are a diverse group of individuals and organisations who believe that women should enjoy the same rights and opportunities as men and know this brings wider benefits. Their actions make a difference to the lives of women and their communities.



“I have been a supporter and advocate of IWDA for over 12 years. For such a small organisation, IWDA has a profound impact on the lives of not just the women they work with, but entire communities. Women are the glue holding many

disadvantaged communities together; by making them stronger we provide opportunities for everyone. Living in such a privileged society it is easy to forget that women in many countries continue to have limited options. Supporting IWDA is not only a great thing to do, but a chance to remind ourselves how lucky we are.”

Deanne Weir

LOCAL COMMUNITIES

Local communities are empowered by the work of IWDA and its partners. Improving women's access to skills and opportunities, enhancing self-esteem, confidence and leadership skills and enabling both women and men to contribute their knowledge and ideas are changes that lead to a more sustainable and peaceful community.



“I try to help myself. It's hard. I have managed to send my children to school; Well, I couldn't read and write but I taught myself: Sometimes I still can't spell right but do my best to teach myself. Since I met Women's Action for Change – IWDA's

partner –...everything has changed. To start off, I went to school – Small Business ('Start Your Own Business' course)...My son said, 'But you can't read and write – What are you doing at school? You can't go there.' I said, 'No, I can. I will. I'm going'. So I learnt so much; how to start a business, how to pay yourself and workers. What I knew before was the housework, washing dishes, cleaning the house...”

Participant, Women's Action for Change program

Photo: Noelene Nabulivou, WAC
Participants at the Women's Action for Change workshop.

Strengthening gender equality work



ENGAGEMENT AND ADVOCACY

Asia Pacific Breakthrough

IWDA catalysed an exciting initiative, Asia Pacific Breakthrough: The Women, Faith and Development Summit to End Global Poverty (Melbourne, Federation Square, 2-3 December 2009). This ambitious summit is an initiative spearheaded in the Asia-Pacific region by IWDA, in collaboration with key women's, development and faith-based organisations from the government and non-government sectors.

The coming together of faith-based, women's and development organisations to promote gender equality is unprecedented. The aim of this new alliance is to mobilise the energies of these three communities and deepen their impact by exploring opportunities for increased partnership and collaboration. It will also work to engage and attract new partners in support of the common goal of ending poverty by empowering women.

We trust this will mark a new era in women working more strongly together to maintain and grow investment in women and girls, and to increase understanding of how much women and girls have to contribute to ensuring a just and equitable world for all.

International Women's Funding Network

We are an active participant in the Women's Funding Network, a global network of more than 145 women's funds and a movement for social justice working to invest in women's leadership and in solving critical social issues, from poverty to global security, by bringing together the financial power, influence and voices of women's funds. The Women's Funding Network also works closely with campaigns including Women Moving Millions, which is attracting more million dollar donors to support women-led organisations and initiatives to benefit women and girls.

One Just World

IWDA is a partner with AusAID, World Vision Australia in a national series of discussion forums on development issues including poverty, human rights, climate change, gender equality, Pacific perspectives on governance and security, and HIV/AIDS. A panel of engaging speakers drawn from Australia, the Asia-Pacific region and beyond provide their views and engage in dialogue with members of the public. The forums are designed to stimulate discussion and ideas as well as encourage active participation in development through volunteering, pro bono support and working in the sector.

Over 4,000 people attended the first series of forums in 2008-09. IWDA worked with its core partners and a university partner in each city in organising and promoting the series, securing speakers and ensuring that gender issues were considered in all sessions.

Research: Assessing development: designing better indices of poverty and gender equity

Available measures of gender inequality focus on areas relevant mostly to the more privileged, such as representation of women in parliament or higher education, and can suggest that gender inequality has been reduced even when the situation for the majority of poor women is unchanged. The measures also focus on deprivations that anyone can suffer, such as income poverty, neglecting those that affect women and men differently.

IWDA is an industry partner in this Australian Research Council Linkage Grant, which supports a research project that aims to develop standard gender indicators in order to assess real progress in gender equity and better understand the intersections between poverty and gender-based discrimination. Other partners are: The Centre for Applied Philosophy and Public Ethics, ANU; Oxfam Great Britain (Southern Africa Region); University of Colorado at Boulder; and Philippines Health Social Science Association.

The objective of this three-year research project is to develop new gender sensitive indicators of poverty that address the limitations of current measures. This should enable better assessment of impact, more informed choices about where to focus resources, and a sounder basis for poverty and gender-related policies and programs.



Photo: Amanda Lovekin.
Feast preparation.

Photo: Renae Davies.
Karen Young Women's
Leadership School student
(Mae Ra Moe Luang
Refugee camp, Thai-Burma
border).



MOBILISING

Feast

IWDA Feast 2009 was attended by over 200 guests who enjoyed the cooking of 19 female chefs and the wine of 12 female winemakers as well as entertainment from performers including Lindy Burns as MC, comedian Denise Scott, singer Deborah Conway, auctioneer Katie Smith and circus performer Christy Flaws. All of the talented women involved generously donated their time, skills and produce. It was a wonderful night of female camaraderie, entertainment, great wine and delicious, inventive and inspiring food. The event raised over \$26,000 which will be used to support IWDA's programs aimed at empowering women in the Asia-Pacific region.

International Women's Day

This year a number of events were held around the country to celebrate International Women's Day (IWD). The day also provided an opportunity for our partners to speak about women's rights in their communities. In Melbourne IWDA raised awareness about issues facing women in developing countries at schools and universities. We also had a stall at the Queen Victoria Women's Centre. In Sydney, one of our supporters held a breakfast for friends and colleagues before heading off to the IWD march. IWDA had a stand at the Adelaide UNIFEM breakfast which attracted over a thousand women. Also in Adelaide, there was a special One Just World event at WOMAdelaide. In Hobart, a supporter held a soiree at which Renae Davies, IWDA Program Manager, spoke about the Young Women's Leadership School on the Thai-Burma border.

ORGANISATIONAL SUPPORT

IWDA Foundation

IWDA appointed Mary Hawkins, IWDA Vice President, to the IWDA Foundation Trustee Board from November 2008. For a full list of Board members see p.28.

The Trustee Board met eight times in the 2008-09 year. The Trustee has made careful investment decisions with the objective of preserving capital and providing a sustainable income stream to IWDA. The Trustee undertook a thorough review of its investments in the light of the global economic crisis, including a presentation from the investment manager. The Trustee has maintained its investments in line with the Foundation's objectives and the Trustee's long-term investment strategy.

The Foundation welcomes significant donations from those who want to provide lasting support to women and girls in developing countries. The Foundation can be contacted on 0437 643 206 or at www.iwdafoundation.org.au.

Patron

Her Excellency Ms Quentin Bryce AC, Governor-General of the Commonwealth of Australia, has agreed to be the Patron of IWDA.

Her Excellency has been a long-term supporter of IWDA's work and she is a wonderful role model, with her career being a succession of firsts: one of the first women to be accepted to the Queensland bar, the first woman to be a faculty member of the Law school where she studied and the first woman to be appointed to the position of Governor-General of Australia. To have Her Excellency Ms Quentin Bryce AC as a Patron of IWDA is a great honour and we look forward to her continuing support.

program overview



Photo: Jose Mott.
Women keeping account
in Sri Lanka.

IWDA's approach to development recognises that women play many roles in families and communities, and that the discrimination and barriers they face are also multiple and connected. To create a sustainable and just world for women in this context requires a holistic development approach that reflects the complexities of women's lives and enables changes at the individual, family and community level, and by policy makers and governments. So while IWDA's projects may be primarily focused on one priority theme, they also support change in other key areas.

LIVELIHOOD AND ECONOMIC EMPOWERMENT

According to the Women's International Network, women do 66% of the world's work for 5% of the world's income. Women's low status exposes them to insecure working conditions as well as high levels of risk of exploitation. Economic empowerment means that women are not dependant and have more control over where money is spent in their communities. IWDA's projects contribute to reducing women's vulnerability and enabling their active participation in economic life.

Economic, social and political empowerment of women affected by the tsunami

Sri Lanka

Partner Kantha Shakthi

Funding source IWDA Tsunami Appeal

Issue: Women in Sri Lanka affected by the tsunami who have had to rebuild their lives and livelihoods, continue to take care of their families with limited access to income and very little voice in decision-making, at the family, community or national level.

Outline: Kantha Shakthi supports and empowers women to overcome discrimination and oppression and to challenge patriarchal traditions. Its projects aim to create a society free from violence against women where women and men respect each other. Kantha Shakthi works in the tsunami-affected south to mobilise women into savings and support groups.

Impact: There are 568 women members in project areas with access to credit and training for small business, and social and emotional support. Women have been trained in driving, tailoring, computers, book-keeping and organic horticulture. Women and their families had access to a free health clinic at the beginning of 2009. The Young Women's Group continues with around 15 young women attending monthly meetings, and producing a quarterly news bulletin.

This project also promotes Civil and Political Participation, Safety and Security.

"...women in small groups...have been made aware of the value...of consuming organic food produce. Women in these small groups have organised small garden plots, to produce fresh organic vegetables and fruits for self consumption."

6-month progress report to IWDA.

Establishing Solomon Mere Kamap

Solomon Islands

Partner Solomon Mere Kamap

Funding source IWDA supporters (Film Fundraising Night)

Issue: Solomon Mere Kamap (SMK) is a new women's group organising for rural women in the Solomon Islands. The founders have come together with a common dream to support the advancement and empowerment of women in the rural islands and to improve the livelihoods of their families and communities. The group grew from the founders' experiences in the Community Learning Action Network (CLAN) Project from 2004-08 (see p.21).

Outline: The vision of SMK's founders was to develop a Solomon Islands women's NGO to support and advocate for the empowerment of rural women.

Impact: IWDA supported the registration of this new rural women's organisation for the Solomon Islands and related organisational development including drafting a constitution and a Strategic Plan and the election of a Board. This enabled Solomon Mere Kamap to secure funding from other sources and commence their activities.



Photo: Courtesy of Kantha Shakthi. Campaign to raise awareness during International Women's Day 2009 in Sri Lanka.

Increasing rural women's access to microfinance

Solomon Islands

Partner West 'Are'Are Rokotanikeni Association

Funding source IWDA supporters and AusAID (ANCP)

Issue: In the Solomon Islands, rural areas such as the southern part of Malaita Province, are without electricity, telephone and other infrastructure. West 'Are'Are Rokotanikeni Association (WARA) is a voluntary rural-based women's association established for ten years with around 600 financial members, all of which are women. WARA promotes self-reliance and rural economic empowerment including through providing microfinance services.

Outline: The project provided a small amount of additional capital funds to assist the women members to increase the reach of their successful women-managed microfinance scheme and reduce the waiting time between contributing and borrowing.

Impact: WARA's successful microfinance program provides micro-loans for women in 14 rural zones. The activities supported by the loans generate income to meet health and education needs.

Mobilising for empowerment

Sri Lanka

Partner Kantha Shakthi

Funding source IWDA supporters and AusAID (ANCP)

Issue: As in many countries in the world, societal oppression of women in Sri Lanka is associated with denial of basic rights, violence against women, lack of mobility and participation, and under-representation in decision-making. Many women feel confined within their households and bear their burden in silence.

Outline: Kantha Shakthi's socio-economic mobilisation program empowers women through access to credit, skills development, education, capacity building, labour sharing and social and emotional support via their involvement in small groups. The program also provides women with opportunities to advocate and participate in awareness-raising activities on issues of women's rights at community and national levels.

Impact: This project is having a direct positive impact on over 3,000 women, men and children, who are families of the 600 women members. These women have increased household income and are influencing their children to grow up respecting women, understanding they have equal rights and should be treated equally. Families have been supported to address violence and improve family relationships.

This project also promotes Civil and Political Participation, Safety and Security.

"I drank heavily and...even hit (my wife) and scolded her. Even the children were affected by this. Today, I have come back to the right track, thanks to Kantha Shakthi. The knowledge we received from Kantha Shakthi social mobilisers has made me be a good father and good brother today."

Mr Weerasinghe, member of 'Sahajeevani' program.

Towards environmentally sustainable, equitable and empowered communities

Maldives

Partner Live and Learn Environmental Education (LLEE) Maldives

Funding source IWDA supporters and Run Up Rialto (tsunami anniversary fundraising event)

Issue: Women in the Maldives are often without access to independent income and voice in decision-making, especially in remote areas. They are usually primary carers of their families and cultivate home vegetable gardens for household consumption. There is an opportunity and need for women to generate income sustainably and improve food security in the context of climate change.

Outline: LLEE are supporting women and their community from the remote island of H.Kelaa to process chilli sauce from home produce to sell locally and through resorts. LLEE will help ensure this livelihoods activity is environmentally sustainable and increases women's access to income and participation in community life.

Impact: A business plan has been developed, and agreement reached with a large chain of resorts to purchase the sauce and support the business. The Gender and Human Rights training that was conducted with women and men strengthened awareness and knowledge about gender equality and enhanced women's knowledge as well as their confidence in preparation for the chilli-processing business.



Photo: Noelene Nabulivou, WAC. Participants at the Women's Action for Change workshop.

Women living in and growing in informal settlements

Fiji

Partner Women's Action for Change (WAC)

Funding source IWDA supporters and AusAID (ANCP)

Issue: 60–80% of people living in Fiji's 182 squatter settlements live below the poverty line. Despite significant structural and social barriers to achieving sustainable livelihoods, women are challenging gender norms, restrictive household environments, and negative stereotypes to provide an income, food, and security for their families.

Outline: The project has focused on supporting and developing the self-esteem, conflict analysis, mediation capacity, business skills and advocacy techniques of women living in informal settlements so that they can bring about social and economic change within their communities.

Impact: WAC's program grew from working with women in five settlements to reaching 15. Workshops promoted solidarity and dialogue across ages and ethnic groups and provided training in business management, care-giving, and tailoring. These experiences have had an important impact on the economic and social well-being of each woman, their households and their wider communities.

"I didn't go to school. Only primary. I did not have any certificates. Now I have four. I can't believe it. My son, my family – they can't believe that I have certificates now; especially when I don't have any money. They ask how is this possible that YOU can get a certificate? I feel strong. I feel happy. With the certificates and all the learning, I feel like I can reach my goals."

Woman participant at the Women's Action for Change workshop.

☀ SAFETY AND SECURITY

Among women aged 15–44 years, violence accounts for more death and disability than cancer, malaria, traffic injuries and war put together.¹ Violence against women is not only an abuse of basic human rights; it also has a significant effect on a country's social and economic development. In some conflict areas, it is more dangerous to be a woman than a soldier. IWDA's projects work to prevent gender-based violence and contribute to building peace by addressing underlying issues, attitudes, structures, processes and behaviour.

1 World Health Organisation 2005

Banteay Srei Safe House

Cambodia

Partner Banteay Srei

Funding source IWDA supporters and AusAID (ANCP)

Issue: In Cambodia, there are currently few services for women who experience violence. Women face barriers to security and justice including a lack of emergency shelters for them and their family, costly transport and a prohibitively expensive legal system.

Outline: The Banteay Srei Safe House is the only crisis centre in Battambang Province where women and their children can find immediate care and address personal and economic needs. The Safe House offers accommodation and food, transportation, referrals for medical, legal and psychosocial services, information about basic rights, basic health education and assistance in filing legal complaints, and accessing long-term rehabilitation and reintegration support.

Impact: The Safe House provided 262 survivors of domestic violence, rape or trafficking with safe accommodation. The Safe House collaborated closely with many other service providers and as a result received referrals from 24 different sources as well as through a public relations campaign and word of mouth. The women came from 17 districts across Cambodia reflecting the limited number of such services.

Capacity building and documentation

Thai–Burma border

Partner Palaung Women's Organisation (PWO)

Funding source IWDA supporters and AusAID (ANCP)

Issue: Violence against women is a growing problem in Palaung communities. Generations of civil conflict and widespread human rights abuses in Burma, compounded by opium addiction and extreme poverty, has resulted in increased violence in the home. According to the Palaung Women's Organisation,



L
Photo: Kathy Oliver.
Women Gender Peace
Networker training.

R
Photo: Courtesy of Kristen
Rasmussen.
A woman explaining the
location of minefields
around her village as
shown on a map prepared
by the community.



most women believe the violence perpetrated against them is socially acceptable as there is a general lack of knowledge and understanding of human rights and gender-based violence.

Outline: The project aims to tackle gender-based violence in Palaung communities through implementing a peer education and support program. Activities include a one-month intensive training to strengthen the capacity of educators to raise awareness of gender and women's rights at village level.

Impact: Our support for the project has contributed to an increase in the number of skilled and trained women working to address gender-based violence. Through the facilitation of peer education workshops, over 70 women and men have increased awareness of violence against women and human rights issues.

Community Action Against Violence Against Women

Cambodia

Partners Banteay Srei, Cambodian Human Rights and Development Association (ADHOC), AusAID

Funding source AusAID Cambodia Cooperation Agreement

Issue: In Cambodia, levels of violence against women and acceptance of domestic violence are both high. The Cambodia Gender Assessment 2008 found that 55%¹ of women agree with at least one reason to justify a husband's violence. While Cambodia has laws that protect women, in practise these laws are not implemented widely and many women do not feel able to take action in court.

Outline: The project aims to enhance women's confidence and safety by changing attitudes and behaviours. Women and men are supported to promote non-violent ways to resolve conflict. The project works with local authorities to respond to the needs of women in non-discriminatory ways and supports women who choose to take action in the courts.

Impact: The project has been consolidated in 42 villages across Battambang and Siem Reap provinces. In each village male and female volunteer Gender Peace Networkers promoted non-violent conflict resolution within families and the village. 1405 people from 42 villages participated in violence against women prevention campaigns. Also, the project trialled activities working with men at the village level and supported over 1036 families from 18 villages with income generating activities.

¹ *A Fair Share for Women: Cambodia Gender Assessment 2008*, Royal Cambodian Government Ministry of Women's Affairs, p. 19 of Executive Summary

Community strengthening and gender mainstreaming in integrated mine action

Cambodia

Partners World Vision Cambodia and World Vision Australia

Funding source AusAID Cambodia Cooperation Agreement

Issue: Cambodia remains severely landmine and Unexploded Ordnance (UXO) affected. As the effects of land contamination and poverty are experienced differently for women and men, this project ensures that a gender perspective is adequately included in all aspects of integrated mine action and poverty alleviation.

Outline: IWDA's role in this project is to enable both women and men to address the issues facing them before and after mine clearance. We work to ensure women's voices are included in determining priorities for land clearance and planning for development once land is safe, as well as ensuring messages about the risk of mines are gender-sensitive. The project combines de-mining with community development so individuals and communities benefit from areas that were once inaccessible.

Impact: There has been significant progress in mainstreaming gender. Work with village chiefs and local governance structures has promoted women's participation and consideration of their perspectives in decisions. Recommendations to the Cambodian Mine Action Authority about integrating gender participation were included in its 2008 Road Map for the mine action sector.

This project also promotes Civil and Political Participation.

Peng Pou said she was more optimistic about the role that she can play in mine action or development in the future. "When we had done prioritisation in the past, we were just told about clearance plans by authorities and then the operator came to clear. It will be better if we can work together."

Interview by Kristen Rasmussen and Catherine Cecil with Peng Pou, Badak Tboung village, 20 June 2008.

Photo: Sharon Bhagwan
Rolls.
Monica Taga of the
Bougainville InterChurch
Women's Forum.



Freedom from family and sexual violence

Papua New Guinea (PNG)

Partner Eastern Highlands Family Voice (EHFV)

Funding source IWDA supporters and AusAID (ANCP)

Issue: Increasing inequitable and inappropriate development is exacerbating law and order issues in PNG. This contributes to family breakdown and gender-based violence. Solutions are more likely to be lasting, effective and culturally appropriate when developed by communities themselves.

Outline: The project works with rural communities to create alternatives to common and violent methods of conflict resolution. EHFV is assisted to provide counselling, support and referral services and community education about family violence and child rights. EHFV also trains, supports and monitors community-appointed volunteers to promote community peace-building throughout the province.

Impact: By challenging and developing alternatives to violence, long-term peace-building has begun. Volunteers are engaged in many areas of peaceful conflict resolution and teams of women and men often work together to restore and maintain peace. Two volunteers (one female and one male) are now on the Board of EHFV, bringing a long-term peace-building perspective to decision-making.

"I am living behind a curtain of lies."

Quote by a woman subjected to ongoing violence from her intimate partner visiting Eastern Highlands Family Voice for counselling.

Pacific Centre for Peacebuilding: stress and trauma healing to reduce violence

Fiji

Partner Pacific Centre for Peacebuilding (PCP)

Funding source IWDA supporters

Issue: Domestic violence is an escalating issue in countries and environments where there is a strong military presence.

Outline: PCP advocates non-violent responses to stress and trauma experienced in a military framework. They work with families to teach non-violent stress management practices. The centre also hosts discussions on issues such as effective communication, control of finances within the family, sharing of family responsibilities, and management of expectations.

Impact: Over 150 Fijians have increased knowledge of how stressful and traumatic experiences have impacted on their lives, work and relationships within their families, and new skills to manage stress and resolve conflict.

Peace Talks: United Nations Security Council Resolution 1325 for women's NGOs and policy makers in the Pacific

Fiji

Partner fem'LINKPACIFIC

Funding source AusAID

Issue: UN Security Council Resolution 1325 (UN SCR 1325) mandates women's engagement in peace-building, peace keeping, conflict resolution and conflict prevention activities. However, civil society and policy makers in the Pacific have limited experience and knowledge of UN SCR 1325 and its implications for regional and national human security.

Outline: This multi-year project raises awareness of and commitment to the implementation of UN SCR 1325 by civil society organisations, media and key policy makers in the Solomon Islands, Fiji, Tonga and Bougainville.

Impact: Working with regional women's media network partners, fem'LINKPACIFIC delivered a capacity building program for key 'peacewomen' and civil society agencies on UN SCR 1325. The network's annual policy paper on Gender, Peace and Security in the Pacific was distributed through media and government officials at national, regional and international levels.

"I am very excited about the 'Peace Talks' training manual, which we have reviewed this week, as I already recognise that this is a vital resource for members of the National Council of Women as we negotiate for sustainable development and our human security needs, especially at the district and provincial level."

Vasiti Pettit, Rural Vice President the National Council of Women Fiji.



L
Photo: Courtesy of One News Tv Ltd.
Lornah Adomea interviewing an Assistant Police Commissioner.



R
Photo: Anna Stone.
Woman in East Timor.

Stop violence TV campaign

Solomon Islands

Partner One News TV Ltd

Funding source IWDA supporters and Australian Ethical Investments

Issue: In the Solomon Islands, violence against women is a serious issue with rates reportedly among the highest in the world. The problem is exacerbated by pervasive poverty, the low status of women, the impact of ethnic tensions and women's absence from Parliament.

Outline: The project supports development of a television series, 'Stop Domestic Violence' that targets young women and men in the Honiara area and aims to reduce violence and demonstrate the effectiveness of local TV in generating community discussion and promoting non-violent means of conflict resolution. The series defines the issue and includes the views of police, leaders, chiefs, survivors of violence, and street interviews with young people to gauge attitude and opinion. It also promotes alternate ways to resolve domestic conflicts and promotes services available to help those affected.

Impact: Ten 30-minute episodes were produced, presenting positive alternatives to violence against women. The series has achieved great popularity, generating community debate and reflection. It is estimated that One Television has reached 60,000 people in Honiara and 20,000 in the provinces. A second series, filmed in the provinces, is being supported in 2009–10.

Taking steps: empowering rural women in East Timor to access sustainable livelihoods

East Timor

Partners Covalima Community Centre (CCC) and Baucau Buka Hatene (BBH)

Funding source Trust Fund (anonymous)

Issue: Many women in East Timor marry and begin having children very young, so often don't finish schooling and have difficulty accessing markets, jobs and financial services. Women experiencing domestic violence, which is widespread in East Timor, are often powerless to leave their husbands given their financial dependence.

Outline: IWDA is assisting two community centres to support and empower women in rural areas to access livelihoods opportunities, and work with communities to address violence against women. Women staff will work with community-based groups and local government to link women with available opportunities and services. They also advocate with and for rural

women, and challenge discriminatory attitudes and practices that contribute to violence and disadvantage women.

Status: Participatory project design began in mid-2009 involving representatives from government, church groups, women's groups and NGOs. Women's Program staff in Baucau have developed a draft plan to promote economic opportunities for women and prevent and respond to violence against women across three eastern districts. A Women's Coordinator is being recruited for the Covalima Community Centre.

This project also promotes Civil and Political Participation and Economic Justice.

Women, communities and police addressing sexual and gender-based violence in the Highlands

Papua New Guinea (PNG)

Partner Kup Women for Peace

Funding source IWDA supporters and UNIFEM Trust Fund Ending Violence Against Women

Issue: In PNG, violence is endemic, particularly in the Highlands. Deteriorating law and order, attributed to growing inequities and exacerbated by legacies of colonialism and inappropriate development, is contributing to rising violence, often against women. The impacts of violence are gendered, affecting women and men differently, and compound other major issues including the HIV epidemic, which disproportionately affects women.

Outline: The project supports local management, design and delivery of community gender training with local peace officers, mediators, police and community leaders. Kup Women for Peace facilitated two local community workshops, six reference group meetings and developed a draft training manual. They also reprinted their anti-violence booklet for primary schools, Nobody Wins in a Tribal Fight.

Impact: This project has brokered new collaborations between women's groups, community members, auxiliary and regular police and government services. Local peace mediators and builders (often women) now have the support of the regular police (often men) in peace mediations. This has had a profound impact on the maintenance of peace in Kup and neighbouring districts.



L
Photo: Clarissa Leite.
Emerging Leaders
Program Student.



R
Photo: Sharon Bhagwan
Rolls.
Radio program 'fem'TALK
98.2 FM'.

Women's Resource Centre

Thai–Burma border

Partner Palaung Women's Organisation

Funding source IWDA supporters

Issue: As a result of the ongoing conflict in Burma and displacement from their homelands, women living in rural areas have limited access to educational resources and information about their rights.

Outline: The resource centre provides women with the opportunity to access information on key issues such as human rights, violence against women, reproductive health and family planning. Resources include books and journals and audiovisual materials to ensure access for illiterate women.

Impact: The project has continued to provide much-needed information and resources for vulnerable women. In addition to the materials supplied through the library service, small monthly workshops have also contributed to increased awareness and knowledge about issues of concern to women. Developments are underway to extend the outreach of the resource centre by providing a mobile library service for women who are unable to access the centre.

CIVIL AND POLITICAL PARTICIPATION

In most Pacific countries less than one percent of parliamentary representatives are women even though women comprise well over 50% of the population. Women need to be actively involved in decisions that affect their lives in order to achieve a just world for all. Through its advocacy and leadership programs, IWDA works with women to support them to lead and represent their own communities and contribute to decision-making at all levels.

Emerging Leaders Program

Thai–Burma border

Partners Karen Women's Organisation and Women's League of Burma

Funding source IWDA supporters and The Robert Christie Foundation

Issue: While women from Burma have been actively involved in the struggle for peace and democracy in Burma, they are significantly under-represented in decision-making, from the community level to leadership in political organisations.

Outline: The project aims to equip young women from Burma with the skills, knowledge and experience necessary to work for their communities and assume leadership roles in civil and political spheres. The two Emerging Leaders schools support participants to strengthen critical thinking skills and leadership abilities through topics such as democracy and human rights, development and advocacy.

Impact: 29 young women of various ethnic groups from Burma graduated from the Emerging Leaders Program with increased confidence and capacity to actively work alongside men and engage in decision-making processes and structures. One of our implementing partners, the Women's League of Burma, received the prestigious Madeline K Albright award from the National Democratic Institute in Washington for their work advancing women's political participation through the Emerging Leaders Program.

Generation Next community radio project

Fiji

Partner fem'LINKPACIFIC

Funding source IWDA supporters and AusAID (ANCP)

Issue: Women in rural and urban areas of Fiji have limited opportunities and pathways to participate in dialogue and decision-making around social and political issues that impact on their lives.

Outline: The project trains young women to be radio producers and broadcasters, building non-traditional vocational skills and bringing women's voices on current issues to local and national audiences. The weekend radio program 'fem'TALK 98.2 FM' promotes awareness of women's rights, discussion of social and economic issues, and offers a safe space for women of all ages to discuss and contribute to shaping Fiji's future.

Impact: Young women have increased skills, confidence and capacity to script, produce and broadcast radio content including drama and topical interviews. fem'TALK 98.2 FM's coverage of January 2009's devastating flooding and their regular Market and Human Security reports have enabled rural and urban women to exchange information and stories while informing and influencing policy makers.

"Generation Next continues to empower young volunteers to overcome their own traditional and socialisation inhibitions, where many young women are still not permitted to share or voice opinion, by providing the initial safe space to learn, share the knowledge and be empowered through community media. The young women are also learning that their voices and opinions matter."

Sharon Bhagwan Rolls, Coordinator, fem'LINKPACIFIC.



L
Photo: Kathryn O'Rourke.
Anna and Ella, participants
in the Global Youth Impact
leadership program.



R
Photo: Renae Davies.
Teacher at the Karen
Young Women's
Leadership School
preparing materials
for students.

Global Youth Impact

Australia

Partner IWDA

Funding source Australian Government through the Women's Leadership and Development Programme

Issue: While there are many opportunities for students to raise funds for charities, there are limited NGO initiatives targeted specifically at empowering young women and strengthening their leadership and involvement in community development.

Outline: Global Youth Impact (GYI) is a new leadership program for Australian girls in years 10–11. The program develops advocacy and leadership skills and confidence while focusing on issues of gender, international development, social justice and human rights. The course supports young women to speak out on issues of gender inequality.

Impact: 19 young women from across Victoria participated in the 2009 trial program of GYI. Following a series of workshops each participant was matched with a volunteer mentor and supported to develop and implement a Social Justice Action Plan in their community, which addressed an issue that they were passionate about. Many of the participants, their families and their mentors spoke about the life-changing impact of this program.

"GYI has opened my eyes to a different world; one that needs help from people like me. I now genuinely want to make a difference and help to the largest extent possible."

Charlotte, participant in the Global Youth Impact Leadership Program.

Karen Young Women's Leadership School

Thai–Burma border

Partner Karen Women's Organisation

Funding source IWDA supporters and AusAID (ANCP)

Issue: For women living in refugee camps along the Thai–Burma border there is limited access to education or training after year 10, which contributes to the relative absence of women in community leadership and decision-making.

Outline: The Karen Young Women's Leadership School is one of the few 'post 10' schools providing opportunities specifically to young women. The project aims to increase the confidence and capacity of young women from Karen refugee communities to participate in community life, focusing on developing practical leadership skills that will benefit students and their community.

Impact: This year, 22 young Karen women graduated from the school following 10 months study and a two-month fieldwork placement. The course includes topics such as community development, gender awareness, human rights and women's rights, leadership, advocacy and documentation, strengthening graduates' abilities to be actively involved in community life, work with community-based organisations and participate in local governance structures.

This project also addresses priorities in Education.

Strengthening Women's Participation in Municipal Governance

Fiji

Partner Commonwealth Local Government Forum Pacific Project
Funded by United Nations Democracy Fund

Issue: Women have limited opportunities for meaningful participation in decision-making, or access to leadership roles, in local governance in Fiji.

Outline: The project aims to advance the role of municipal governments in achieving gender equality in Fiji by deepening women's participation in leadership and decision-making roles and increasing support for women's participation in governance. The project seeks to increase support for women working in municipal governments to effectively carry out their roles and responsibilities and to ensure gender sensitive policies and procedures are developed and implemented.

Impact: Activities have been delayed due to a number of political and environmental events in Fiji, including severe flooding, abrogation of the country's Constitution and non-renewal of local councillor contracts. Despite significant setbacks, the project hosted an International Women's Day event and organised a Gender and Local Government training activity for all Council CEOs, Administrators and Human Resource staff.



L
Photo: Fiji Women's Rights Movement.
Pacific Human Rights Defender Vanessa Griffen rallies for women's rights.

R
Photo: Renae Davies.
Giant lantern being lit to open the celebration and awareness activities for the International Day to Eliminate Violence Against Women on 25 November 2008, in an unofficial refugee camp for Shan people in Thailand.



Tok Talk: Nourishing the Asia-Pacific Feminist Movement

Fiji

Partner Fiji Women's Rights Movement (FWRM)

Funding source IWDA supporters

Issue: Sharing experiences and knowledge between women of different generations and cultures is key to sustaining a vibrant women's movement that continues to advance women's rights in the Asia-Pacific region. Real exchange requires equal participation from women irrespective of age, nationality, ability, geographic location or sexual preference.

Outline: FWRM facilitated an interactive workshop on Asia Pacific inter-generational sharing at the biennial Association of Women in Development (AWID) Forum in South Africa. The session was filmed and edited for use as a FWRM advocacy and training tool.

Impact: The workshop built relationships within the Asia-Pacific women's movement and prompted the formation of regional women's networks and programs. The resulting DVD will be used at the regional FWRM/DAWN Young Feminist Advocacy Training and other forums, and to support ongoing movement development.

Women's empowerment program

Thai-Burma border

Partner Shan Women's Action Network

Funding source IWDA supporters and AusAID (ANCP)

Issue: Shan women and girls displaced by the conflict in Burma and living in Thailand lack information about their rights and the issues affecting their lives, and often live in vulnerable situations where exploitation and gender-based violence are common.

Outline: The project promotes community solidarity while raising awareness about women's rights and the support available to them. Women's exchange forums support women's empowerment and agency to advocate for positive change through providing women with information, opportunities to share experiences and participate in and plan activities. The project also aims to strengthen the commitment of women and men to work together to address violence against women.

Impact: Four events were held to link grassroots communities to global activities for the International Day to Eliminate Violence Against Women and International Women's Day. Over 2,900 women, men and children participated in events including community theatre, speeches and information on violence against women. The 17 women's exchange forums provided over 425 women with increased knowledge and capacity to address issues affecting them.

Women together become stronger

East Timor

Partner DAMA (Women's Development through the Arts)

Funding source IWDA Tax Appeal 2008

Issue: Women's participation in decision-making at all levels is limited in East Timor, due to traditional gender roles and inequalities in education. This discrimination against women results in high rates of illiteracy and lack of knowledge about women's rights.

Outline: In 2008 DAMA travelled to six communities involved in GFFTL's literacy program (See p. 23) to perform three plays addressing women's rights and gender inequality and promoting political participation. With the slogan 'women also can!', these performances actively engaged audiences and were followed by discussion groups with women.

Impact: The tour attracted a total audience of over 2,000 women, men and children. There was much enthusiasm and interest, as this was a first experience for many in these remote places. The performances and presence of DAMA's all-women troupe, who did everything, inspired women and showed men that 'women also can'. The tour enabled women's voices to be heard and raised awareness of women's rights in an entertaining and accessible way.

"Your performance is connected to reality and I recommended this group could go to many more rural areas, not only women could be encouraged, but also can give the inspiration to the men to support women's activities."

Village Chief, Fatulia.



L
Photo: Wendy Ri'itz, Arebaio, Live and Learn Environmental Education. Women participating in a power analysis of decision-making about natural resources within their communities.

R
Photo: Chris Chevalier, APHEDA. The end of an era? The closing ceremony for IWDA's five-year consortium with Live and Learn and APHEDA. **L to R:** Jacob Zikuli, Live and Learn's Country Manager, Jack Kalisto, past APHEDA project manager and Anne Saenemua, IWDA's past project manager.



☀ ENVIRONMENTAL SUSTAINABILITY

IWDA's Environmental Sustainability Program focuses on supporting and strengthening women's right to decision-making about land and natural resource management, with the aim of more equitable and environmentally sustainable development outcomes, particularly in the Pacific.

Components include:

- ☀ Promoting women's right to access and control natural resources, including land.
- ☀ Addressing the gendered impacts of climate change.
- ☀ Strengthening the integration of gender in water and sanitation practice.

Building community resilience: natural resource management – Tugeda tude fo tomoro

Solomon Islands

Partner Live and Learn Environmental Education Solomon Islands

Funding source AusAID Solomon Islands NGO Partnership Agreement

Issue: Logging, unsustainable use of natural resources and changes in land use are putting rural communities in the Solomon Islands under increasing pressure. Women are largely 'invisible' in current decision-making. This exclusion is itself part of the social problems experienced by many communities in the Solomon Islands because approaches do not reflect women's knowledge or a long-term perspective about sustaining resources.

Outline: This new large five-year project supports sustainable natural resource management and livelihoods with rural communities impacted by logging. Increasing women's say in decision-making is key to developing more sustainable management practices that meet the needs of the whole community. IWDA will provide technical advice and support on gender and development, focusing on engaging women in leadership and rural livelihood initiatives, and working with men to create space for women's involvement. The core of this year's activities has been the design phase which involved consultation and participatory research about attitudes and perceptions of communities, women and men in seven sites across four provinces, involving 219 representatives from 32 communities.

Impact: The research enabled women and men to speak directly about the impact of logging, changing land use, women's absence from decision-making and the desire for change. It highlighted community commitment to managing resources more sustainably and has ensured the project's approach reflects community concerns.

"We need to teach the men to include women in decision-making, let us not hide in the bush, he must realise women have an important role in the community."

Woman participant.

Community Learning for Action Network

Solomon Islands

Partners Live and Learn Environmental Education Solomon Islands and Union Aid Abroad (APHEDA)

Funding source AusAID through the Australian NGO Cooperation Agreement, Solomon Islands

Issue: Peace and security have been seriously affected by the upheaval of the past eight years in the Solomon Islands. Key needs at the community level include: improving opportunities for women (and young women in particular); ensuring peace and security; building community capacity to manage conflict; promoting inclusion and collective problem-solving on issues contributing to poor quality of life; and maximising use of community resources.

Outline: The project involved three organisations working with communities over five years to support peace and well-being, sustainable vocational and livelihood development, and increase the participation of women and young people in community life.

Impact: The project was completed in February 2009. In the final year, work on rural livelihoods was consolidated and expanded into literacy for livelihoods and urban livelihoods. IWDA's role shifted from strengthening rural women's groups to strengthening gender integration with its partners so they can better engage with women and men. IWDA and its partners will work together and further develop these approaches and skills as part of the new AusAID Solomon Islands NGO Partnership Agreement.

This project also addresses issues of Economic Justice.

"Now each family is able to do what we can to help ourselves using the skills we learn. The skills helped us to meet our needs, especially kerosene making. We started to work with parliament and provincial members to get other funding assistance; we build our community learning centre and try to work together, learning new skills, bringing other organisation to conduct awareness and trainings."

Women's group coordinator.



L
Photo: Gabrielle Halcrow. Participant in the research project, 'making the invisible visible – gender, water, sanitation and hygiene in the Pacific' (Fiji).

R
Photo: Courtesy Tulele Peisa. Regina and Jackie, Carterets women.



Developing healthy, energy wise communities

Vanuatu

Partner Live and Learn Environmental Education Vanuatu

Funding source IWDA supporters and AusAID (ANCP)

Issue: Rural communities in Vanuatu depend on unsustainable and expensive energy sources that can have negative impacts on health and the environment. Women are particularly affected as they have limited income earning opportunities or influence over decisions about natural resource use, and are primarily responsible for labour-intensive firewood collection and cooking in dim, smoky kitchens.

Outline: The project aims to develop the capacity of rural communities to make decisions about their energy use that work for women and are environmentally sustainable.

Impact: Women have an increased understanding of the environmental and health impacts of current energy use, such as wood-burning stoves, and of alternative energy options with less impact, including on women's time. Household survey data has been shared with the government to influence policy making.

Research: Making the invisible visible – gender, water, sanitation and hygiene in the Pacific

Pacific Regional, Vanuatu and Fiji

Partners Institute for Sustainable Futures, University of Technology Sydney, World Vision Vanuatu and Live and Learn Environmental Education Fiji

Funding source AusAID Australian Development Research Awards

Issue: Women play key roles in providing, managing and safeguarding water and sanitation. Their exclusion from development processes focused on water, sanitation and hygiene reduces the effectiveness and sustainability of interventions and can reinforce existing inequalities. Gender equity is a vital consideration in, and can benefit from, improving access to water and sanitation. However to achieve this, we need to bridge the gap between policy and practice on gender in the water, sanitation and hygiene sector, a traditionally male-dominated domain.

Outline: The research, which commenced in April 2009, focuses on documenting successes, enabling factors and measures of engendering water and sanitation initiatives, drawing from two Pacific case studies that incorporate gender strategies and support community decision-making processes. The aim is to build on existing strengths and provide a learning process for all involved.

Impact: Contextualised case studies and practical tools will increase the capacity of partner organisations to integrate gender into water and sanitation projects and benefit women. Research findings will inform Australian and Pacific regional policy and practice.

Raising the voices of women on land and resources

Papua New Guinea (PNG)

Partner Wide Bay Conservation Association

Funding source IWDA supporters and AusAID (ANCP)

Issue: In matrilineal areas such as Pomio in rural PNG, women are the traditional custodians of the land and their roles in building their clan, land and resource ownership make them very important in society. However, with pressures to develop land for oil palm plantations and an increasingly market-driven economy, women's status as partners in decision-making is changing. Increasingly, men are making decisions around land and resources independently. Women are at risk of being mere spectators in development.

Outline: The project aims to increase women's organisation, visibility and voice in discussions and decision-making around their natural resources in areas where resources are at risk because of unsustainable development practices.

Impact: In the first year of this project, Wide Bay Conservation Association facilitated four women's forums with the aim of reinvigorating a network of clan-based women's groups active in land use decisions and planning for sustainable development. This network will be supported in subsequent years to increase women's voices in land use and sustainable development at the community, ward and local government level in Pomio District.

Raising young women and men's voices on climate change issues

Papua New Guinea (PNG)

Partner Tulele Peisa

Funding source IWDA supporters and AusAID (ANCP)

Issue: The Carterets Islands off the coast of PNG, are affected by rising sea levels and climate change, forcing the community to begin planning for relocation. Tulele Peisa (TP) is an indigenous women-led Bougainville NGO co-ordinating the voluntary relocation of the Carterets Islanders, and raising awareness about the human impact of climate change.

Outline: A youth speaking tour enabled young women and men to speak out about the impact of climate change on their communities and promote cultural understanding between Carterets Islanders who need to relocate and Tinputz communities on mainland Bougainville that will share their land with relocating communities.

Impact: In its first year, 30 young women and men travelled to 15 locations around Tinputz to advocate on climate change and share what is happening on Carterets. They played a key role in relationship building and exchange of knowledge and culture, and in raising the voice of people directly affected by climate change. The work was informed by research about how many people the Carterets can sustain with diminished natural resources.

Photo: Erin McKinnon.
Participant in the GFFTL
program.



☀ SOCIAL, PHYSICAL AND MENTAL HEALTH

More than 500,000 women die every year from causes related to pregnancy, childbirth, and abortion¹, with the risk almost 50 times higher in developing than developed countries. Almost half the HIV-positive people in the world are now women. For many, transmission is a consequence of lack of power to negotiate sexual relations and violence remains a major cause of death and disability for women of reproductive age. Women's health outcomes are directly related to their status and power. Within a program that takes a holistic approach to addressing gender inequality, IWDA pursues opportunities to promote access to appropriate and empowering health education and services for women and girls and supports programs that build local capacity to advocate for and provide such services.

1 UN Population Fund 2008

East New Britain Sexual Health Improvement Project

Papua New Guinea (PNG)

Partners Burnet Institute, Cairns Sexual Health Centre, East New Britain Provincial Health, Melbourne Sexual Health Centre

Funding source AusAID through PNG-Australia Sexual Health Improvement Program

Issue: In order to reduce the prevalence of sexually transmitted diseases and increasing HIV rates, women and men need to be both able and willing to access sexual health services.

Outline: The project aims to reduce the rate of HIV prevalence in East New Britain Province by providing integrated sexual health services and reaching out to women and men to break down barriers to seeking information and treatment. As part of this project, IWDA is providing technical support to a gender-sensitive community-based response which aims to empower women and men to make positive and informed sexual and reproductive health decisions.

Impact: This four-year project is in its second year and community engagement activities have extended to a second district. IWDA has supported the Burnet Institute to develop ongoing training for up to 200 women and men volunteer community activists or 'Stret Tokers'.

☀ EDUCATION

IWDA works to address the gender-based discrimination that adversely affects women's access to education and prevents them realising their right to education. Education is key to women's active participation in social, economic, cultural and political life, to health and well-being, and to ending the transmission of poverty, exploitation and lack of choice from mother to daughter. Unequal access to education is directly related to, and reinforces, women's unequal status and power. IWDA recognises that education needs to be addressed in an integrated way, as part of providing women with the information and tools to understand their rights and become agents of change.

Literacy, income-generation and capacity building for GFFTL

East Timor

Partner East Timor Young Women's Association (GFFTL)

Funding source IWDA Tax Appeal 2008

Issue: In East Timor, development challenges and restrictive and unequal gender roles create significant barriers for women to participate in decision-making and access independent income. Discrimination against women in education contributes to high rates of illiteracy, around 55%, limiting women's access to information about their rights.

Outline: GFFTL implements a program of civic literacy and income-generation support with rural women's groups in the Eastern districts of East Timor. Local facilitators take weekly literacy classes and support group income-generating activities, including poultry raising and food processing. IWDA also supported organisational strengthening for GFFTL including staff management and financial training.

Impact: A project evaluation found that participants highly value their newly acquired ability to help their children with homework and learning the alphabet. Women's literacy skills increased their self-esteem and respect from families and the community. The project also resulted in a generational shift in girls' access to education. Participants who have had little or no formal education themselves are now sending their daughters to school as they recognise the importance of education for girls.

This project also promotes Civil and Political Participation and Economic Justice.

Financial report

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

	Consolidated		IWDA	
	2009	2008	2009	2008
	\$	\$	\$	\$
Revenue				
Donations, gifts and events	1,842,757	2,047,240	992,757	1,197,855
Legacies and bequests	85,251	-	85,251	-
Grants				
AusAID	1,277,028	976,683	1,277,028	976,683
Other Australian	243,172	125,934	243,172	125,934
Other overseas	357,332	-	357,332	-
Interest income	27,310	93,512	22,107	90,708
Dividend income	126,151	61,610	-	-
Other income	10,948	504	139,948	60,504
Revenue from ordinary activities	3,969,949	3,305,483	3,117,595	2,451,684
Expenses				
Overseas projects				
Funds to overseas projects	1,352,276	1,429,082	1,352,276	1,429,082
Other project costs	725,557	538,912	725,557	538,912
Funds to other implementing agencies	26,100	-	26,100	-
Domestic projects	73,421	-	73,421	-
Community Education	249,230	239,437	249,230	239,437
Fundraising costs				
Public	406,387	467,371	406,387	467,371
Government, multilateral and private sector	47,797	-	47,797	-
Administration				
Borrowing costs expense	180	393	-	243
Other administration costs	516,252	556,477	508,987	556,357
Expenses from ordinary activities	3,397,200	3,231,672	3,389,755	3,231,402
Surplus (deficit) from ordinary activities	572,749	73,811	(272,160)	(779,718)

BALANCE SHEET AS AT 30 JUNE 2009

	Consolidated		IWDA	
	2009	2008	2009	2008
	\$	\$	\$	\$
Current Assets				
Cash and cash equivalents	1,454,613	1,012,961	527,776	914,862
Trade and other receivables	216,689	30,300	180,381	12,363
Other current assets	9,488	6,950	9,488	6,950
Total Current Assets	1,680,790	1,050,211	717,645	934,175
Non-current Assets				
Plant and equipment	33,926	48,672	33,926	48,672
Investments	1,572,273	2,134,427	-	-
Total Non-current Assets	1,606,199	2,183,099	33,926	48,672
Total Assets	3,286,989	3,233,310	751,571	982,847
Current Liabilities				
Trade and other payables	112,683	76,063	110,483	76,063
Interest bearing liabilities	-	873	-	873
Provisions	59,203	56,132	59,203	56,132
Total Current Liabilities	171,886	133,068	169,686	133,068
Non-current Liabilities				
Provisions	12,615	8,349	12,615	8,349
Total Non-current Liabilities	12,615	8,349	12,615	8,349
Total Liabilities	184,501	141,417	182,301	141,417
Net Assets	3,102,488	3,091,893	569,270	841,430
Members' Funds				
Reserves	4,455,162	3,474,587	934,217	798,551
Accumulated surplus (deficit)	(1,352,674)	(382,694)	(364,947)	42,879
Total Members' Funds	3,102,488	3,091,893	569,270	841,430

STATEMENT OF RECOGNISED INCOME AND EXPENSES FOR THE YEAR ENDED 30 JUNE 2009

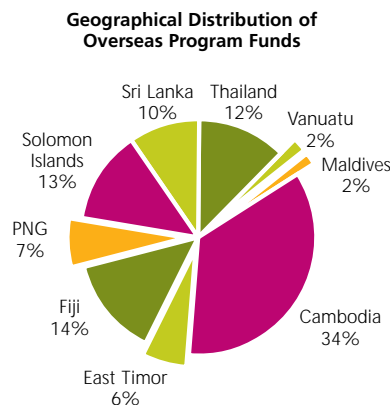
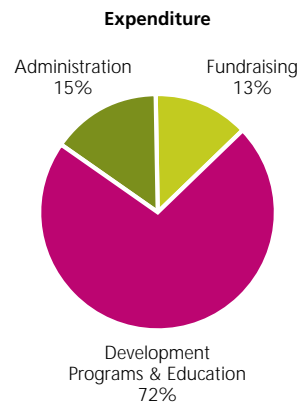
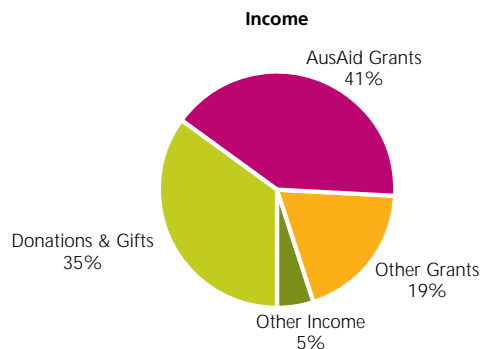
Consolidated	Special Purpose Reserve	Investment Reserve	Maternity Leave Reserve	General Reserve	Accum/d Surplus	Total
As at 1 July 2007	969,261	1,798,819	21,133	30,000	590,742	3,409,955
Net surplus (deficit) for the year	-	-	-	-	1,896,318	1,896,318
Transfer to (from) reserves	(255,543)	(401,885)	33,700	-	231,855	(391,873)
Transfer (to) from IWDA Foundation	-	(1,822,507)	-	-	-	(1,822,507)
As at 30 June 2008	713,718	(425,573)	54,833	30,000	2,718,915	3,091,893
Net surplus (deficit) for the year	-	-	-	-	572,749	572,749
Transfer to (from) reserves	135,666	(562,154)	-	-	(980,575)	(1,407,063)
As at 30 June 2009	849,384	(987,727)	54,833	30,000	2,311,089	2,257,579

IWDA	Special Purpose Reserve	Investment Reserve	Maternity Leave Reserve	General Reserve	Accum/d Surplus	Total
As at 1 July 2007	969,261	1,798,819	21,133	30,000	590,742	3,409,955
Net surplus (deficit) for the year	-	-	-	-	(779,718)	(779,718)
Transfer to (from) reserves	(255,543)	23,688	33,700	-	231,855	33,700
Transfer (to) from IWDA Foundation	-	(1,822,507)	-	-	-	(1,822,507)
As at 30 June 2008	713,718	-	54,833	30,000	42,879	841,430
Net surplus (deficit) for the year	-	-	-	-	(272,160)	(272,160)
Transfer to (from) reserves	135,666	-	-	-	(135,666)	-
As at 30 June 2009	849,384	-	54,833	30,000	(364,947)	569,270

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES FOR THE YEAR ENDED 30 JUNE 2009

Consolidated	Cash available at start of year	Cash raised during year	Cash disbursed during year	Cash available at end of year
Solomon Islands Community Learning Action Network	21,732	91,384	113,116	-
Tsunami Funds	94,376	21,033	115,409	-
Cambodia Community Action Against Violence Against Women	245,812	295,580	392,404	148,988
Cambodia Intergrated Mines Action	48,533	221,290	176,009	93,814
Asia Pacific Breakthrough	-	342,500	132,184	210,316
Other AusAID incl ANCP	-	655,409	603,910	51,498
Other Specific Purpose Funds	303,266	371,354	329,852	344,768
Total for designated purposes	713,718	1,998,550	1,862,884	849,384
Total for other purposes	299,243	1,803,377	1,497,391	605,229
TOTAL	1,012,961	3,801,927	3,360,275	1,454,613

Note: Consolidated is IWDA and IWDA Foundation.



A copy of the full financial report is available upon request by emailing iwda@iwda.org.au or telephoning 03 9650 5574.

IWDA people



Photo: Erin McKinnon.
Woman in East Timor
participating in a civic
literacy and income-
generation program.

BOARD

Coleen Clare

(President)
M. Ed. Counselling; B.Ed.; Dip. Soc. Sci.;
MAPS Churchill Scholar

Joanne Crawford

(Vice President – Resigned July 2008)
MPPM; Grad. Dip. (Strat. Studies);
B. Ec (Hons)

Mary Hawkins

(Vice President from July 2008)
MBA; B.Sc; B.App. Sc. (Maths);
Grad. Dip. Ed.; Grad. Dip. (Computing)

Gaye Mason

(Secretary – Resigned Nov 2008)
MBA; FCPA FAICD ACIS B.Bus.
(Accounting); Grad.Dip. Applied Info
Systems; Grad.Dip. Applied Corporate
Governance

Thérèse McCarthy

(Secretary from Nov 2008)
MA (Policy and Law); LLB;
B. Social Work; BA

Jane Sloane

(IWDA Executive Director)
MA (Peace and Conflict Studies);
BA (Hons History); Churchill Scholar

Jan Owen

(Joined August 2008)
AM

Maree Keating

MA (Asian Studies/Women's studies);
BA (Hons) (Asian Studies); Dip. Ed.;
Grad. Dip. Arts (Music);

Martha Macintyre

Phd: Cert.Soc.Anth.; BA (Hons)

Ruth Owens

(Treasurer)
MBA; B.Bus; FCPA; FAICD

Tamara Brezzi

LLB (Hons); BA (Urban Studies);
Grad. Dip. (Urban Planning)

Trisha Broadbridge

(Resigned July 2008)
BA, Dip.Youth Work

Stephanie Dowrick

(Joined August 2008 – Resigned
May 2009)
Rev. Dr.

STAFF

Thank you to all staff for your wonderful contribution
and commitment to our work.

As at 30 June 2009

Jane Sloane, Executive Director

Amanda Lovekin

Amy Schwebel

Caitlin Ryan

Claire Rowland

Clarissa Leite

Deb Chapman

Erin McKinnon

Felicia Yeow

Gabrielle Halcrow

Joanne Crawford

Kalene Caffarella

Kathy Oliver

Renae Davies

Sandra Vaagstoel

Suzanne Fletcher

Consultant Mike 'Thatch' Thatcher

Thank you also to the staff who finished working with us during
the year: Carole Shaw, Cath Rutten, Elsie Lardner, Jasmine-Kim
Westendorf, Jess Pinney, Joanna Brislane, Jose Mott, Katie
Richmond, Melissa Birks, Michelle Jones, Trish Leighton and
Veronica Bradford.

AMBASSADORS

The Hon. Joan Kirner, politician and advocate for women's
leadership, was the 42nd Premier of Victoria

Stephanie Dowrick, writer and social commentator

Robyn Archer, singer, writer, director and artistic director,
and public advocate of the arts

PATRON

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



"I have chosen to be an
IWDA Ambassador because
of the organisation's
clear focus and obvious
achievements. The agency
has chosen to work not just
in a specific geographical
area which we are a part
of, but specifically with

women. Women are at the centre of life in Pacific
Ocean societies and by enabling their development,
the agency is having a powerful effect on whole
communities. It's strategic, humane and useful,
and I admire that."

Robyn Archer



Photo: Gabrielle Halcrow. Participant in the research project, 'making the invisible visible – gender, water, salination and hygiene in the Pacific' (Fiji).

INTERNS AND VOLUNTEERS

Every year a large number of interns and volunteers donate their fantastic skills and valuable time to IWDA. They contribute to every facet of the organisation and we simply would not be able to achieve what we do without them!

Interns

Women who are interns with IWDA often receive credit towards their studies.

Ali Capp, E-Gender Intern
 Bonnie Dopheide, Programs Intern
 Chinatsu Endo, Programs Intern
 Elisabeth Parkin, Programs Intern
 Jasmine-Kim Westendorf, Programs Intern
 Joanna Brislane, Programs Intern
 Julia Rabar, Programs Intern
 Maddie Colquhoun, Programs Intern
 Madeline Shearer, Strategic Partnerships Intern
 May Maloney, Programs Intern
 Natalie Kamber, One Just World Intern
 Ruby Murray, Programs Intern
 Vivian Green, Programs Intern

Volunteers

Women and men who volunteer with IWDA generously do so in their own time. In this financial year, volunteers contributed over 1248 hours work to IWDA.

Adam Demmert	Gemma Boyer	Marija Vukoje
Ali Capp	Hafida Bakkali	May Maloney
Amy Liddy	Hannah Ferguson	Melanie Ridge
Anna Bolmat	Hazel Windrum	Michael Pearson
Anne Mellino	Helen Henderson	Naomi Wijesinha
Barbara Burns	Helen Creedon	Natalia De Masi
Blanche Higgins	Jacinta Greenwell	Natalie Kamber
Carolyn Bruce	Jasmine-Kim	Natasha Wilson
Cath Rutten	Westendorf	Noelal Augustus
Cath Kalka	Jean Tucker	Rachelle Kaker
Chloe Green	Joanna Brislane	Robyn Elliott
Christian Ng	Jools Thatcher	Rosemary Khoury
Dani Venn	Karyn Hunter	Ruby Murray
Danielle LeBrocq	Kate O'Rourke	Ruth Buckstein
Darren Bastian	Kelly Fogarty	Sarah Moors
Deb Thomson	Krystal Pate	Sarah Ashworth
Elaine Gordon	Leanne Whitehead	Sharlee Gibb
Elisabeth Parkins	Liz Koperner	Susie Morton
Emma Grose	Llawela Forrest	Tammy Hayward
Erin Creedon	Louise Paton	Veronique Delahay
Ferdi Hepworth	Louise Kilfour	Vivian Green
Fiona Oakley	Margot Fitzpatrick	Yuta Noguchi



"IWDA enables me to understand development in context and witness the practical elements that promote positive social change for women. IWDA also shows how every person can help to facilitate this change. I am proud to be

part of an organisation that challenges the power structures that inhibit gender equality and brings optimism to women and their families."

Ali Capp, IWDA E-gender Intern



"As I started my own business, it was important to me to offer a pro bono contribution to an organisation where my skills and knowledge would be useful, and that also allowed me to contribute to a worthy cause that had a great synergy

with my own beliefs and interests. For me, IWDA was the obvious choice. They implement some incredible projects and my association with them has been (and continues to be) very fulfilling."

Llawela Forrest, IWDA Volunteer, Feast 2009

IWDA partners and supporters

PROJECT PARTNERS

We would like to thank all of our project partners. Their work is inspirational and reinforces the value we place on supporting the advancement of women. For the full list, visit www.iwda.org.au/au/programs/

MAJOR FUNDER



We would like to thank our major funder, AusAID, for its significant ongoing support.

IWDA FOUNDATION

We would like to thank the IWDA Foundation for its ongoing support. Its Trustees are:

Coleen Clare (Chairperson)
Gaye Mason (Secretary)
Christine Brown
Mary Hawkins
Isolde Lueckenhausen
Tricia Peters

FINANCIAL SUPPORTERS

We would like to thank all of our donors. We appreciate your investment in our work and the work of our partners.

We would particularly like to recognise the following donors who each generously contributed over \$10,000 this financial year:

Anne-Marie De La Hunt and Meg Clark
Deanne Weir
Kevin Lynch
Marianne Smulders
Meredith Doig
Planet Wheeler Foundation
The Robert Christie Foundation

We would also like to acknowledge the late Sarah Dugdale, for her substantial financial support of IWDA through her estate.

EMPOWER DONORS

IWDA's Empower pledge program provides crucial funds to support women and girls in developing countries. Empower donors sign up to monthly, quarterly or annual donations and collectively contributed \$322,230 this financial year.

We would like to thank all of our Empower donors for their generous ongoing commitment.



"Being an IWDA supporter gives me a window to the experiences and lives of women from all around the world. When I sit at my desk and think about what I can do, I feel I can be part of all they achieve, through local projects and influence.

'Empower' really says it all for me."

Jane Herington, Empower supporter since 1999

CRITICAL FRIENDS

We would like to acknowledge the expertise, support and/or pro bono assistance of the following people and organisations and pro bono support in the past year:

Agnes Cusak	Jen Scantlebury
Alice Hill	Jools Thatcher
Alice Aruhe'eta Pollard	Julia Newton-Howes
Alison Tate	Julie Eagles
Amanda Ford	Juliet Willets
Angus Braithwaite	Kate Hayes
Anna Carlile	Kerin James
Barb O'Dwyer	Kerrie Edwards
Belinda Neal	Kerry L. Gardner
Beth Delaney	Kieran Donohue
Bob McMullan	Kristi Mansfield
Carolyn Hannan	Louise Sampson
Carolyn Rivers	Mara Bun
Cate Owen	Marguerite Young
Chau Duncan	Mary Fridley
Christian Nielsen	Maureen Penjueli
Christine Molitor	Meredith Doig
Christine Grumm	Mike Thatcher
Claire Slatter	Nalini Kasynathan
Dani Venn	Naomi Carrard
Dave Reynolds	Nic Maclellan
David Sarkin	Pat Jessen
David Morawetz	Paul O'Callaghan
Deanne Weir	Ravi Jayemanne
Deborah Elkington	Rebecca Pearl
Dimity Fifer	Rob Francis
Doris Ravai	Sabina Curatolo
Dr David R. Wilson	Sue Barros
Felicity Bonnelo	Susanne Shine
Fiona Williams	Suzanne Kindervatter
Forethought Research	Suzette Mitchell
Georgia McRae	Suzy Woodhouse
Heather Gray	Tess Barling
Holding Redlich	Tessa Scrine
Jane Sharwood	Tricia Peters
Janet Hunt	Tuti Scott
Janetta Stones	Wendy Poussard

FRIENDS OF IWDA

We are grateful for the support we received from the following people and organisations who all provided their skills, expertise, time, facilities, and pro bono support in the past year:

A. Clouet	Eliza Brown	Leilani Wolfenden	Rebecca Monsoon
a la Grècque	Elizabeth Chong	Libertine	Richmond Hill Cafe & Larder
A Tour with Taste	Ellender Estate Winery	Lindy Burns	Rosa Mitchell
Adam Wolfenden	Emily Laughton	Little Creatures Brewing	RRR
Albert Park Hotel	Essential Ingredient	Little Creatures Dining Hall	Run Forrest
Alberto Culver	Fonterra	Little Zephyr	Ruth Maetala
Alice's Cottages and Spa	Fresh Cheese Company	Lloyd Brooks	Sabrands Group
Hiways	Freudenberg Household Products	Lollipop Cakes & Cookies	Sally Asker
Alison Boughey Consulting	Furniture by Richard Amy	Louise Lecht	Sally Low
All Saints Estate	Fyna Foods Australia	Suzanne Blades	Sandra de Pury
Andy Lynch	Geraldine McFaul	Madura Tea	Sarah Fagan
Anthea Toka	Gingerboy	Maggie Beer	Sara-Jane Quadara
Australian Ballet	Giuseppe, Arnaldo & Sons	Mandala Wines	Select Harvests Food
Aveda	Go Natural	Mandy Jones	Seona Fae McBurney
Bellerive House Luxury B&B	Grandveve Cheeses	Manori Liyanage	Sheoaks on Freycinet
Bethonga Whole Foods	Grenoca Cottages	Melanie La'Brooy	Shizuka Ryokan
Beverley Yakich	Hampden Trading	Melbourne Food & Wine Festival	Sotheby's
Bikram Yoga Melbourne	Health Attack	Melbourne Health Magic	St. Jude's Cellars
Binalong Views	Hellenic Republic	Melbourne Theatre Company	Stefano Lubiana Wines
Blackmores	Holmesglen Institute of TAFE	Mentone Girls' Grammar School	Stefano's Preserves
Blue Pyrenees Estate	Holy Goat Cheese	Merisant Australia	Stephanie Alexander
Bottega	Host PLUS	Merricks General Store	Sue Hutchins
Brookfarm	Info-Organiser	mOrganics-baby 'O'	Suila Bulu
Byron Bay Tea Company	Janine Richmond	Mount Cole Cottage	Suparat Phuanukoonnon
Café Bedda	Jaylene Malverus, Wan smol bag	NAB and staff through the NAB Employee Volunteer Program	Sutinee Suntivatana
Camberwell Charity Christmas Card and Gift Shop	Jen Pfeiffer	Nacional	Suzanne Blades
Carman's Fine Foods	Jerry Mai	Nando's Grocery Australia	Sweetlife Australia
Cascade Brewery	Jessica Brown	Narelle King	T.L. Wood
Catherine Cecil	Joanna Leonard	National Gallery of Victoria	Tar & Roses
Catherine Kalka	Joanne Lee Kunatuba	Nicky Riemer	TarraWarra Estate
Child Wise	Joanne Terazza	Nicola Bristow	Tasty Bite
Chocoholic Tours	John Sands	Occam's Razor	Tea Forté
Christy Flaws	Jones the Grocer Hamper	Old Time Bakery	Ten Minutes by Tractor
Circus Oz	Jones Winery & Vineyard	Opera Australia	The Commoner
City of Melbourne	Journal Canteen	Orgran	The Good Taste Company
Clair Rickard	JOY FM	Ostindo International	The Gourmet Nut Company
Clare Halloran	Judy Gifford	Outback Spirit	The Naturally Made Store
Cobram Estate	Judy's Farm	Peanut Company of Australia	The Olive and Lavendar Store
Collins Kitchen at The Grand Hyatt	Kate Goodman	Penguin Books	The Space Dance & Arts Centre
Constellation Wine Australia	Katherine Lipic	Peninsula Savvy	Tinderbox Productions
Convent Bakery	Kathleen Quealy	Pfeiffer Wines	Toscana Olives
Curtis Brown	Kathryn Couttoupes	Philippa Shaw	Trunk
Cypress & Sons	Katie Smith	Photography Made Easy	Trust Wines
Dale Hurst	Katrina Kilsby	Piccoli Photography	Unistraw
Danielle Rensonnet	Kelly Dent	Planet Organic	VerticalResponse
Darling Park Winery	Kelly Fogarty Publicity	Planet Wheeler Foundation	Viola Design
De Bortoli Wines	Key-Sun Laboratories	Podravka International	Walter's Wine Bar
Deborah Conway	Kino Cinemas	Pomona & Virgin Hills	Walton House
Denise Scott	Kiss Down Under	PRETENTIA.COM	Ward McKenzie's
Dinosaur Designs	Kristen Rasmussen	Print Bound	Well and Good
Domaine Chandon	Kurrajong Kitchens	Punt Road Wines	Will Power Personal Training
Driftwood Cottages	Leanne Ellis	PWC and staff through the PWC Foundation	Willow Creek Vineyard
	Leena Monsen	Quealy Wines	Women Tasmania
		Queen Victoria Market Tours	Women's Circus
		Raw Travel	Yabbo Thompson
			Yeringberg
			Zoe Ladyman
			Zoe Roy



PO Box 64 Flinders Lane VIC 8009 Australia
ABN 19 242 959 685
Tel: 61 3 9650 5574 Fax: 61 3 9654 9877
Email: iwda@iwda.org.au
www.iwda.org.au
Donation hotline: **1300 661 812**

When women benefit, the whole community benefits.