



## *IFUW Update- 20 December 2012*

# Message from the President, on behalf of the Board and Staff

As we approach the end of 2012, I am writing on behalf of the Board and Staff to send you seasonal greetings and to wish you and the members of your Federation or Association, a very Happy New Year!

In winding up our activities and looking forward to spending time with families and close friends, it is good to reflect on what we have achieved during the past twelve months and to look at the coming months ahead in what will be an important year in the IFUW Calendar, with the Triennial Conference taking place in Istanbul, Turkey, from 16-21 August, where we look forward to meeting with many of you.

2012 has been a very busy year for IFUW, with many changes taking place following the departure at the end of 2011 of our Secretary General, Leigh Bradford Ratteree. We are now delighted to be able to announce the appointment of our new Executive Director.

## **Appointment of IFUW Executive Director, Danièle Castle**



The Board of Officers welcome Danièle Castle, whose nationalities are Swiss and British, as the IFUW Executive Director, as of the beginning of January 2013. As Executive Director, Danièle will be responsible for leading IFUW, developing policies and strategies to turn the organization around and strengthen IFUW's international presence.

She will engage and liaise with all relevant external partners, work with the financial officers, develop income generation including raising grant money, and provide advice to the Board regarding organisational performance.

### *Danièle Castle*

Danièle comes to IFUW with a strong background in management, communications, budgeting and accounting and advocacy and strategic planning. She has run her own business working both nationally and internationally for a number of years and has also worked with international organizations and companies. She has a degree in modern languages.

## **During the past 12 months**

During the past twelve months, while we sadly said goodbye to Anamaria Vere Rice in June 2012, we were pleased to welcome to the staff, Héléne Queyrane in February 2012 and Maribel Mapanao in October 2012. Héléne is responsible for Independent Membership, the IFUW Update and to provide administrative services to Board Committee, while Maribel is our IT and Communications Officer. Sue Phillips, throughout the year, has been indispensable, working not only with the Fellowships and Projects Committees, but also masterminding the various



*Héléne Queyrane*



*Maribel Mapanao*

official communications for the upcoming conference, as well as many, many other tasks. Lotta Grammatikopoulos, our Finance Officer, will be leaving the staff at the end of this year. The Board would like to take this opportunity to thank the staff for their hard work and dedication to the Federation.

## **Implementing the IFUW Strategic Plan**

The work of the Board has been under-pinned by the IFUW Strategic Plan, the ground work for which was laid at the November 2010 meeting of Board and Committees and was developed at the time of the February Board Meeting. The progress made in its implementation is presented as our 'end of year report':

### ***Aim 1: Girls' and women's rights to quality education***

In addition to its on-going work with relevant parts of the UN system, IFUW has submitted a statement to the 2013 Commission on the Status of Women on violence against women and girls, emphasizing the importance of secondary and higher education in ensuring that women do not suffer gender-based violence. [Click here](#) to read the statement.

### ***Aim 2: Increasing women's visibility in the public sphere***

Following a proposal for a European law requiring that women represent 40% of company board members by 2020 that was put forward to the EU Commission, a Global Board Ready Women Database has been created to help companies fill such positions. As mentioned in the [6 December 2012 Update](#) if you interested in join the database please contact IFUW Vice President, Anne Nègre at [anne.negre@orange.fr](mailto:anne.negre@orange.fr). You can also read more about Aim 2 in the [24 October 2012 Update](#).

### ***Aim 3: Human rights for girls and women***

In addition to their work in connection with the Human Rights Council and other bodies, including the Commission on the Status of Women, UN Representatives have followed closely and assisted NFAs in their activities in connection with the Convention on the Elimination of Discrimination against Women and on human rights education. In addition to the work of our UN reps in New York Geneva, including at the International Labour Organization, where we made an important intervention on youth employment at the International Labour Conference, our representatives have been extremely active at the [UN in Vienna](#) and at [UNESCO](#) in Paris.

### ***Aim 4: Strong identity and mobilization of members***

We have deliberately held back on this aim, insofar as it will follow on from other actions. In our strategic review we are, however, looking at how to improve membership support and involvement and as a follow-on to 2012 we shall be sending out a survey to all NFAs in January, this survey aims to capture what benefits IFUW can offer that would be helpful to NFAs.

### ***Aim 5: Effective leadership, management and structure***

In addition to recruiting our new Executive Director and other staff, the Board has redefined election criteria for Board and Committee positions and has examined its own structure and that of the Committees and will be making recommendations in due course to for consideration at the IFUW Conference next August. With the help of an external consultant, the website has been moved to a new server and Microsoft Office 365 has been introduced in the office to modernize and facilitate our working procedures.

### ***Aim 6: Sustainable finance and fundraising***

The Treasurer and Assistant Treasurers have worked to ensure that reliable up-to-date financial information is available on which to base our strategic decisions. Meanwhile the Executive Director will be examining and presenting business options for the future location of the office to ensure a sustainable future that will be reviewed by the Board and presented to the Conference for its consideration.

## Other IFUW actions in 2012

In September 2012, we were proud to announce that Ms Bahija Aliyeva had been awarded the Conchita Poncini Fellowship Jimenez International Human Rights Fellowship. We look forward to hearing her speak on her work in Istanbul.

To enable our NFAs to contribute to the important and fast-moving discussions that are taking place in preparation for the post-2015 development agenda, I have started the President's Initiative, please go to the IFUW [home page](#) to read past initiatives, to provide information on areas that relate particularly to women's empowerment and education.

## 31<sup>st</sup> IFUW Conference

During the year the staff, Board members, Committees and Local Arrangements Committee (LAC) have been working hard on the preparations for the 31<sup>st</sup> IFUW Conference to ensure that this meeting, which will be of great importance to the future of IFUW, will also be an inspiring and memorable event. Further information will be made available through the Update and on the LAC conference page - [ifuw2013istanbul.org](http://ifuw2013istanbul.org) during the month of January, when registration will also begin.

On a personal note, I have enjoyed and benefitted greatly during the past year from spending time in the Office, working with the Staff, as well as attending regional and national meetings in India, Uganda, Finland, Germany, USA, Thailand and Australia. It has been a pleasure to meet many of you and to learn about your activities. During the coming months, I shall be concentrating on the arrangements for the Conference, while also leading the IFUW delegation at the CSW and concentrating on the post-2015 development agenda. I shall not, however, miss getting up at 03.00 hours to drive to the airport on a Monday morning, to catch the plane to Geneva...

Again, we wish you a very happy New Year.

### ***From the Board:***

***President***  
Marianne Haslegrave  
*United Kingdom*

***Vice-Presidents***  
Patricia Galeana Herrera  
*Mexico*  
Willemijn van der Meer  
*Netherlands*  
Anne Nègre  
*France*  
Jennifer Strauss  
*Australia*

***Treasurer***  
Catherine Bell  
*South Africa*

### ***From the Staff:***

***Finance Officer***  
Lotta  
Grammatikopoulos

***Programme Officer***  
Susan Phillips

***Programme Officer***  
Hélène Queyrane

***Website/IT Officer***  
Maribel Mapanao

**Please note the following important deadlines are approaching:**

- conference 2016 bids 31 December 2012
- nominations 15 February 2013
- submission of resolutions 16 February 2013
- workshops 28 February 2013

[Click here](#) for the NFA Triennial Report Form 2010-2013