

30
YEARS

IWDA INTERNATIONAL
WOMEN'S
DEVELOPMENT
AGENCY



Our vision

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

Our mission

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

Our values

Feminist

Accountable

Collaborative

Transformative

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IWDA is the leading Australian agency entirely focussed on women's rights and gender equality in the Asia Pacific region.

We are international, feminist, independent and in 2015, 30 years old.

IWDA INTERNATIONAL
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1985-1994

1985

IWDA is announced at Third United Nations (UN) World Conference on Women in Nairobi and incorporated as a voluntary non-profit organisation. In our first year, we worked with 10 partners across 10 countries.

1988

Support to projects grows to \$200,000 expanding our work to support the Fiji Women's Rights Movement's Women Against Rape Campaign.

1989

Launch of the Empower monthly giving program.

First International Women's Day celebration, Joke, Jam and Jive, run entirely by volunteers.

1993

Support for Australian Indigenous women to lobby internationally for Indigenous women's rights.

 International Year of the World's Indigenous People with the theme: Indigenous people - a new partnership.

1994

Two campaigns begin: the Campaign to End Female Genital Mutilation, and the Campaign to End Trafficking of women and girls from Myanmar.

 Delegates at the UN World Conference on Human Rights adopt the Vienna Declaration recognising the rights of women and girls as "an inalienable, integral and indivisible part of universal human rights".

1995-2004

1995

 189 countries adopt the Beijing Declaration and Platform for Action at the Fourth UN World Conference on Women. Today, the Platform is still seen by many as the global bill of women's rights.

IWDA and partners mobilise for the Fourth UN World Conference on Women through:

- Taking part in a Coalition of Participating Organisations of Women in Australia
- A partner workshop and exhibition bringing stories from the Pacific to the NGO Forum
- Support to Indigenous women and women in exile to attend the conference

1996

IWDA supporters pledge \$44,000 in just 24 hours to keep IWDA open after a budget deficit threatens to close our doors.

2000

IWDA Cambodia becomes Cambodian NGO Banteay Srei remaining a partner today.

IWDA funds our 300th overseas project and now has 3000 supporters.

 189 nations commit to 8 Millennium Development Goals (MDGs) to reduce extreme poverty by 2015. MDG3 was a commitment to 'promote gender equality and empower women'.

 The UN Security Council adopts Resolution 1325 on Women, Peace and Security.

2001

Leitana Nehan Women's Development Agency, an IWDA partner since 1994, **wins the Millennium Peace Prize for Women.**

2002

A new IWDA strategic direction focussing on gender and development in the **Asia Pacific region.**

2005-2015

2007

The IWDA Foundation is established providing ongoing financial stability for the organisation.

2009

IWDA hosts Asia Pacific Breakthrough: The Women, Faith and Development Summit to End Global Poverty resulting in \$1.2 billion in new funding commitments to women and girls.

2011

IWDA celebrates 100 years of International Women's Day, hosting a Half the Sky concert and raising over \$30,000 for programs.

2013

A successful year of growth with grant income up by 59% and donations up by 47% helping achieve our biggest ever fundraising target and increase funding to program partners.

2015

Launch of a new approach to gender sensitive poverty measurement at the UN Headquarters in New York: the Individual Deprivation Measure.

 World leaders agree on new Global Goals to drive sustainable development through to 2030.

2015 + THE NEXT 30 YEARS DEPENDS ON ALL OF US.

A NEW DEVELOPMENT INITIATIVE

An international Australian-based Aid Agency for women, the idea has been around for a few years and this year, end of the Decade for Women, seemed a good time to begin.



The rest as they say is history - or in our case, 30 years of herstory! The UN Decade for Women (1976-1985) was ending. Women's rights activists around the world were convening in July 1985 in Nairobi at the Third World UN Conference on Women. It was at this historic event that Australia's first development organisation focused on women, and run by women, was announced to the world.

International Women's Development Agency (IWDA) was founded by Wendy Rose, Ruth Pfanner and Wendy Poussard, based on the conviction that women should initiate, influence and improve development policy. At the time, 'women in development' (WID) was informing both government development policy and advocacy by Australian based aid organisations about the quality of aid and its impact on women. Despite this, the need to not only directly support, but establish continuing relationships of partnership and solidarity with women's groups in other countries was clear. As a result, our original statement of purpose prioritised partnership and respect for women's capacity, agency and human rights in all areas of development.

In one year, IWDA:

- Is incorporated as a voluntary non-profit organisation
- Opens our first office in Fitzroy, Melbourne
- Ratifies a constitution

- Becomes a full member of the Australian Council for Overseas Aid (ACFOA, now the Australian Council for International Development)
- Receives tax deductibility status for donations
- Is eligible for matching grants for overseas projects from the Australian Government
- Funds our first overseas project with the Kahayag Foundation and Lanao Women's Assembly providing training in primary health care to Muslim women and poor urban women in Mindanao, the Philippines.

Even with this early success, our founders agreed that if they were unable to make significant progress on program objectives in the first three years, they would close the agency. By 1988, they felt they had 'broken through'. The journey since has seen both challenges and successes. This year's annual report explores just some of these inspirational stories across 30 years of IWDA.



Reflections from our Founders

"It is important that IWDA keeps inspiring and leading the gender debate. Everyone is endeavouring to address the issues, but it is IWDA who must lead with all those women everywhere whose lives have been improved for the better."

Wendy Rose, IWDA Co-Founder

"I believe that women's lives and activities need and will always need special consideration in all societies. I believe that IWDA will adjust to any future changes in women's needs, our region's fortunes and government overseas assistance. It has an outstanding and continuing mission that cannot be denied or ignored."

Ruth Pfanner, IWDA Co-Founder

"Development was a hot issue for feminists then. Women in traditional cultures, as well as feminist scholars, were saying that women did not want to be just the 'targets' or 'beneficiaries' of aid. We wanted to also be initiators and managers of development ideas and programs. IWDA encouraged the development community in Australia to think about and understand the impact of gender issues in development organisations and programs, to employ more women staff, to value women's participation and leadership. In the past 30 years, these have been huge changes."

Wendy Poussard, IWDA Co-Founder

IWDA Founders (from left to right), Wendy Rose, Ruth Pfanner and Wendy Poussard. Photo: Suzette Mitchell.

A message from our Chief Executive Officer

On the cusp of our fourth decade, IWDA proudly stands by our values of feminism, accountability, collaboration and transformation. From humble but ambitious beginnings, we have had an extraordinary journey and we have stayed the course in driving women's rights and gender equality.

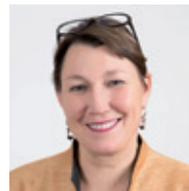
With resilience and courage, IWDA continues to confront systems and structures that perpetuate inequality, whether this be in a small community setting or in the corridors of power in capitals. So many individuals and organisations have contributed to IWDA's success in reaching this 30 year milestone. **We celebrate you.** We thank you for your gifts of time, expertise, encouragement, financial and political support, ideas and connections.

From our partnerships with emerging and established women's organisations, to the communities of practice, university and advocacy networks, and regional and international alliances of which we are a part, IWDA has sustained a commitment to inclusion and diversity. Over 30 years we have worked with more than 194 partners across 36 countries and territories implementing 488 projects and programs. This is a proud shared record, and women's rights and development are stronger for it. The face of our programs and partnerships continues to see the advancement of women leaders; support for women's access to finance and income, resourcing for safety and security initiatives, a focus on legal and policy change, and developing evidence, research and learning.

As the world rises to the new Global Goals for Sustainable Development, women's empowerment and gender equality is recognised as central to the new framework. This is reflected both in a standalone goal on gender equality and women's empowerment and in targets on gender equality within other goals. This is a major achievement for women's rights organisations and our networks who have worked hard over many years to make the Global Goals gender inclusive in a substantive and sustainable way. If fully implemented, this agenda can deliver transformative change for women and girls across the world.

For those in our team at this point in history, thank you for another remarkable year's work. I warmly welcome Kirsten Mander to the Chair of our Board and thank all our Directors, staff and volunteers past and present for helping IWDA to become the important and strategic agency that we are today. I especially wish to pay my personal respects to our Founders for their vision and sheer tenacity in setting up IWDA 30 years ago. Our determination to amplify women's voices, either as individuals or as powerful coalitions, remains on track and our track record is indeed worthy of celebration.

Warmest regards to you all,



A handwritten signature in black ink, appearing to read 'Joanna Hayter'. The signature is stylized and fluid.

Joanna Hayter

A message from our Chair

I remember turning 30. It was one of those defining times in life when I had a distinct sense of growing up. I had begun to crystallise my priorities and understand the meaning and value of good relationships.

As IWDA turns 30 this year, I reflect on the parallels of my own experience with the journey IWDA has taken to become the powerful organisation we are today with an ongoing aim to advance gender equity and stand up for women's rights. IWDA has always set out to work in partnership with like-minded feminist organisations and over 30 years, we have had powerful, productive partnerships with more than 194 program partners around the world.

So much of IWDA's success is in these relationships in the field, but it's also demonstrated at home in the highly collaborative and focused work of the Board. These women bring a vast and diverse array of skills, experience and countless hours of work to IWDA to ensure it can continue its work for another 30 years and more.

This year we welcomed Sue Madden as Chair of our Finance, Risk and Audit Committee, farewelled Dr Susan Harris Rimmer and Deanne Weir who has been instrumental in developing IWDA's new communication strategy and made an immense contribution to the organisation. Thank you to all Board members, past and present for your work, commitment and friendship.

Many, many women support IWDA in various ways and this is one more dimension of our partnership approach. I acknowledge and thank those who support us financially, many doing so year after year, which provides funds for new and innovative programs.

This past year marked my final one with IWDA. I first joined the Board in 2011, becoming Chair in 2013, and in that time I've seen the organisation double in size. In the past three years we have successfully implemented strategies to grow and strengthen income and communications, build our programs and measure their impact, revised our corporate structure and moved to a new office.

The Board's work has helped to establish an environment that allows the organisation to strive and thrive. I am continuously in awe of the program managers at IWDA who do our work on the ground, often in places that are hostile towards gender equality. I express my admiration and gratitude to those women, to Jo Hayter and the leadership team and all others working at IWDA who consistently impress the Board with their dedication, skill and professionalism. Thank you for all you have taught and shared with me these past four years.

Happy Birthday IWDA. It's been a privilege to have spent four of your 30 years with you. You epitomise what we seek to achieve for all women - strength, security and the ability to have your say, be heard and change the lives of women around you.



Fiona Sharkie



1985

"There is a reason for starting IWDA. We believe there is a need for the collective wisdom of many women to turn the rhetoric of development into reality for millions of women who are not consulted and who do not get opportunities... we also hope many will see the agency as ACTION oriented and will see that by supporting IWDA financially you will know you are directly assisting women."

Wendy Rose, IWDA Co-Founder and President (1985-1991)
in the first IWDA Newsletter in 1985

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

What we do

IWDA's approach to development promotes women as drivers of change. Our partnerships are built on mutual trust, respect and accountability, and above all, gender equality.

We are a rights-based organisation working with local organisations in the Asia Pacific region to increase women's leadership and participation in government, improve women's economic opportunity and address women's safety and security. We promote research policy and advocacy towards legislative change. We stand up for women by tackling issues of power, money and security.

Why women? We know from experience that human development cannot be achieved if 51% of the world's population faces persistent discrimination. We also know that a lack of funding to women's rights and women's organisations has held back change. Despite increased attention to gender as a priority for development policy, resources for long-term support to women's *organisations* remains limited. This is a gap that we continue to address.

Together with our program partners we have implemented 488 projects tackling issues facing women's rights and gender equality.

IWDA's founding principles of feminism, partnership and women's rights remain at the heart of our values, people, programs and approach to transformative change. This is highlighted in the words of women connected with IWDA over the past 30 years:

1995

"Despite our very different circumstances and lives, the women I met from around the world during my time at IWDA shared with all of us some important common bonds. We all know the experience of being 'marginal' to international development decision-making - whether in Canberra or further afield! Many of us also know from experience what the double or triple burden means! There is something different about our relationships - we are not just project partners, we are partners in a much wider global struggle for gender justice."

Janet Hunt, IWDA Executive Director (1992-1995) from IWDA's 15th Anniversary

2015

"It is great to have an organisation like IWDA providing support to Women's Rights Action Movement because they really know us and what our objectives are, they are flexible and responsive to our needs. The unique thing about this support is that it's geared towards supporting newly established organisations like us, whereas the other funding opportunities would only look at well-established organisations to fund. Without IWDA we wouldn't have been able to achieve all the things we've achieved so far."

Rose Martin, Board Chair of Women's Rights Action Movement Solomon Islands

The picture of partnership

Over 30 years, IWDA has worked with 194 program partners across 36 countries and territories.

Today, IWDA works in partnership with local, national and regional organisations in the Asia Pacific region to create empowering and transformative change for women. Through our partnerships, we advance issues of shared concern, supporting local women and organisations to advocate for gender equality regardless of sexual orientation or gender identity.

When organisations and individuals work together to build women's collective power, we become part of something bigger: **a movement for change.**



El Salvador
Honduras
Nicaragua

Chile

"IWDA is one of the first agencies that trusted in our political feminist project. We are not only thinking about the money because we feel we have political and moral support from IWDA that is much wider than just the economic relationship."

Morena Herrera, Las Dignas, El Salvador in IWDA Newsletter No. 38, 1997

"As a research partner, IWDA was equally committed to developing a deep understanding of how poverty and gender are intertwined, shaping our emerging understandings from the research into a practical tool that would help to change these gendered realities, and communicating the importance of this change."

Prof. Alison Jaggar, University of Colorado, Boulder



“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 for IWDA
Annual Report 2008-2009

“Working in partnership with IWDA has been a personally enriching experience. IWDA has been our mentor and role model - broadening our perspectives and shaping our views on many issues and helping us appreciate the realities of some of the development challenges. Along the way we have had the pleasure and privilege of working with many wonderful, committed and obliging individuals.”

Helena Hakena, Executive Director of Leitana Nehan Women’s Development Agency for IWDA Annual Report 2003-2004

30 YEARS OF PROGRAM PARTNERSHIPS

• 2NSB Radio • Aboriginal and Torres Strait Islander Commission • Afghan Women's Resource Centre • Amara • Angoram District Council for Women • Appropriate Technology Development Institute • Arugaan ng Kalakasan • Asisténsia Legál ba Feto no Labarik • Associacao para Promocao do Desenvolvimento e SocioCultural da Mulher • Australian Residents' Committee • Australian Sports Commission • Banteay Srei • Baua Baua Development Education Troupe • Baucau Buka Hatene • BEST • Bibi Bulak • Bougainville Women's Federation • Burmese Women's Union • Burnet Institute • Cairns Sexual Health Centre • Cambodia Human Rights and Development Association • Cambodian Dance Theatre • Cambodian Women's Development Association • Centre for Human Development and Social Change • Centre for Philippine Concerns in Melbourne • Centre for the Protection of Children's Rights • City of Port Phillip • Comissão doe Directos Humanos de Timor Lorosae • Committee to Defend Black Rights • Commonwealth Local Government Forum • Covalima Community Centre • Development Alternatives for Women • Development Education Troupe • Dodoma Inter-Africa Committee on Harmful Traditional Practices • East New Britain Provincial Health • East New Britain Social Action Committee • East Sepik Council of Women • East Sepik Women's Association • East Timor Relief Association • East Timor Young Women's Association (GFFTL) • Eastern Highlands Family Voice • ECOSEEDS • ECOWOMAN • Education Research Unit, University of Papua New Guinea • EMPOWER • Eritrean Community Women's Group • Family Life Program • Feminist Publishing Collective • FemLINKPACIFIC • Fiji Women's Crisis Centre • Fiji Women's Rights Movement • Foundation for Huwomaniy-Centred Development • Fundasaun Alola • Friends of Suai • GABRIELA • Fiji Garment and Textile Workers Union • Gavien Women's Development Group • Gender and Development Cambodia • Global Alliance Against Trafficking in Women • Ha Bac Women's Union • Hagar Cambodia • HELP Resources Baua Baua • HELP Resources Wewak • Human Rights Watch Asia • Individual and Community Rights and Advocacy Forum • IDEAS Resource Centre • Images Asia • Indigenous Women's Development Centre • Indigenous Women's Groups • Individual and Community Rights Advocacy Forum • Institute of Applied Social and Economic Research • Institute of Medical Research in Papua New Guinea • Integrated Development Systems • Inter-Africa Committee • Isarn Women's Association • IWDA Cambodia • Kahayag Foundation • Kalakasan • Kalkal Village Women's Literacy and Community Centre • Kam Pussem Hed • Kantha Shakthi • KAPAS Women's Organisation • Karen Women's Organisation • Karimui Women's Council • Khmer Women's Cooperation for Development • Irian Women's Self Help Group • Korean Worker's Welfare Committee • Kup Women for Peace • Lang Son Women's Union • Lao Women's Union • Las Dignas (Women for Dignity and Life) • Leitana Nehan Women's Development Agency • Letan Rehan Women's Group • Lihok Philipina Foundation • Live & Learn Environmental Education Solomon Islands • Live & Learn Environmental Education Vanuatu • Live & Learn Environmental Education Maldives • Live & Learn Environmental Education International • Los Clubes Amas de Casa de Yolo • Mainland Mindanao Development Centre • Makamasa Women's Group • MAP Foundation • Maprik District Council of Women • Maprik Women's Centre • Media Works South Africa • Melbourne Sexual Health Services • Meri I Kirap Sapotim • Migrant Assistance Programme • Mindanao Development Centre • Moro Women's Cooperative • Muslim Women's Action • Muslim Women's Research and Action Forum • Fiji National Council of Women • PNG National Council of Women • National Union of Eritrean Women • Nazareth Centre for Rehabilitation • NGO Support Services • North-East Rural Women's Network • One News TV Ltd • Organisasun Haburas Moris • Organisation of Mozambican Women • Organizacao da Mulher Mocambicano (OMM) • Pacific Centre for Peacebuilding • Pacific Concerns Resource Centre • Pag-Amoma Children's Development Foundation • Pagkaurosa Women's Association • Palaung Women's Organisation • Parish of Morozaan • Parish of Sulaco • Parish of Sulaco and Victoria • Pilipina, Cebu • PNG Trust • Provincial Women's Affairs Cambodia • Quaker Service • Revolutionary Association of the Women of Afghanistan • Redfern Aboriginal Community • Relief Society of Tigray • Rural Women's Training Workshop • Sahabat Wanita • Santiago Sofia • Save the Children • Shan Women's Action Network • Simbu Council of Women • Simbu Women's Resource Centre • Simorgh Women's Resource and Publication Centre • School Sisters of Notre Dame • Siwai District Women's Council • Solomon Islands National Council of Women • Solomon Mere Kamap • Somalia Department of Education • South Pacific Action Committee for Human Ecology and Environment • St Joseph's Church in Gujranwala Pakistan • State Secretariat for Women's Affairs • Tari District Women's Association • The Casa Sofia Centre for Women • Tibetan Women's Association • Tigrayan Women's Association • Towards Ethnic Women • Trust Meri • TUA Women's Theatre • Tulele Peisa Inc • UBINIG - Policy Research and Development • UNIFEM • Union Aid Abroad • United Sisterhood • Urban Integrated Health Services (UIHS) • Vanuatu Women's Centre • Vietnam Women's Union • Voice for Change • Wainimate • Wan Smolbag Theatre • WEAVE • West 'Are' Are Rokotanikeni Association • Wide Bay Conservation Association • Women and Law Committee • Women of the Land • Women's Action for Change • Women's Association of Cambodia • Women's Association of Kampuchea • Women's Development Group • Women's Development Through the Arts • Women's Directorate, Organisation of Tanzania Trade Unions • Women's Education, Development, Productivity and Research Organisation • Women's League of Burma • Women's Media Centre of Cambodia • Women's Resource Centre • Women's Rights Action Movement • Women's Training Centre • Women's Union of Laos • Workers' Information Centre • World Vision Australia • World Vision Cambodia • YWCA of Papua New Guinea • Zimbabwe Foundation for Education with Production



MEN

+

WOMEN

= EQUAL



30 years of programs, evidence and influence

From the start, IWDA has worked to amplify women's voices, document their experiences, and raise the profile of critical but neglected women's rights issues.

Together with our program partners, we have challenged discriminatory structures, policies, norms and behaviours that perpetuate gender inequality. We have remained committed to building the capacity of the sector through training, consultancy and research.

Research within our program partnerships has also been a strong foundation in influencing this change. Human rights violations and gender inequalities are hard to ignore when there is powerful evidence that supports the case for action.

In 1985, we funded women's organisations to demonstrate women's crucial contribution to development. We sought to better understand the impact of economic and political change on women's lives and respond through program partnerships.

By the mid-90s we were supporting women's mobilisation, documenting struggles to influence policy agendas and ensuring a diversity of women's voices were heard. Our focus included the Pacific region, at a time when it was largely invisible on the global stage. We tackled issues ignored by the mainstream development sector, including female genital mutilation, trafficking and violence against women.

Into the early 2000s, we broadened our mandate to tackle gender and development and took on regional programs. We were exploring participatory research to identify and fill gaps in evidence arising through our program partnerships.

Key themes emerge across each of our decades. Together, they reveal a powerful 30 year story of women's rights programs, evidence and influence.

Live & Learn community facilitators, in a Solomon Islands NGO Partnership Agreement Reflection. Photo: Karen Young, Live & Learn Environmental Education.

The first decade: 1985-1994

The decade for women in development and campaigning for women's rights

Bringing visibility to women's roles and contributions

The founders of IWDA knew that development programs and changing political and economic contexts impacted women and men differently. However, many programs continued to ignore the impact this change had on women's rights and furthermore, failed to see women as agents of change. In response, IWDA supported projects providing women access to resources to develop skills to pursue their own priorities.

As a newly established organisation focussed on women in development, we sought to understand and document women's experiences, and use this information to drive action.

By the end of our first year, we had supported ten projects across ten countries from Honduras, to India and the Philippines. These projects focussed on addressing women's barriers to participation in society, providing income support and achieving greater visibility of women's roles.

Following the aftermath of the Khmer Rouge in Cambodia we formed partnerships that led to IWDA's first and only overseas office. Entirely managed by Cambodian nationals, our sister office in Cambodia supported projects across the country and eventually, in 2000 led to the creation of the NGO Banteay Srei - an enduring partnership today.

During this time, IWDA was also active in Papua New Guinea. Partnerships with the East Sepik Women's Association and the Institute of Applied Social and Economic Research uncovered how major land settlements were affecting women. Drawing from the research results, we created educational audio-visual material demonstrating women's contributions to the local economy. These materials were used in programs across the country and delivered to the PNG Government to inform policy development.

Working through international solidarity with feminist organisations was the spirit of our beginning, and has remained at the core of IWDA ever since.

Confronting female genital mutilation: a campaign of advocacy and policy

Too often women's efforts to challenge discriminatory attitudes and practices are overlooked. IWDA links programs with advocacy, bringing visibility to women's experiences to inform change.

In 1992, IWDA began supporting the Inter Africa Committee to end Female Genital Mutilation (FGM) with educational campaigns launched across 26 African countries. We also supported efforts to end the practice locally, partnering with diaspora women's groups in Australia.

By 1994, FGM was a live policy debate in Australia with government enquiries and growing momentum for legislation to ban the practice. IWDA initiated a campaign to end FGM amidst growing concern that women's community groups working to prevent FGM in Australia had not been consulted in developing legislation.

IWDA also saw the need to educate affected communities about the consequences of FGM. A program partnership with the Eritrean Community Women's Group resulted in an information kit for peer-to-peer education and a speaking tour with the President of the Inter Africa Committee.

By 1995 an African Women's Working Group on Female Circumcision had formed in Melbourne, regularly convening women from communities affected by the practice. The working group discussed advocacy strategies, formed links with government departments, and continued to work with affected communities in Australia. Ultimately the campaign created a global network dedicated to sharing information between women in affected countries.

Revealing women's rights abuses and supporting women's livelihoods

Women's human rights abuses cannot be overcome if violations are not documented or discussed. This is why IWDA's advocacy not only reveals these abuses, but directly supports women's organisations living through injustices.

In 1994, IWDA's Human Rights Working Group began a campaign to end trafficking of women and girls from Burma into Thai brothels. The campaign aimed to put trafficking on the global human rights agenda and began in the 18 months leading up to the Fourth UN World Conference on Women in Beijing. The campaign also resulted in program partnerships directly supporting women's organisations on the Thai-Burma border, which continue to this day.

In 1998, with matching funds from the Australian aid program, IWDA supported the Burmese Women's Union Backstrap Loom project. Women living in Thai refugee camps were provided with transportable looms used to make fabric by weaving yarn or thread. The looms allowed women to earn an income and develop markets for woven products. Further, they increased women's livelihood security and safety during a time of ongoing conflict and displacement.

The campaign led to program partnerships in 1999 when IWDA first partnered with the Shan Women's Action Network - a feminist organisation supporting leadership training for women in refugee camps on the Thai-Burma Border. This partnership continues today supporting programs related to human rights, peace building, campaigning and policy making.

The campaign led to new programs and exposed trafficking as a development and human rights issue, limiting women's agency, power and economic opportunities.

International Women's Development Agency

Report to associates and friends

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P.O. Box 1680 Collingwood Vic 3066 Australia

No. 24 August 1993

Agrees - Women's Rights n Rights

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conference. Governments and NGOs all commented on the

WOMEN'S RIGHTS



ARE HUMAN RIGHTS

The second decade: 1995-2004

Gender and development on the international stage

Beneath Paradise and a women's bill of rights

As a feminist development agency, IWDA has remained driven to contributing to global action for women's rights and gender equality.

With the Fourth UN World Conference on Women being held in Beijing, 1995 was a milestone for women's rights. The main focus was to adopt a transformative agenda for women's empowerment: the Beijing Platform for Action. For three years, IWDA mobilised staff, partners and supporters to make the most of this significant international event.

Beneath Paradise: the Pacific Women's Documentation Project was a three year project initiated in 1992 with the support of the Australian aid program. Beneath Paradise documented the life experiences of hundreds of Pacific women, from 21 NGOs and eight countries. Through photography, soundscapes and testimonials Beneath Paradise ensured stories of Pacific women were brought to the world's attention.

In Beijing IWDA began building networks between program partners to share strategies in combatting women's rights abuses. We convened 40 women representing 15 organisations from Vietnam, Philippines, Papua New Guinea, Mozambique, Cambodia, Thailand, Fiji, Pakistan and South Africa. For many partners, this was the first time their experiences were shared at a global level.

The Beijing Platform for Action was not only a visionary agenda for women's rights, but a tool for national policy reform. Recognising this, IWDA began a three year program with the Vietnam Women's Union - Beijing and Beyond - building capacity to engage in multilateral negotiations, and to implement women's human rights commitments at a national level.

Together with our program partners, IWDA continues to draw from our collective experiences to inform women's rights policies, locally and globally.

Gender-based violence as a human rights violation

Connected to a global network of organisations committed to women's rights and gender equality, IWDA supports partners to learn from one another, to drive collective action.

By the late 90s, 'gender and development' was entering the development sector as a theory and approach to women's rights programs. Simultaneously, IWDA partners continued to share concern over the rise in cases of violence against women. IWDA had been supporting partners to address such violence since 1988 through programs of counselling and community action, yet violence against women remained widely unrecognised as a development issue.

IWDA acted by bringing together the expertise of ten program partners working to end violence against women in homes and communities. In 1997, partners across seven countries convened in the Philippines through an eight-day event, *Assessing Strategies and Services to Reduce Gender Violence: An International Workshop*.

IWDA staff and partners shared strategies in community education, social change research, legal and policy reform and media monitoring. Participants also tackled critical issues about addressing violence as a gender-based crime, learning about principles in feminist counselling used by partner *Arugaan ng Kalakasan's* Women's Action Help Line.

The dialogue informed community-based programs to end violence against women across Africa, Asia and the Pacific. The program also led to a multi-country initiative, coordinated by MediaWorks South Africa, to monitor media coverage of gender violence during the global campaign of the 16 Days of Activism against Gender-Based Violence.

Convening program partners has been a consistent investment strategy and a core part of IWDA's commitment to achieving a vibrant movement for women's rights and gender equality.

Assessing impact and building capacity

IWDA has always sought to catalyse change, both within and through our program partnerships.

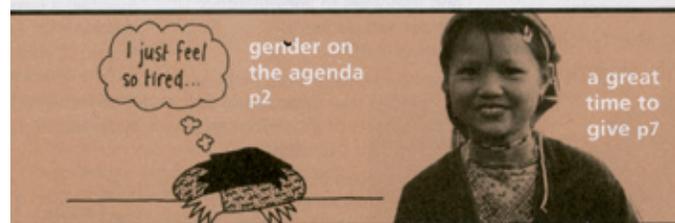
In 1988, IWDA was among the first Australian NGOs to work in Vietnam. One of our first partnerships was Vietnam Women's Union (VWU). Together, we developed a model of women's credit and enterprise development that focussed on women's business skills and leadership. Women participated in training in credit and enterprise management, and accessed small loans to save and develop skills to improve local agricultural production.

In 2001, after ten years in Vietnam, IWDA and VWU assessed the impact of our microfinance model through a two-year participatory research project funded by the Australian aid program.

The research revealed microfinance programs had assisted women to be more economically secure. The enterprise management training was found to have a lasting effect on the economic and social advancement of women, promoting and sustaining women's empowerment.

Finally, the research demonstrated that the very poorest of women were better off through assistance with daily expenses and payment for work, rather than poverty lending, which would result in debt. By 2002, a new entrepreneurial training program began, supporting 900 rural women to develop their own small businesses that directly employed women and included childcare provision for other women workers.

Across the life of the IWDA-VWU partnership, we built, reviewed and adapted an approach to microfinance grounded in local context, with women's empowerment as core to this success.



women, war & development

Joanne Crawford
IWDA Executive Director

its landmark Resolution 1325 in 2000. The Resolution emphasised the importance of women's equal participation in peace negotiations at all levels.

Directly and indirectly, IWDA's work to support women's development is related to the reality of violence in women's lives. Whether it be dealing with the long-term impact of armed conflict (Vietnam, Bougainville), excesses of a military regime (Burma, Cambodia), the violence of trafficking (Thailand, Cambodia) or domestic violence

'It is not that women think better than men but they do think differently. It is not that the world would be a better place if women ran it, but that women and men need to work together to achieve the peace and security we all crave.'

Pamela Bone

Pamela is an Associate Editor of *The Age*. She was appointed to the Victorian Honour Roll of Women for work for women and social justice in

The third decade: 2005-2015

Feminist action in programs, research and policy

Regional focus and partnerships

IWDA has always supported women's access to resources, their inclusion in development programs and collective advocacy to influence decision makers.

By the early 2000s IWDA broadened our focus to a gender and development framework, while concentrating on the Asia Pacific region. This enabled deeper engagement across the region, linking long-standing partnerships, and building new ones.

We shifted from stand-alone projects, to include larger and multi-year programs. Building on the previous decade, we increased focus on organisational development and continued to strengthen networks between partners.

Supporting the development of women's rights organisations, the Funding Leadership and Opportunities for Women (FLOW) regional program has connected partners in Fiji, Solomon Islands and Papua New Guinea. Since 2012, the program has been successful in influencing legal and policy reform, enabling intergenerational dialogues between younger and older women, addressing violence against women and supporting women's leadership across all levels of society.

We continue to deepen our partnerships with government and program partners. The WeRise partnership is a truly feminist partnership dedicated to advancing women's leadership in democratic transformation. Linking IWDA, the Fiji Women's Rights Movement and the Australian Department of Foreign Affairs and Trade, the partnership has played a significant role in building coalitions for Fiji's women's movement. It has also resulted in an important program of civic and voter education for women in Fiji's democratic transition.

Partnerships remain central to our work for transformative change. Together we are sharing knowledge, driving action and building a movement for women's rights and gender equality in the Asia Pacific region.

Investing in evidence and action

Increasingly, IWDA has worked with universities and NGO partners on ground-breaking research to reveal the barriers to women realising their rights in Asia Pacific. We have also worked to ensure research findings can influence change on issues of women's power, money and security.

The Cambodia-based Triple Jeopardy research was a 'world first' examining the links between disability and violence against women. The research was conducted with Monash University and four NGO partners: Banteay Srei, the Cambodian Disabled People's Organisation, CBM Australia and IWDA. Triple Jeopardy resulted in a community focussed training tool to challenge gender and disability discrimination. It changed practice, with program partner Banteay Srei integrating disability across its programs. It also changed policy, informing the Cambodian National Action Plan on Violence against Women.

We use research to advocate for change, and create practical tools that can be used to inform action in development programs. *The Resource Guide: Working effectively with women and men in water, sanitation and hygiene programs* was the result of research conducted in Fiji and Vanuatu between 2008 and 2010. It contains case studies and strategies that continue to be used through IWDA program partnerships in Timor-Leste, and across the sector. Our resources are grounded in local context and include vibrant posters such as the Floating Coconuts produced in 2012 through the research *Measuring gender equality outcomes of economic growth in the Pacific: working with communities to develop indicators that monitor change*. The poster remains a valuable tool for practitioners supporting data collection and community dialogue on men's and women's roles in formal and informal economies.

The practical tools developed through our research inform action in our program partnerships and within the Australian development sector. We continue to ensure evidence is seen and used by practitioners, advocates and policy-makers as key to lasting change.

When women benefit, the whole community benefits.

Informing advocacy and policy debates

Throughout the IWDA story, our research and advocacy has been driven by three aims:

1. Profiling the voices of program partners to bring greater recognition to women's rights concerns;
2. Ensuring development programs prioritise the experiences of women, and recognise forms of social and structural discrimination that prevent change; and
3. Engaging with government, not only on development policy, but in areas of trade, security and diplomacy.

From its beginning, IWDA has advised, influenced and advocated to other organisations on women's rights and gender equality. We have continued to work for better gender-informed development; from guiding the UN to ensure women were consulted when clearing land mines in Cambodia, to supporting gender strategies for the Australian Government aid program. By 2012 we expanded this focus to share knowledge and advance debate through our publication series *Gender Matters*, drawing on insights from research and program partnerships.

We have brought gender analysis and specialist inputs to the Pacific Agreement on Closer Economic Relations (PACER Plus) negotiations and the Asia Pacific Economic Cooperation Policy Partnership on Women and the Economy. We have played an active role in establishing the Civil Society Coalition for Women, Peace and Security, supporting implementation of the Australian National Action Plan on UN Security Council Resolution 1325.

We continue to see the power of change through collective action with our partners overseas and in Australia as an active member of our peak body ACFID.

After 30 years, IWDA still believes that to achieve the world we hope for, women's rights and gender equality must be at the heart of all our efforts.

From Little Things, Big Things FLOW!

Emily Miller, Senior Program Manager

In the closing moments of 2011, IWDA received exciting news: in partnership with a number of our long-term Pacific partners, we were one of 20 successful proposals among 238 submitted globally to gain significant funding from the Netherlands Ministry of Foreign Affairs' Funding Leadership and Opportunities for Women (FLOW) program.

Our four-year, multi-country program is an opportunity to accelerate women's civil and political leadership in Fiji, Solomon Islands and Bougainville in order to drive equality for women. The program will focus on four innovative 'pillars' which will look at leadership from a more holistic perspective and strengthen linkages and learning across the Pacific region. The program will increase women's voices in decision-making at community, national and Pacific regional levels.

We know that the success of our proposal was based on IWDA's demonstration of the transformative change for women resulting from our partnership approach. If you are a long-term IWDA supporter you will know well the importance of our distinctive 'partnership approach' to our work. We are committed to being responsive, 'walking with' partners and supporting them over time to become effective agents of change, something that we know our partners value greatly.

“ Our collaboration with IWDA, since the early days when fem'LINKPACIFIC was conceptualising a women's community media network ... really represents the importance of sustained partnerships – how else can one partner really understand the other if not by journeying together over a long period of time? ”

Sharon Bhagwan-Rolls, Executive Director, fem'LINKPACIFIC

These strong relationships and sense of history provide an environment of trust, mutual respect and understanding that are allowing IWDA and its partners to enter into exciting and bold responses to gender inequality.

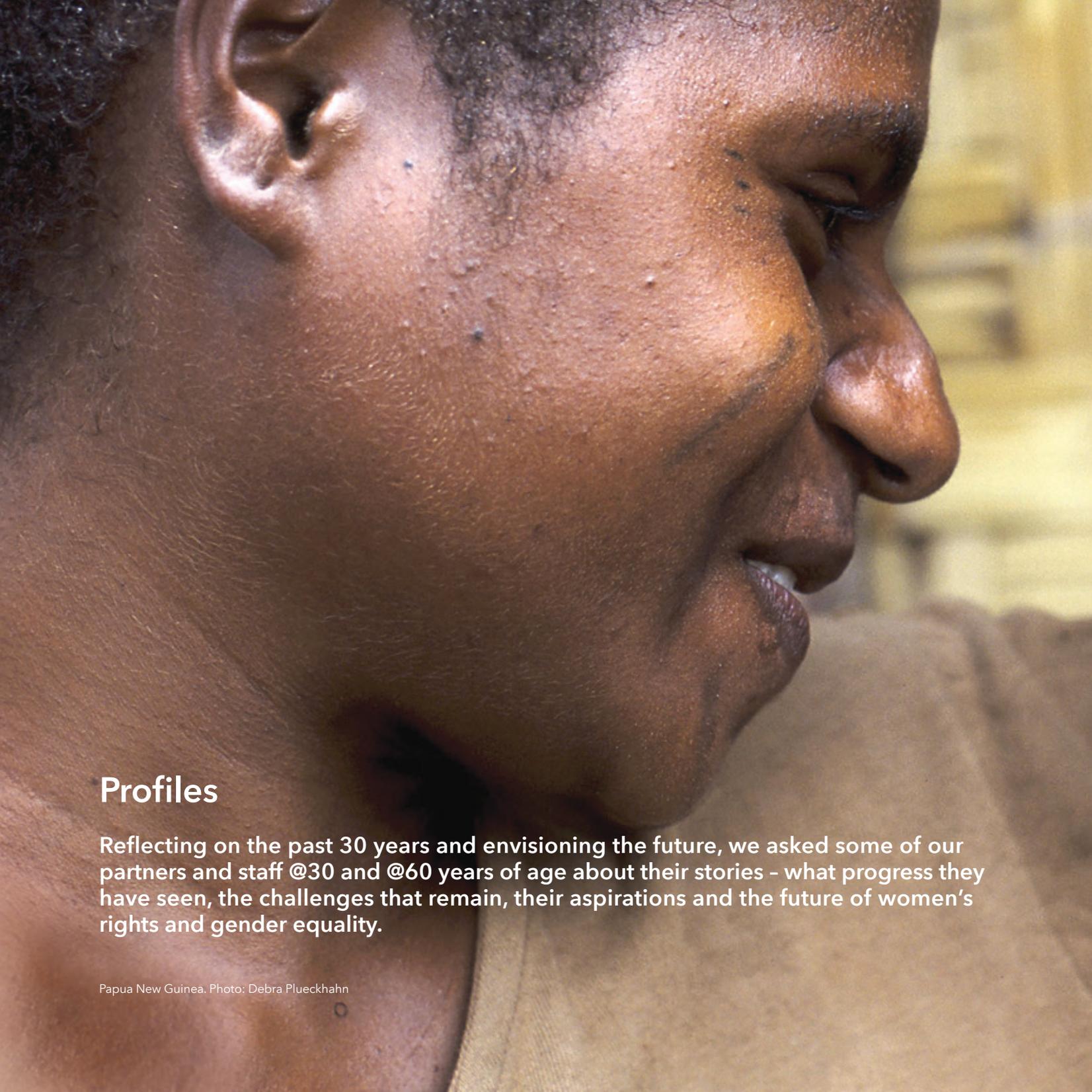
This pivotal moment for our supporters over time, and new ways of working. Your support through our partners to investment has made a program which

“ FWRM a Leadership IWDA's sup funding se deepen an and enrich

Virisila Buadro

We look forward to grassroots partners having the chance to



A close-up, profile photograph of a woman with dark skin, looking down and to the right. Her expression is contemplative. The lighting is soft, highlighting the texture of her skin and the contours of her face. The background is blurred, showing hints of a yellowish wall.

Profiles

Reflecting on the past 30 years and envisioning the future, we asked some of our partners and staff @30 and @60 years of age about their stories - what progress they have seen, the challenges that remain, their aspirations and the future of women's rights and gender equality.

Papua New Guinea. Photo: Debra Plueckhahn





60@30

Nan Dah Eh Kler

Chairperson and one of the longest serving staff members of the Karen Women's Organisation, Burma

"I have seen a lot of change in my life and through my work with the Karen Women's Organisation. I enjoy working in the community and have seen women not only working in the home supporting family, but also leading change in the community and at a political level. In the last 30 years, Karen Women's Organisation has improved our management, has larger networks, and is more connected globally. I am also happy to have the younger generation now more involved in politics. I hope to one day return to my homeland of Karen State in Burma enjoying human rights and seeing more women in leadership roles and decision-making positions."

Photo: Vanessa Miller, IWDA

60@30

Wendy Kosi

Counsellor and Women's Human Rights Defender, Minj Family Support Centre and Voice for Change, Papua New Guinea

"In older days women were regarded as property of their husbands because of the 'bride price'. Now women in Papua New Guinea can speak out, they can raise their concerns and request changes in the situation from their husbands, communities and local governments. Women are helping other women by volunteering as Women Human Rights Defenders or counsellors. Because of the work they do, women gain respect from their husbands and communities.

Because of women we are making this place better.

I would like to see women as leaders in the country. I want all women and girls to go to school and have jobs. I want them to have better education, so women can start small businesses and build permanent houses. "

Photo: Elena Leddra, IWDA





30@30

Lauren Coutts

Executive Coordinator, IWDA, Australia

"As a 30 year old woman I'm conscious that I would not enjoy the rights I do today without the work of the feminist movement before me, and for this reason I look forward to being a part of this movement for the next 30. When I think of the world I want to live in when I'm 60, I see this: women equally represented in leadership roles everywhere, including parliaments; these parliaments focus on legislation committed to social justice, rather than control over women's bodies; women live free from violence in the world and in their homes; the spectrum of sexual orientation and gender identities are embraced and celebrated; my female colleagues and I earn the same as the men we work with; gender roles are flexible and fluid, and domestic and care duties valued and shared equally. Sometimes it's a world that's hard to wait for."

Photo: Lauren Coutts, IWDA

30@30

Julia Marip

General Secretary, Women's League of Burma, Burma

"I have spent most of my life advocating for gender equality for women in Burma but in 2003, I moved to Thailand for a training program to increase my capacity and understanding of women's rights. Now since 2004, I have been actively involved in the women's movement. I am originally from Kachin State and have also worked in Shan State conducting research on violence against women, human trafficking and providing services to victims at crisis support centres and safe houses. In the future, I hope that all the different ethnic people of Burma will unite, especially women. I hope that the Women's League of Burma can act as a role model for government to demonstrate that women from Burma can work together, and lead the community for the betterment of everyone. The Women's League of Burma represents to me, what Myanmar should be: inclusive, diverse and unique."

Photo: Vanessa Miller, IWDA



Our highlights in 2014-2015

In 2014 and 2015 our programs had a direct impact on 16,746 women and girls across the Asia Pacific region.

Together with our partners...



POWER

Women have an equal right to be heard and make decisions.

→ 1,412 women assumed leadership roles or engaged collectively at local, national and/or regional level.

→ 4,036 women accessed training to participate in governance and decision making processes at community, national and regional levels.



MONEY

Women have an equal right to control resources and time.

→ 1,941 women have increased access to financial services.

→ 192 women participated in training and vocational training to assist them to access increased and sustainable livelihoods.



SECURITY

Women have an equal right to negotiate the terms of peace and to be free from personal violence.

→ 1,209 women survivors of violence received services such as counselling and safe accommodation.

→ 24,043 men and women were provided training on gender issues and women's equal rights.

And over the last 12 months we:

Formed a new partnership with the Aloia Foundation in Timor-Leste focussed on strengthening rural women's voices.

Supported 170 women political candidates running for election in Cambodia, Bougainville and Fiji.



Expanded the IWDA gender conversation with an **86% increase in our social media audience**, and grew our total **digital audience to more than 50,000 people**.



Raised gender equality and women's rights issues with national decision-makers through submissions and appearing before parliamentary committees on:



Promoting gender equality in international aid



Aid effectiveness in Papua New Guinea



Women's human rights



The role of the private sector in development and poverty reduction

Pacific Women Shaping Pacific Development

Pacific Women Shaping Pacific Development is a 10 year, regional program funded by the Australian Government. In 2015, through the Pacific Women Shaping Pacific Development Program, we:

- **Began a study with research partners to assess poverty and gender equity in Fiji using the new Individual Deprivation Measure.** The research will inform the work of the Australian and Fiji Governments and NGOs in Fiji, to assess the difference the Pacific Women program is making for men and women.

- Began a program with the Nazareth Centre for Rehabilitation in Papua New Guinea to **train women human rights defenders and male advocates** in the prevention of and responses to violence against women.





Learning and growing in 2014–2015

IWDA works for transformative change to ensure gender equality. We demonstrate this through stories of change, measuring our results and conducting research to strengthen our approaches.

Over the last 12 months we:

- **Launched ground breaking research** on Public Perceptions of Women in Leadership in Fiji, revealing changing attitudes toward support for women's leadership.
- **Conducted evaluations on five programs** across Fiji, Cambodia, Myanmar and the Pacific region demonstrating success in building women's coalitions and supporting women's civil and political participation.
- **Conducted participatory research** on Young Women's Leadership in Bougainville with the Bougainville Women's Federation (BWF) and the Australian National University. Drawing on the research findings, BWF have begun an organisational review designed to strengthen the inclusion of young women.
- **Published the 6th issue of *Gender Matters*** reflecting on lessons learned and outcomes 20 years since the Fourth UN World Conference on Women in Beijing.

Funding Leadership and Opportunities for Women

The Funding Leadership and Opportunities for Women (FLOW) program is IWDA's largest and most diverse program focussed on women's leadership and political participation in the Pacific. Supported by the Ministry of Foreign Affairs, Netherlands Government, the FLOW program works with local partners to enhance women's confidence to pursue leadership positions in their communities.

Over four years, IWDA FLOW program has included eight partner organisations, regional and in Fiji, Solomon Islands and Papua New Guinea:

- Bougainville Women's Federation
- Commonwealth Local Government Forum
- FemLINKPACIFIC
- Fiji Women's Rights Movement
- Women's Action for Change
- Voice for Change
- Women's Rights Action Movement
- Nazareth Centre for Rehabilitation

The program has reached over 25,000 people.

Achievements:

- Fostering a Melanesian women's movement by building networks between partner organisations;
- Partners influencing policy and legislative change in local, national, regional and international decision-making bodies;
- Greater number of women running for office during elections in Solomon Islands, Fiji and Bougainville that saw the first ever woman to be elected to an open seat; and
- Increased participation of women and young women in formal and informal leadership roles.



Ministry of Foreign Affairs of the
Netherlands

A STORY OF CHANGE: NATIONAL AND GLOBAL WOMEN'S RIGHTS ADVOCACY IN THE SOLOMON ISLANDS

In 2014, the Women's Rights Action Movement (WRAM) took a leading role in the Solomon Islands shadow reporting process on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

WRAM, together with a consortium of 12 women's NGOs and the Solomon Islands National Council of Women coordinated and finalised a NGO report to the CEDAW Committee at the United Nations. WRAM's Board Secretary also joined the NGO delegation to present the report to the Committee. WRAM intends to keep the Solomon Islands Government accountable to their commitments under CEDAW by advocating for the implementation of the Committee's Concluding Observations.

In 2015, WRAM was also engaged in successful national advocacy facilitating a training session to educate journalists on domestic violence and the Family Protection Act. Following the training, two major newspapers highlighted domestic violence and the Family Protection Act in their publications. One newspaper, the Sunday Isles, also started a women's magazine focussing exclusively on women's issues.

THANK YOU

To our supporters

In the beginning, we got off the ground with the help of a few like-minded friends and support through the Australian Government aid program. In crucial years when we almost closed our doors, our supporters mobilised so we could stay afloat. Today our 33,000 supporters, individual and institutional, help us invest more than ever in women's rights and gender equality. To all of our supporters and donors, past and present, we sincerely thank you for your commitment to building the movement for women's rights.

To our people

Working with IWDA is more than a job. We are a gender and development agency connected with the women's movement around the world. The passion of our staff, volunteers, board members and associates is nothing short of extraordinary. Together, we are a powerful force for women's rights.

To everyone who has been with us over the past 30 years - thank you for your dedication, commitment and friendship.

The IWDA community - then and now

INDIVIDUAL DONORS

IN 1985 WE HAD 22 INDIVIDUAL DONORS

22



IN 2015 WE HAD 3,020 INDIVIDUAL DONORS

3,020

EMPOWER PROGRAM DONORS

IN 1989 WE HAD 11 EMPOWER DONORS GIVING A TOTAL OF \$570 A YEAR

\$570



IN 2015 WE HAD 1,171 EMPOWER DONORS GIVING A TOTAL OF \$518,239 A YEAR

\$518,239

Deborah Amott became an Empower donor in 2015 because:

"...after years of loudly speaking up about how women should be given every opportunity that men are, I can now afford to put my money where my mouth is. I can do this because women (and men) before me fought for the privileges that I have, and that I could take for granted. I recognise that having these advantages in life is not a given, and is still out of reach of most women in our region, and the world. And IWDA knows where every dollar I give them will have the most impact."

TODAY, WE HAVE MORE THAN 33,000 SUPPORTERS SHARING IWDA'S VISION AND MISSION.

Governance in 2014-2015

The Board is responsible for guiding IWDA's strategic direction, ensuring compliance, providing governance, approving annual budgets and acting as an advocate for IWDA in the community. This year the Board held six meetings, including the Annual General Meeting in November 2014.



Fiona Sharkie
Chair

BBus (Marketing)
Appointed September 2011



Kirsten Mander
Deputy Chair

LLM, FAICD, FGIA, FRMIA
Appointed November 2013



Sue Madden
Finance Committee Chair

B.Bus, Grad AICD, FCPA
Appointed 2014



Amanda Ford

BBus, GradCert. HRM, MBA,
Dip. FS (Financial Planning)
Appointed August 2009



Deanne Weir

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



Ernestine Rozario

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



Gemma Hardie

BA
Appointed November 2013



Susan Harris-Rimmer

BA (Hons)/LLB (Hons), SJD
Appointed 2014

We farewell and sincerely thank

Sevgi Kilic

Appointed 2011

Seri Renkin

Appointed 2011

IWDA Foundation

The IWDA Foundation was established in 2007 following a generous donation from a supporter who wanted to see the difference her gift could make to women and girls in her lifetime. Through further support and investment the Foundation continues to grow and is now worth over \$9 million. IWDA acknowledge with deep appreciation the ongoing contribution of the Foundation.

This year the Board of the IWDA Foundation was merged with the Board of IWDA. We farewell and sincerely thank **Mary Hawkins, Tricia Peters** and **Christine Brown** for their longstanding dedication to the Foundation Board and concern for IWDA's sustainability.

Our Patron

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

IWDA financial overview

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

July 2014–June 2015 in review

Building on the strong financial foundation established over the previous two years, this year we achieved our Income Strategy milestone target of \$7 million. This growth in income resulted in increased activity across all areas of our work.

Operating result

At the end of June 2015, IWDA realised an operating loss of \$133,348 which was within 1.8% of budget. We moved offices and upgraded our equipment, IT infrastructure and website. Our reserves at the end of the financial year totalled \$447,726 of which \$197,845 is committed to funding programs in future years.

Our income

Our total income grew by \$729,287 this year to \$7,027,315. This achievement reflects our continued effort to diversify our sources of income.

Grant income represented 68% of our total income and grew by 25%. These figures are based on a combined grant income total of \$4,782,728, of which 54% is sourced directly from the Australian Government's aid program.

Although overall donations from supporters decreased by 9%, IWDA's Empower program continued to grow, raising \$518,239. This is an increase of 17% on last year and provides ongoing income for IWDA.

Our expenditure

We continued to support our program partners with total funding to international programs increasing by 33%. Our overall expenditure was maintained within budget.

Moving forward

In 2016 we will be engaged in strategic planning for 2016-2020. We will be focussing on the five year re-accreditation cycle with the Australian Government as we continue to drive change in our systems to consolidate and support the growth that we have experienced. Our income target for the 2016 financial year is \$7.18 million.

AUSTRALIAN GOVERNMENT



Australian Government
Department of Foreign Affairs and Trade

IWDA has full accreditation under the Australian Government's aid program

CORPORATE PARTNERS



**CORRS
CHAMBERS
WESTGARTH**
lawyers

MEMBERSHIPS



ACFID
MEMBER



IWDA is a member of the Australian Council for International Development (ACFID) and a signatory to the ACFID Code of Conduct. If you have a complaint, compliment or suggestion about any aspect of our organisation, please contact the HR and Office Coordinator on 03 8373 2500 or iwda@iwda.org.au. More information about a breach of the Code can be accessed at www.acfid.asn.au. To report a breach please send a complaint form to complaints@acfid.asn.au.

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

Financial performance 2014-2015

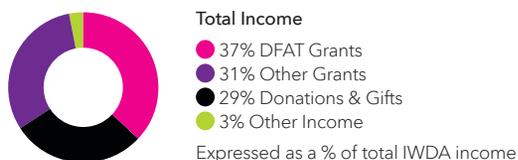
Where our support comes from

DFAT Grants: The Australian Government's aid program.

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

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

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

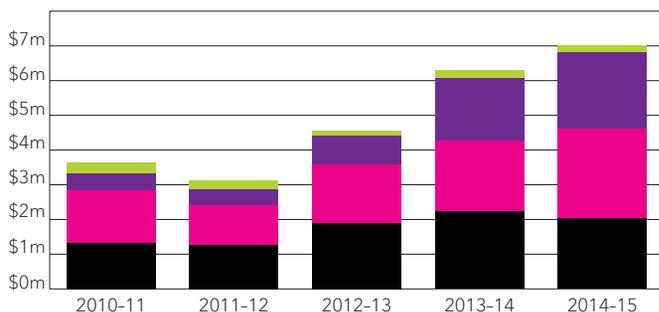


Trends: where our support comes from

IWDA's income has increased over the past three years due to the success of securing multi-year and multi-country grants. This has increased our total grant income by \$3.19 million since 2012. The success of our fundraising activities and initiatives also saw income from Donations & Gifts increase by \$757,568 during this time.

Income trends

● Donations & Gifts ● DFAT Grants ● Other Grants ● Other Income



Where the money goes

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

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

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

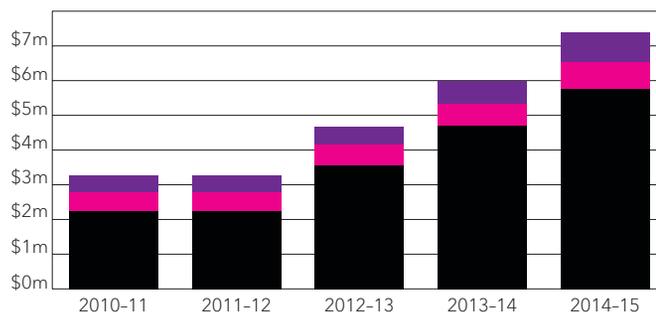


Trends: where the money goes

Since 2012 funds allocated to development programs and community education have increased in line with the increase in grant funding secured. Our fundraising, accountability and administration costs have remained steady as a percentage of overall expenditure.

Expenditure trends

● Development Programs & Community Education ● Accountability & Administration ● Fundraising



Note: Distribution from the IWDA Foundation has been reclassified as Donation income.

Distribution of program funds*

The distribution of program funds is aligned with the strategic priorities of IWDA, directly addressing our three thematic priorities: women's power, money and security.

The distribution of funds reflects the size of current grant contracts and priorities in meeting commitments and obligations to achieve desired outcomes. This is not an indicator of priority among our partner countries.



- 30% Fiji
- 19% Solomon Islands
- 16% Papua New Guinea
- 14% Regional
- 9% Thai Burma Border
- 7% Cambodia
- 5% Timor-Leste

* Based on international programs and program support costs.

Summary financial reports

Summarised statement of income for the year ended 30 June 2015

	2015 \$	2014 \$
Revenue		
Donations and Gifts		
Monetary	1,940,243	2,158,427
Non-monetary	-	-
Legacies and bequests	89,211	74,194
Grants		
Department of Foreign Affairs and Trade	2,579,166	2,039,368
Other Australian	206,339	156,994
Other overseas	1,997,223	1,635,753
Investment income	75,741	71,498
Other income	139,392	161,794
Total Revenue	7,027,315	6,298,028
Expenditure		
International Aid and Development Programs Expenditure		
Funds to International programs	3,838,371	2,868,110
Program support costs	1,576,963	1,324,556
Community Education	350,278	284,002
Fundraising costs		
Public	625,461	512,228
Government, multilateral & private	225,562	170,003
Accountability and Administration	772,028	621,197
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	7,388,663	5,780,096
Domestic Programs Expenditure	-	222,945
Total Expenditure	7,388,663	6,003,041
Excess/(Shortfall) of Revenue over Expenditure	(361,348)	294,987

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

Summary financial reports

Summarised statement of financial position as at 30 June 2015

	2015 \$	2014 \$
Assets		
Current Assets		
Cash and cash equivalents	1,912,576	2,415,849
Trade and other receivables	82,639	117,556
Inventories	1,049	4,610
Total Current Assets	1,996,264	2,538,015
Non-current Assets		
Property, plant and equipment	254,953	27,977
Financial assets	-	-
Other non-current assets	47,289	-
Total Non-current Assets	302,242	27,977
Total Assets	2,298,506	2,565,992
Liabilities		
Current Liabilities		
Trade and other payables	334,796	225,984
Provisions	124,703	136,723
Other Financial Liabilities	1,367,088	1,380,800
Total Current Liabilities	1,826,587	1,743,507
Non-Current Liabilities		
Provisions	24,193	13,411
Total Non-Current Liabilities	24,193	13,411
Total Liabilities	1,850,780	1,756,918
Net Assets	447,726	809,074
Equity		
Reserves	263,179	491,179
Retained surplus	184,547	317,895
Total Equity	447,726	809,074

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

Summary financial reports

Summarised statement of changes in equity for the year ended 30 June 2015

	Special Purpose Reserve \$	Investment Reserve \$	Maternity Leave Reserve \$	General Reserve \$	Retained Surplus \$	Total \$
As at 30 June 2013	176,941	-	35,334	30,000	271,812	514,087
Net surplus for the year	-	-	-	-	294,987	294,987
Total other comprehensive income	-	-	-	-	-	-
Transfer to (from) reserves	248,904	-	-	-	(248,904)	-
As at 30 June 2014	425,845	-	35,334	30,000	317,895	809,074
Net deficit for the year	-	-	-	-	(361,348)	(361,348)
Total other comprehensive income	-	-	-	-	-	-
Transfer to (from) reserves	(228,000)	-	-	-	228,000	-
As at 30 June 2015	197,845	-	35,334	30,000	184,547	447,726

Table of cash movements for designated purposes

	Cash available at start of year \$	Cash raised during year \$	Cash disbursed during year \$	Cash available at end of year \$
Solomon Islands Building Community Resilience	275,690	586,855	809,014	53,531
We Rise - transformative change for women in Fiji	173,092	715,496	832,899	55,689
Individual Deprivation Measure	250,000	6,641	166,180	90,461
Australian NGO Cooperation Program (ANCP)	24,000	1,196,604	1,174,604	46,000
Women Mobilising for Democracy	63,400	178,302	147,113	94,589
FLOW - Pacific Regional	618,617	1,315,136	1,860,269	73,484
Meri Kirap - SPSN PNG	-	29,040	29,040	-
From GBV to GJ&H PNG	-	849,515	114,387	735,128
CSO WASH	-	110,972	87,960	23,012
Safe families - Solomon Islands	-	91,196	50,376	40,820
Do No Harm	(16,694)	253,937	36,869	200,374
Other Specific Purpose Funds	1,845	-	-	1,845
Total for designated purposes	1,389,950	5,333,694	5,308,711	1,414,933
Total for other purposes	1,025,899	1,728,539	2,256,795	497,643
IWDA	2,415,849	7,062,233	7,565,506	1,912,576

Gifts in kind, pro bono and volunteer services

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

	2015 \$	2014 \$
Gifts in kind	17,424	11,870
Pro bono and volunteer services	163,781	159,604

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

For a better understanding of IWDA's financial performance and position the summarised statements should be read in conjunction with the unabridged financial statements, which includes the consolidated figures of the IWDA Foundation and notes to the accounts. A copy of the full financial statements for the year ending 30 June 2015 is available on our website www.iwda.org.au or by emailing iwda@iwda.org.au

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

The summary financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Guidance available at www.acfid.asn.au.



ShineWing Australia
Accountants and Advisors
Level 10, 130 Collins Street
Melbourne VIC 3000
T +61 3 8636 9000
F +61 3 8632 3400
shinewing.com.au

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

Report on the Code of Conduct Summary Financial Report

The accompanying Code of Conduct Summary Financial Report for the year ended 30 June 2015, which comprises the summarised Statement of Financial Position as at 30 June 2015, the summarised Statement of Income, the summarised Statement of Changes in Equity and the Table of Cash Movements for Designated Purposes for the year then ended, are derived from the audited financial report of International Women's Development Agency and controlled entity for the same year. We expressed an unmodified audit opinion on that financial report in our report dated 8 October 2015.

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

Directors' Responsibility for the Code of Conduct Summary Financial Report

Financial Report

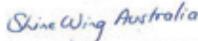
The directors of the International Women's Development Agency are responsible for the preparation of the Code of Conduct Summary Financial Report and to ensure it is in accordance with Australian Accounting Standards and the Australian Council for International Development Code of Conduct.

Auditor's Responsibility

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

Opinion

In our opinion, the Code of Conduct Summary Financial Report derived from the audited financial report of International Women's Development Agency and controlled entity for the year ended 30 June 2015 is consistent, in all material respects, with that audited financial report, in accordance with the Australian Accounting Standards and the Australian Council For International Development Code of Conduct.


SHINEWING AUSTRALIA (FORMERLY MOORE STEPHENS)
Chartered Accountants


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

Melbourne, 22 October 2015

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To achieve the world we hope for,
women's rights and gender equality
must be at the heart of our efforts.





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



Level 1, 250 Queen Street
Melbourne VIC 3000

1300 661 812
iwda@iwda.org.au
www.iwda.org.au

 internationalwomensdevelopmentagency
 @iwda

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Communication Design
for Sustainability

www.violadesign.com.au

Environmental statement

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