

**FEDERATION INTERIM BOARD MEETING**

**2010-2012 Biennium**  
**Holiday Inn, Sydney Airport**  
29 April – 1 May 2010

# REPORTS 2011

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**STATISTICS TAKEN FROM DECEMBER 2010 RETURNS FROM FEDERATIONS**

Report period 1/7/09 – 30/6/10

	MEMBERS				CLUBS				COUNTRIES/TERRITORIES		
	2010	2009	2008	2010	2009	2008	2010	2009	2010	2009	2008
SIA	38,441	39,055	40,259	1,409	1,415	1,433	19	19	19	19	19
SIE	35,146	35,061	34,906	1,254	1,244	1,231	66	65	65	65	65
SIGBI	9,987	10,140	10,365	358	360	361	26	27	27	27	27
SISWP	2,589	2,595	2,541	138	139	139	12	12	12	12	12
<b>TOTAL</b>	<b>86,163</b>	<b>86,851</b>	<b>88,071</b>	<b>3,159</b>	<b>3,158</b>	<b>3,164</b>	<b>124</b>	<b>123</b>	<b>123</b>	<b>123</b>	<b>123</b>

NB: SIA reporting period is from 1st June to 31st May.  
SISWP chartered in Cambodia outside the reporting period. The total number of SI countries/territories as at January 2011 is 125.

01/11 Revised

## PRESIDENT

### Yvonne Simpson

President's report based on Goals set in 2010 -

#### *E – Enjoy our Soroptimism.*

1. Have a **logo and theme** that reflects the programme and friendship aspects of our organisation: “Educate and Celebrate” has been a consistent theme – in the monthly Bulletin, SWP Magazine and any presentations made. We have a colourful logo that denotes celebration.
2. The **friendship** of Soroptimism enhances our delivery of programme. I am delighted and humbled with the friends we make within our organisation.
3. **Mentors and support crew** – I am privileged to work with a committed and passionate group of Soroptimists. I thank the current officers and convenors and past federation presidents for your support and friendship. It is programme that motivates us. We are fortunate with the excellent calibre of our leaders. My special thanks to Secretary Anne and HQ Rosheen for your willingness to carry out the administrative matters.

#### *D – Develop our skills*

1. **Member Development** has been led by convenor Laurie Swift who has set up a committee reaching into the different regions and countries. She has provided resources for clubs and one in particular I encourage clubs to use at least once this biennium – and that is the **club evaluation form**. We only know how well we are doing if we hear back from our members.
2. We celebrate **SISWP Soroptimists stepping up to the international level**. We are a small federation and contribute above our numbers for programme and members accepting the challenge of international office. SI gives us the opportunity for personal and professional development. I encourage us all to encourage and empower others to develop their skills and reach their potential. We focus on this in our programme of service: it needs to be a parallel process within our membership. We thank and congratulate the following
  - a. Margaret Lobo, who completed her term as Immediate Past President at SI. Margaret was honoured with Order of Australia and her citation referred to her service to Soroptimism.
  - b. Carolyn Hudson who completes two years as SI Treasurer in July 2011.
  - c. Leigh Ellwood-Brown who takes up the chair of the SI Organisational Development committee (formerly the Extension Committee) in July 2011.
  - d. Anusha Santhirashipam and her International Programme team leadership position from July 2011. Anusha will also complete her term as our representative on the SI C/R (Constitution and Resolutions) committee. Joh Cogle will take up this role in July 2011.
  - e. Merle Thomson/Finance, Karen Eagles/Extension as convenors of SISWP committees are also members of SI committees.
  - f. SI will have an Audit committee and President- Elect Siew Yong Gnanalingam will be our representative.
  - g. Our HQ Administrator Rosheen is on the SI committee reviewing structure.

#### *U – Understand the issues.*

1. **Evaluate** needs and determine **short-term goals** after getting feedback from clubs (achieved November 2009; and we are planning a 2011 questionnaire to measure changes). We have established specific and measurable goals for the 2010 – 2012 Biennium for each convenor and the programme team. A booklet of those goals was available at the first board meeting. I thank the convenors for establishing goals from the data and for their continued focus on them.
2. **SISWP Strategic Plan**. This will give us long term goals that will fit under the SI Strategic Plan. This is being drafted by Anusha Santhirashipam from feedback from the 2009 club evaluation, goals

## CONSTITUTION

11. That any changes to the ROD at any official SISWP meeting shall be uploaded to the web site within 2 months of that meeting.

**Rationale:** Once the Minutes have been uploaded the other official documents such as Constitutions, Manuals, and ROD should also be available to members.

## PROGRAMME

12. That SISWP Board considers and endorses the amended project proposal.
13. That SISWP Board approves the appointment of Janet Askern as Project BIP Manager.
14. That SISWP Board approves the appointment of May Lamont as Project BIP Federation Project Liaison.
15. That SISWP Board allocates donations and/or sponsorship and resources for the project.
16. That SISWP develop and provide promotional materials for Marketing Programme

## ROLE SPECIFICATIONS

17. That the Federation Administrator's Role Specifications be approved by the Board.  
**Rationale:** The Federation Administrator's Role Specifications currently in the Federation Manual are out dated, and do not accurately reflect the current duties of the Federation Administrator.
18. That the Federation, Region and Club ICT Liaison Role Specifications be approved by the Board.

## UNITED NATIONS

19. That SISWP proceed with registration for consultative status with ECOSOC.  
**Rationale:** Attendance at United Nations events is often limited to Non-Government Organisations (NGOs) which have this status. If our federation can, like SIE, achieve consultative status more delegates would have the opportunity to attend events like UNDP (United Nations Department of Public Information – who hold meetings outside the New York headquarters) and CSW (Commission on the Status of Women).

## ITEMS FOR DISCUSSION:

1. That the KIT CD be reinstated.  
**Rationale:** Many of our country clubs do not have reasonable and stable access to the internet and many of our Pacific Island members also have problems with internet stability.
2. That a SI-WAGGGS Liaison be a possible region position to enhance the partnership.
3. That SISWP sell generic cards through HQ as a fund raiser for the Federation Project.

focus on strengthening our numbers so that we can continue to have voices from all countries in our federation. Every Soroptimist should be bringing new members to their clubs and if not, why? There is concern about the membership numbers in Band 1 which will ultimately affect our fees especially in the current financial climate where the cost of living is rising significantly, not to mention the effect of several natural disasters within our federation. It is time to address this issue and explore ways of restructuring the banding fee structure to make it more relevant and practical.

7. **That clubs with under 15 members have the right to representation at Conference of Clubs but do not receive Travel Pool assistance.**  
**Rationale:** Every Soroptimist member counts and should have equal representation at Conference of Clubs and IBMs. To be constitutional each club should have 15 active working members but several clubs have less than 10 with some down to 4. The National Representative of each country does not allow equal representation to all Soroptimists. Members of single club countries are over represented when compared with a country with the same representation with many more members. This is not fair or equitable to members both in financial and representation terms.

8. **That promotion of the use of restricted funds be made a priority in the next year.**  
**Rationale:** Increasing Restricted Funds over several years is of concern especially since we voted to have the increase in our 2011 Capitation Fees for the Travel Pool and Disaster Fund. There is a need to look at why members are not utilising these funds and also consider whether there is still a need for them in their present form. At the COC 2010 it was approved (Motion 17) that up to \$50,000 from the Muriel Barber Fund be used for Extension Projects but to date nothing has been put forward. Do we need education on how to access these funds? As you can see below they have been slowly increasing:-

	2008	2009	2010
Travel Pool	\$141,503	\$147,844	\$151,082
Disaster Fund	\$ 36,519	\$ 52,953	\$ 54,024
Muriel Barber Fund	\$109,515	\$116,783	\$123,453

9. **That the board approve HQ Administrator and Christine Johnstone investigating the establishment costs and ongoing costs to the organisation to establish a PayPal facility on the website and that this result be reported to the Board.**

**Rationale:** When the web site was created the ICT team looked at incorporating a PayPal facility. At the time there were still several countries in the federation which PayPal did not service. Recent research by Christine Johnstone shows that PayPal is now available in 194 countries, including all of the countries in our federation. The ability to use PayPal via the web site would be an efficient and cost saving benefit to members and HQ. This facility would streamline the payment of capitation fees by clubs, who would be remitting their fees directly to the federation general account. There are a number of benefits to this such as; reduced costs, speed of receipt by HQ, especially for the payment of new member's fees, audit trail of payments, and increased interest earning on funds for the federation. More and more people expect to be able to use on line payment facilities. As SISWP moves closer to charitable status, the use of PayPal for public donations would be of great benefit. The use of PayPal for members and non members to purchase gift certificates for the Federation project would also be of great benefit.

## EXTENSION

10. **That a taskforce headed by an Officer with Extension, Member Development and Finance convenors and other co-opted members be established to investigate the employment of a professional to establish clubs in major cities of Australia and present their report to the Board by 31 October.**

**Rationale:** SISWP decline in membership numbers continues to be of concern. City clubs and younger membership are of particular concern.

that were established for the 2010 – 2012 biennium, consultation papers from the past two years which were directed at how SISWP would fit within the SI Strategic Plan and an inventory of issues compiled by IPP Leigh. The draft will be a basis for a workshop at the IBM (Interim Board Meeting) to be held in Sydney April 2011. Having a SISWP Strategic Plan will give us a clearer focus for the future and will enable us to record our decisions and actions under the relevant sections of Programme, Organisational Development and Strategic Leadership.

3. **United Nations connection.** My personal goal was to learn more about the UN and attend at least one UN meeting. This has not been a passive goal. I have attended the UNDPI (UN Department of Public Information) meeting in Melbourne and will attend the CSW55 session at the UN in New York. On both occasions I have and will present local projects on girls' violence at workshops on behalf of SI. The UNDPI meeting had "Advance Global Health, Achieve the MDGs" as its theme. Several SISWP members attended. It was a special thrill to share with younger women from WAGGS (Girl Guides). CSW55's theme was "Access and participation of women and girls in education, training, science and technology, including the promotion of women's equal access to full employment and decent work". Three SISWP members attended.
4. **Learn more about other Federations.** July 2010 I attended the SI America's convention and board meeting in San Francisco and this increased my understanding of how SIA works. This is of benefit when we are working with other federations to make the international organisation stronger. We are different in size and structure – and we can learn from that.
5. **Voting delegation and consultants.** The three voting delegates to the SI board are IPP Leigh, PE Siew Yong and me. We took as consultants to the Heathrow meeting in August 2010 Secretary Anne, SI CR committee member Anusha and HQ Rosheen. The meeting was an important one for the finalisation of the SI Strategic Plan. There were major shifts made at that meeting and for the first time the consultants were welcome to provide input directly to the proceedings (as opposed to advising only their own federation's voting delegates). Once IPP Leigh becomes the chair of the Organisational Development Committee we will need another Voting Delegate (July 2011 – May 2012) for the postal voting that will be needed.
6. **China:** SISWP has a positive relationship with ACWF (All China Women's Federation) thanks to the work done in the past by past federation presidents. The ACWF sent a delegation to the conference at Gold Coast and provided a presentation on their work. In September a delegation from SISWP (PIP Jane Zimmerman, PP Lorna Mead, IPP Leigh, PE Siew Yong and myself) with International President Hanne were guests at the "International Forum on Women in Urban Development and Commemoration of the 15<sup>th</sup> Anniversary of the Fourth World Conference on Women" in Shanghai and then on to visit projects. Projects of "Capable Women" were highlights. Assistance would be given to a woman of talent to teach others her skills and provide sustainable employment. PE Siew Yong will understudy IPP Leigh to ensure our relationship continues to grow with China.
7. **Finance Matters:**
- Sale of Headquarters in York St** will improve our financial situation by reducing costs to maintain a second building and increasing income with interest earned from the capital. Thank you to Treasurer Karen in particular for overseeing this.
  - All SISWP accounts** are now based in Australia. SINZ treasurer Thelma Luxton supports the New Zealand clubs and the federation by continuing to be a channel for fees. Thank you, Thelma.
8. **Constitution and Finance matters:** We celebrated becoming a **Company Limited by Guarantee** by 31 December 2010. Our thanks to Finance Merle and Anusha Santhrashtipam for the extensive pro bono work they have done to achieve this. The federation is very grateful for the willingness of these two members to share their specialist skills. Progress is being made to register SISWP for donor status which will enable us to call for donations from the public for our projects.
9. Work with **Headquarters** on related matters: HQ Administrator Rosheen continues to work passionately for the federation and is willing to go beyond the call of duty to link with her counterparts in other federations. Rosheen will accompany me to the SI Expanded Officers' Meeting. We have employed a permanent part time HQ Assistant, Gabbi Kearney. We welcome Gabbi to the organisation.

## C – Communicate

1. **Skype meetings.** The aim was quarterly meetings, discussions. This would have totalled 8 Skype meetings. In 2010 we achieved the following 7 meetings
  - a. Officers: 6 June 2010, 17 October 2010, 14 November 2010
  - b. Convenors: 26 June 2010
  - c. Officers and Convenors: 27 November 2010
  - d. National Representatives: 1 August 2010 and 12 December 2010.Thank you to those who took part, some at late and unsociable hours. We could only get up to 6 National Representatives on line so gathering them together has proved to be a challenge. There were other challenges with technology but we have made progress.
2. **Bulletin** uploaded by 1<sup>st</sup> of the month. This was achieved for each Bulletin this biennium. We set the target of the material to be with the Federation secretary by 20<sup>th</sup>, then to HQ by 25<sup>th</sup> and uploaded on 1<sup>st</sup> of the following month. My thanks to Secretary Anne and HQ Rosheen for your assistance to achieve this goal. The programme team has also met this challenge. The SPAN (**Soroptimist Programme Action News**) is also uploaded each month. Our thanks to Programme Director Robyn Cain and SPAN editor Di Lockwood. SISWP members can be confident that the material will be up to date and relevant.
3. **Social Networking:** Communication through the **President's Blog** was achieved but not once a week as per my goal. It is an excellent medium to announce quickly appeals and appointments. I am still learning about **Facebook** and will progress this further in the next year.  
We have had one **YouTube** upload this year: SI Mongolia featured on YouTube - try <http://www.youtube.com/watch?v=f19PEB1f6Jg>. My thanks to Secretary, Anne for producing and uploading this.
4. Use an **Email priority key** to manage mail. We have introduced a three tier priority for mail which is used by most office holders. Our current protocols are under review.
5. **Publications:** Our **SWP magazine** has followed themes (eg Teamwork, Partnerships and Leadership), and been produced in a timely and professional manner. Editor Kerry Garrett continues to produce a quality magazine that is very useful to acknowledge the work done at club level, and showcase new developments. It is an excellent extension and promotion tool. "**etIs**" is the electronic International magazine. Articles are submitted by the programme team with support from Indrani Manuel, our federation representative on the editorial committee.
6. **Public Relations:** PR Christine is designing publications to support programme
7. **Manual** – Constitution Joh is creating a user-friendly manual so members and office holders can quickly and easily find the answers to their questions. The Conflict Resolutions manual has been completed and uploaded to the web.
8. **SISWP Website** is a major tool of communication and we thank Public Relations Christine, ICT Liaison Kim Scott, and HQ Rosheen for their efforts to ensure we maximize it. We are currently in search of a technician to maintain it.
9. Programme Director Robyn Cain has been involved with the officers' meetings and decision making at the management level. HQ Rosheen has also had input.
10. **Memories of SISWP** – We are compiling a book of memories to be published and made available at the Conference of Clubs 2012 to celebrate 75 years since the charter of the first club in our geographical area. I have asked through the Bulletin that those who would like to contribute to get their articles to Secretary Anne by 1 May 2011.

## A – Active Programme

1. **President's Appeals.** We have called for two appeals –
  - a. Pakistan Appeal after their disastrous floods. The generosity of clubs in our federation was humbling. We forwarded \$AUD 19,502 to SIGBI .
  - b. The Floods in Australia. Australia has borne the brunt of devastating weather patterns particularly in the Queensland regions - severe flooding and Cyclone Yasi. I am hopeful that the donations will provide the basis of some practical project work. I remind clubs of the Disaster Fund: we now have an application form to access money from this fund.  
Thank you to Finance Merle for designing the form



Federation of the South West Pacific

### Federation Interim Board Meeting

2010-2012 Biennium

Holiday Inn, Sydney Airport

29 April – 1 May 2011, commencing at 9.00 am

### MOTIONS AND ITEMS FOR DISCUSSION AT INTERIM BOARD MEETING 2011

#### MOTIONS:

#### INTERNATIONAL

1. that the Board choose between the SI Dynamic and the SIA Symbol as the SI Emblem

#### GOVERNANCE

2. That **SISWP** formally propose Kuala Lumpur as the venue for the 2019 Soroptimist International Convention and that a committee under the chair of Siew Yong Gnanalingam be established.
3. That the consultants to the International Board meeting in Montreal 2011 be **SISWP Secretary Anne Gover** and **HQ Administrator Rosheen O'Hare**.

#### INCORPORATION

4. That the Board accept the **Assets and Liabilities as at 22/12/2010 with regard to the commencement of the new Company.**

**Rationale:** When the Auditor completes the 2011 Audit next year the Minutes need to show this motion. The approved Assets/Liabilities will be the starting point for the 2011 extended accounts (22/12/2010 to 31/12/2011).

5. That legal ownership outright of our **Waterloo Property** be transferred to "**Soroptimist International of the South West Pacific**" and then **Denzi Pty Ltd** be closed down.

**Rationale:** Moving the property from Denzi to SISWP is required to legally formalise ownership outright. The Directors/Shareholders of Denzi Pty Ltd have not been updated and with the loss of one of our shareholders it needs to be addressed. SISWP can now own property in its own name and therefore we no longer require Denzi Pty Ltd.

#### FINANCE

6. That a **taskforce** led by **Treasurer with Finance, Extension, Member Development and Constitution Convenors** and other co-opted members review the **Capitation structure of Bands** and present their report to the Board by **15 August**.

**Rationale:** Currently we have 7 countries in Band 1 supporting the remaining 6 countries in Bands 2 & 3. This is putting an increasing financial burden on the Band 1 members and the gap is widening. In our federation we have several countries which need our support, but we must remember to also look after all our clubs. We currently have a three band structure, but there is very little difference in fees between bands 2 and 3. Having the middle band develops the expectation that we offer a discount. We need to ensure that

**West Pacific was incorporated as a public company limited by guarantee with Australian Company Number 147990627.**

The Task Force has also specifically tailored the incorporated company constitution to comply with the charitable objects criteria to qualify for Donor Gift Recipient (DGR) Certificate as well as to ensure that our newly incorporated company could qualify as a "special purpose company" under the Commonwealth Corporations Act 2001 so that SISWP will enjoy reduced annual review fees and not have to use the word "limited" as part of the company name.

**Since it is a legal requirement that at least 2 Directors and the Company Secretary must reside in Australia, IPP Leigh Ellwood Brown and NR Australia Catherine Evans were appointed as initial Directors and Treasurer Karen Goodwin as the Company Secretary.**

Among the necessary clauses that were introduced into the incorporated company constitution to comply with regulatory requirements are:

- limiting the liability to AUD\$50 per member in the event of winding up
- no profits for members, restrictions on transfer of income or assets and for payment for goods and services involving members
- Federation Board members to be Board of Directors of the incorporated SISWP and to be governed by the Corporations Act 2001 and regulations
- the appointment of Company Secretary who shall be an Australian resident and member of a Club and who may also be a serving Board member
- indemnity clause to protect Board of Directors from all liabilities and for indemnity insurance coverage
- elaborated financial accounting provisions as required by the Corporations Act 2001 and regulations
- conditions for disclosure and inspection of official records, including safeguards for storage, retrieval and release of confidential records
- in the event of winding up, the transfer of assets to an organisation with similar objects, as determined by members by a vote of at least 2/3 majority of clubs.

2. **Programme Director Robyn Cain** and her Programme team are encouraging active programme projects, and Programme within the federation that involve at least two clubs per project. They are working towards an increase in the number of active projects reported through Programme Focus Reports and aim to celebrate an increase in Best Practice Awards. The new zone structure is:

Federation Programme Director – Robyn Cain  
Assistant FP Directors – Theresa Lyford and Paula Siddle  
Programme Co-ordinators:

Di Lockwood: Zone A: NZ North, NSW, North Queensland, Fiji and Mongolia / SPAN  
Helena Cheah: Zone B: NZ Central, Western Australia, Tasmania, Solomon Islands,  
Singapore, Peoples Republic of China

Julie Marsaban: Zone C: NZ South, Victoria, South Queensland, Samoa, Thailand, Cambodia  
Florence Brennan: Zone D: PNG, South Australia, Riverina, Malaysia, Indonesia

3. **Project Sierra** – The SISWP support for our international Project is excellent. SWP Liaison, Chris Knight has passionately promoted the project since 2007 and we thank her most sincerely for her dedication to making a difference and transforming the lives of women and girls in the poorest country in the world. We have achieved 80% of our target – and I encourage our clubs to give generously until July when we hope to celebrate the achievement of one million pounds.

4. **Hands Across Borders Federation Project 2006 – 2010.** I was fortunate to have the opportunity to open the teachers' accommodation in July. It was a thrill to visit Sampovloun with Helen Hutchins and Lynn Ciurlionis and see firsthand what a professional and compassionate job they were doing on our behalf. SISWP was truly making a difference through their dedication.

5. **Birth in the Pacific, Federation Project 2010-2012.** We appointed Janet Askem as Federation Project Liaison and she has built an excellent foundation for the project to proceed. She will now be Project Manager working more closely with our PNG Soroptimists and the project. May Lamont will take the role of Federation Project Liaison. Please refer to their report which makes exciting reading – we will make a difference in PNG and with working alongside the Mid Wives Association there will be sustainability to the project.

### ***T – Theme of Education***

1. "Educate and Celebrate" is the theme for the biennium and the 18<sup>th</sup> biennial conference. We aim to encourage potential leaders to attend conference with special awards. We ask clubs and regions to support this focus.
2. SI has chosen Education and Leadership as a focus of the Long Term Project. This fits well with what SISWP clubs see as important programme areas.

### ***E – Extend membership.***

1. International president Hanne challenged us to increase our membership by 2 members per club. Extension Karen has focused her support on our small clubs (especially the 45 clubs which had under 15 members) and reports some good progress. Membership numbers are of concern.
2. **Charters:** The goal was to charter two clubs in the year and in the first year of this biennium we will have chartered SI Phnom Penh (July 2010) and SI Taupo (February 2011)
3. **Muriel Barber Funds:** An application form has been devised for clubs and regions to request support from the Muriel Barber Memorial Fund. Funds have been freed up for clubs to access. Many thanks to Extension Karen and Finance Merle for designing the form.
4. **Fiji visit:** Extension Karen and I visited Fiji in October 2010 and met with each club. We facilitated workshops on membership and explored programme of service opportunities. We celebrated the work done by our Fijian Soroptimists. The official opening of SI Ba's Water Project was a highlight. SI Lautoka excel with publicity for their many projects. The Suva hospital is looking forward to the redecoration of its children's ward by SI Suva. Soroptimists in Fiji are looking for partners for their projects. Di Lockwood, Zone co-ordinator will work with SI Labasa and the region of Fiji on a project using money raised for the area in 2007.

And

## **CELEBRATE:**

### **Special anniversaries since charter**

- 5 Darkhan, Port Moresby, Logan
- 10 Ulaanbaatar, Johor Bahru
- 15 Sigatoka, Shah Alam
- 20 Berwick, Brisbane South, Northern Highlands
- 25 Lae, Benalla
- 30 Narrandera, Gore, Lightning Ridge, The Hills District
- 35 Ba
- 40 Shepparton
- 45 Lower Hutt
- 50 Hong Kong SAR, Southern District of Adelaide, Geelong
- 55 Canberra, Ku-Ring-Gai

I was indeed fortunate to represent SISWP at the Mongolian and Southern District of Adelaide's celebrations. I have also visited our club in Hong Kong SAR.

I encourage all clubs to increase membership through

- Programme
- Publicity
- Personal Approach

We have an excellent team willing and able to support you.

We have much to celebrate, and much to do as we focus on our mission: our programme of service. 2011 marks 90 years of Soroptimism and 2012 marks 75 years since the first club was chartered in the geographical boundaries of our federation - we have come a long way.

### **Recommendations**

1. That the SISWP Finance committee investigates a two band system for fees.  
**Rationale:** There is very little difference in fees between bands 2 and 3. Having the middle band develops the expectation that we offer a discount.
2. That the SISWP Constitution committee investigates the role of president of a one region country and the position of National Representative of that country and whether the two roles could be combined.

3. That a taskforce headed by Convenors of Extension, Member Development and Finance be established to investigate the employment of a professional to establish clubs in major cities of Australia. That the focus of this work be new clubs of young members and include corporate membership and sponsorship. That the means to establish clubs be through programme of service. That the first targeted city be Sydney (where we have a headquarters office as an administrative base)

**Rationale:** a) Our membership decline continues to be of concern. City clubs, and younger membership, are of particular concern. The viability of our federation is at stake

- b) We have funds in reserves and if we create new clubs with corporate membership we will be able to return a financial gain
4. That a taskforce headed by Convenors of Extension and Member Development investigate the development of the Extension/ Membership team structure to be in parallel with the Programme team with a Membership Director and up to three Assistant Directors with portfolios of
  - i. creating new clubs,
  - ii. developing existing clubs through recruitment and retention and
  - iii. targeting specific membership areas (eg younger members)

**Rationale:** Currently we have regions well supported by programme with the zonal structure.

5. That the Member Development committee investigate ways of making federation positions attainable and attractive. For example
  - a. Strengthen the pathways from positions in club to region to federation to international.

devastation that has hit parts of your Federation recently my heart has gone out to those affected - these extreme climate events (and I'm including fire in this category) are challenging the thinking and experiences of people across the world. The continuing generosity and thoughts of SISWP members is particularly appreciated given their own local conditions. Project Sierra is having a significant long term impact on society in Sierra Leone through partnerships with:

- Community leaders - influencing changes in attitudes and behaviour towards young mothers and other vulnerable children
- Local officials of the Ministry of Social Welfare - supporting community workers' training and helping to enforce child protection laws
- Marie Stopes clinics - offering family planning and counselling services
- Local police - changing attitudes, ensuring that young mothers are protected and free from further abuse
- Local businesses - offering work placement opportunities

Thank you so much all that you are doing to support our SI Quadrennial Project. Please pass on thanks and encouragement to your clubs and regions to continue the great support. **Alison Sutherland, Soroptimist International Liaison, Project Sierra: A Family and A Future.**

I will be posting out the remaining Project Sierra brochures to Clubs in SISWP and would like to encourage members to consider hosting an event, or a virtual "party" and/or encourage their family and friends / friendship links to purchase an e-gift on line via the [www.projectsierra.org](http://www.projectsierra.org) website.

**8<sup>th</sup> March International Women's Day** – this is the 100<sup>th</sup> Anniversary of IWD and an opportunity to participate in Walk a Mile in My New Shoes by purchasing an e-gift card for a pair of new shoes in honour of a woman that you admire – she will receive a beautiful email advice or card in the post.

**27<sup>th</sup> April is the 50<sup>th</sup> Anniversary – Independence Day in Sierra Leone** – this is a great occasion to celebrate with local members from the Sierra Leone community and/or plan a special dinner using recipes from Sierra Leone which are available on the above website. **15<sup>th</sup> May UN Day of the Family** is an opportunity to celebrate with a picnic or other special event and read the stories on the website of the difference that our SI contributions are making to the families in Sierra Leone.

**June – Refugee Week** – gives us an opportunity to reach out to others in our community and remember those Sierra Leone people that are still living in exile and/or in a refugee camp waiting for resettlement in a new country. Their journey of HOPE is still to begin.

While SISWP may be small in comparison to the rest of the SI world – I am very proud of our combined efforts to embrace our SI Quadrennial Project at a local level. Some of us have made significant personal and financial sacrifices but have gained lifelong friends with the local Sierra Leone community and I have no doubt that we will continue to find a way to support women and young girls in Sierra Leone and locally as we move forward with our SI 10 Year Strategy to support Education and Leadership Projects.

Tenki (thank-you) all for giving me this unique opportunity to represent SISWP on the SI Quadrennial Project Team. Namaste.

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## **HQ LIAISON**

No report

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## **SISWP INCORPORATION TASK FORCE**

### **Anusha Santhirathipam**

Our SISWP Incorporation Task Force worked in an efficient and timely manner to ensure all necessary documentation were completed in accordance with Australian laws so as to enable SISWP to secure approval of the Australian Securities & Investments Commission for the incorporation of SISWP. **This Task Force is honoured to confirm that on 22 December 2010, Soroptimist International of the South**

## INTERNATIONAL PROJECT LIAISON

### Chris Knight

Kushe (Hello)! As I write this report, SI members have raised **£811,647.56** towards our **£1 million target** which is a tremendous effort given the global economic climate. As at December 2010, our SISWP contributions totalled **\$143,643.49 (Aus)** and I would sincerely like to thank all SISWP Clubs and Individual Members that have contributed to this project so far. I do hope that your support will continue to enable us to reach the \$200,000 (Aus) target that I set for our Federation back in 2007.

The innovation of club members to raise funds for this project is truly amazing. Several partnership projects have been established including one special project with SI Bangkok through their cross-stitch of love project with the Hills Tribe Women in Thailand. With the help of Sara and Margo Waramontri these ladies designed special cross-stitch patterns exclusively for Project Sierra. These handicrafts have been very popular on my craft stalls and not only assist the women and girls in Sierra Leone but provide income generation and education for women in Thailand as well.

While it is difficult to thank everyone, there are a few special people that have excelled in their personal commitment as Project Sierra Ambassadors in raising awareness and funds. Paula Siddle (NZ) recently tested her own endurance by competing in a triathlon by pushing herself to her limits. Paula encouraged her friends and SI NZ members to sponsor her. She raised over \$900 (NZ). Sandra Mottram (NSW) has been another wonderful advocate and with the assistance of several clubs in NSW she has been proactively working with the local Sierra Leone community they have raised over \$5,000 this year. Margaret Lobo, Gina Oliveri, Bobbi Buckle, Merle Thomson and the team in Western Australia continue to organise excellent community events like their recent Night in Africa that raised over \$4,000 (Aus)

Other Clubs in Queensland, Victoria and South Australia have not only raised funds but also reached out to the local Sierra Leone Community and are providing support through education, gifts in kind and mentoring in leadership skills and support for teenagers. My own Club Members Audrey Martin and Pat Pain (SI Moreton North Inc.) have been tireless in supporting my fundraising efforts by making craft items to sell. Over the past three years we have raised over \$11,000.

Little Aidan Yao (son of Angela Fung Si Hong Kong) turned five last year and raised \$9,680 (HK) in lieu of birthday gifts thanks to his parents who want Aidan to grow up with a giving and generous heart that supports other young children in need.

I am very grateful to the SISWP Sierra Leone Study Tour members Margaret Lobo, Sandra Mottram, Paula Siddle, Gina Oliveri, Siew Yong Gnanalingam and Robynne Paget, I know that you have all been personally touched as I have in being able to experience firsthand the difference that our partnership project with HHC and HANCI is making to the lives of women and girls in Sierra Leone who now can look forward to a very bright future for themselves and their families. A BIG THANK you also to our SI Liaison Alison Sutherland for her continued encouragement and support.

It is hard to believe that we have less than six months left before this amazing SI Quadrennial Project in Sierra Leone comes to a close at the SI Convention in Montreal in July 2011. I'd like to conclude my report by sharing a few messages below that highlight just how important our efforts have been.

### **Message from Hope and Homes for Children (Feb 2011)**

*The crucial thing you are giving these young people, most of whom have faced hardship and deprivation beyond our imagination, is the chance to regain their self respect. Thank you so much for your support.*

### **Rick Foulsham, CMG, Chief Executive Hope and Homes for Children.**

### **Message from Alison Sutherland to SISWP**

*Many thanks to SISWP members for reaching out across the globe to support the Project and SI - especially at a time when there is so much need and tragedy closer to home. Whilst watching the*

- b. Appreciate the specialised pro bono work provided by members.
  - c. Provide specialist training for young business women and Soroptimists in leadership
6. That SISWP proceed with registration for consultative status with ECOSOC.

**Rationale:** Attendance at United Nations events is often limited to Non-Government Organisations (NGOs) which have this status. If our federation can, like SIE, achieve consultative status more delegates would have the opportunity to attend events like UNDP/ (United Nations Department of Public Information – who hold meetings outside the New York headquarters) and CSW (Commission on the Status of Women).

7. That SISWP formally propose Kuala Lumpur be the venue for the 2019 Soroptimist International Convention and that a committee under the chair of Siew Yong Gnanalingam be established.
8. That the SISWP board fully endorse the adapted federation project outline (Birthing in the Pacific) as provided by Federation Project Manager, Janet Askern. That the board endorse and commend Janet and May Lamont (Federation Project Liaison) for the work they have done to date.
9. That the Board applaud the work done by

- a. SISWP Finance Merle Thomson and Anusha Santhirasthiam for their pro bono work that enabled SISWP to be registered as a Company Limited by Guarantee in a timely fashion.

- b. Anusha Santhirasthiam, IPP Leigh, President Elect Siew Yong and Federation Programme Director Robyn and their teams for their efforts to progress the SISWP Strategic Plan.

10. That the board endorse the election of President Elect of the federation being made six months prior to the Conference of Clubs. That we promote the use of social media and video clips to give the personal touch members seek when making a vote. That this goes out to members to vote on.

11. Badges for Federation Officers and National Representatives. That we change ROD 23.500 to allow for current badges and non SWP monogram badges to be issued. Rationale – the current stock of monogram badges has been depleted so if we introduce change now is the time. We do not have monogram badges for 2008 – 2010 biennium. Giving Soroptimists badges after the event has little value. What does one do with a badge that is post dated? If we allow each biennium to give a name/title/ biennium date to each office holder when they take on office the badge could be worn for two years. It would be a unique souvenir of that biennium.

### **Currently 23.500 Federation Officers and National Representatives Badges**

23.510 Members of the Federation Board are presented with badges in the form of 'SWP' monograms, which are worn only during their term of office and are then passed on to her successor. The badges worn by the officers show the office they hold.

23.520 Past members of the Federation Board and past members of the Federation Council are presented with a Past Federation Board/Council member's badge, comprising a small 'SWP' monogram by their successor.

23.530 At the conclusion of their terms of office, Federation Officers receive for permanent retention badges in the form of a small 'SWP' monogram on a gold surround, inscribed with the office they have held and the years.

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## IMMEDIATE PAST PRESIDENT

### Leigh Ellwood-Brown

I wish to thank everyone who helped organise and those who participated and attended the successful 2010 Conference of Clubs on the Gold Coast in April. I wish to thank my Officers and Federation Position holders, as our team excelled during the biennium 2008 – 2010. The Federation is now a 'Company Limited by Guarantee'. We have *Corporate Sponsorships* being processed, a Dispute Resolution Manual under way, our York Street HQ Unit has been sold and the Federation Project 'Birthing in the Pacific' is

being 'rebirthed' as the Project of Midwifery in the Pacific was accepted in concept with further detail to come!

The SI Board meeting in August 2010 in Heathrow continued discussions and planning on the SI Strategic Plan with our subject for the SI Long Term Project voted upon with an overwhelming number of clubs around the world voting for 'Soroptimists for Education and Leadership' which will take over from our Quadrennial Project – 'Project Sierra' being launched at our International Convention in Montreal in July of this year. SISWP has also started forming our Strategic Plan as discussed in April 10.

Many natural disasters have affected many of our members during the beginning of this year, which has sadly been very destructive, however, positively brought community spirit to the fore, as well as a tremendous financial support for our President's appeals for Soroptimists to support the advancement of women and girls in these areas. We now have a Disaster Relief Form on the web for clubs to apply to Federation for funds when needed with a bonafide Project.

Communication: As various members that are voted in to take on Federation positions, come from various backgrounds and levels of corporate experience, this results in varying methods & experience of communication & operandi. The roles at Federation are becoming more demanding each year as the Organisation becomes more effective working together on several issues from SI level to club in each Federation. It is impossible for a new person coming into a Federation position to understand her obligations. Communication is a major key in this change management.

I encourage as many members as possible to be in Montreal in July to be part of the decision making for the future direction of SI with our involvement. To be a silent observer at the SI board meeting will give further direction and understanding to the change that has and is happening at a very fast rate for SI to stay relevant and more affective to be able to attract the younger member. We play a very important part in our collective future of Soroptimism!

#### **Recommendations:**

1. That as much time as required is incorporated at the beginning of the Officers meeting and then the time at the beginning of the IBM to discuss and understand the implications & implementation of being a 'Company Limited by Guarantee' Director, Secretary, Structure, Member, actions required and documentation. This needs to be discussed prior to any other discussions to know if such actions &/or decisions need to be incorporated in further discussions. Our Registration needs to be on hand as part of this discussion.
2. That the Federation put a task force together to have a suggested SISWP Emergency Management process for disaster areas for Clubs/Regions to follow if need be.  
**Rationale:** When a disaster happens, communication, infrastructure and general destruction prevents members to often know what has happened far less how they can help their own members and Women and Girls that have been affected, in the most effective way.
3. That we have a task force incorporating past, present and future leaders as well as HQ to set a set of communication standards between Officers, President, Board and other Position Holders: the understanding of all Board members to realise their role & commitment up and down the communication chain: succession planning/ changeovers. This is essential to commit to due to our status of 'Company Limited by Guarantee'. This standard to be implemented no later than September 2011.
4. That orientation for all new incoming and current Position Holders including expectations of their position to be implemented no later than our COC in 2012.

## **FRIENDSHIP LINK COORDINATOR**

### **Dolgormaa Jamiyan**

2010 was a year of fruitful collaboration. Our clubs have established more friendship links than in 2009. The Official Friendship Link Register was updated and uploaded in the Federation website. Now we have a Certificate of Friendship and it is sent to the clubs after their official registration.

#### **New Friendship Links established between February 1, 2010 and February 1, 2011**

<b>SWP club</b>	<b>Linked with</b>	<b>Federation</b>	<b>Date</b>
Perth,	Down Patrick Northern Ireland	GB I	February 8
Griffith, Riverina	Morton North, South Queensland	SISWP	May 18
Townsville Inc,	Port Moresby, Papua New Guinea	SISWP	May 29
North Queensland			
Geraldton Inc	Stoney Greek, Niagara, Canada	SIA	October 12
Barossa Valley Inc			
South Australia	Lautoka, Fiji	SISWP	December 9
Brisbane Water Inc	Madurai, Tamil Nadu, India	SIA	December 10
NSW			

In 2011 we plan to make our Friendship Link page more interactive and share our experiences on the club activities and learn from each other.

## **ICT LIAISON**

### **Kim Scott**

#### Training

With the development of the website going ahead in leaps and bounds this has meant that the maintenance and backend functions have been pushed to capacity and when I took over the position the protocols were being developed as needed and Christine and Michelle had worked incredibly hard to achieve the level of access and development of the website. The key issue was that many of the key backend functions that were needed to be maintained and redeveloped were not accessible due to the developer no longer being available to support the website. I personally found it very frustrating trying to learn the functions necessary for the position without developer support. Michelle and Christine have been very supportive but the lack of access and training has hindered my ability to move these structures forward and I personally have made little progress in all areas.

#### Job Description

The development of the job description has continued over the last year and there is now a clearer structure to work within which is more about development and less about maintenance systems (which needs to be covered through a maintenance contract with an IT firm).

#### Future Needs

The reality is that all functions will end up being digital and we need to future proof our storage (best to be virtual – cloud based) and website storage as the uploading of files and photos is increasing at a dramatic rate. There is a need for people to learn how to upload files in pdf format and especially photos (which need to be reduced in size to save on space).

There will need to be an appropriate budget to cover the maintenance contract to provide the backend functionality of the website along with increased storage costs. This budget will be dependent upon the costs indicated by the IT companies for maintenance purposes. The existing structures need to be addressed sooner rather than later.

#### Thanks

Thanks needs to go to Christine who has maintained the website while I am learning. I hope to be of greater support and use this year now that I have learnt how everything works. There will be optional 1-to-1 training available during the NZ conference of clubs next month on IT and the website along with ongoing tip sheets in the bulletins each month.

presented to the course participants after they have been deemed “competent” at the end of their course.

#### **PNG Midwives Society**

The reason behind this is firstly, to maintain some sort of register of midwives we have provided education to and then follow up with them to see if our programs actually have made a difference to their work practices. Secondly, to ensure that registered midwives (those who have completed their midwifery training through an accredited college) have an avenue to be seen as a professional body of nurses. They need to be the leaders in their communities; however, they need our support to ensure they have resources to maintain their professional integrity.

#### **RECOMMENDATIONS**

1. SISWP Board considers and endorses the amended project proposal.
2. SISWP consider the appointment of Janet Askern as Project BIP Manager
3. SISWP consider the appointment of May Lamont as Project BIP Federation Project Liaison.
4. SISWP Board allocates funds and resources for the project.
5. SISWP to develop and provide promotional materials for Marketing Programme

### **FEDERATION PROJECT 2006–2010-Hands Across Boarders**

#### **Helen Hutchins**

In 2010 our goal was to complete the teacher’s accommodation at the school, this was achieved on time and within budget coming in at \$US36,000. The accommodation provides a home for six school teachers and their families, how proud they are of having a home with a bathroom, kitchen, bedroom and family area to live in.

On the 6<sup>th</sup> July 2010 an official opening was conducted by President Yvonne Simpson, trees were planted to celebrate the occasion; these trees are growing well and will provide shade to the homes. The opening was a proud moment for the school community as well as Soroptimists. In attendance was the Regional Director for Education, Community Leaders, Teachers and students, along with Soroptimists from Australia and New Zealand.

A working party travelled to Sampvouloun in February, involving Kerrie Beer (SI BOC) and her family team, Paul, Lynn, Khun Sompong, Khun Noi and myself worked with locals to repaint all the wards at the Hospital both inside and out, planted trees, provided education on neonatal care and resuscitation to the hospital and clinic midwives, painted class rooms, painted an Australian mural on the library wall, redesigned the library area to make an office area for the headmaster. Kerrie’s brother, Glenn an electrician took a week’s break from his work and volunteered his time improving the electricity supply to the school and hospital. Time did not permit for Glenn to completely upgrade the service; however we are truly appreciative of what was achieved. A second oxygen concentrator was donated to the hospital in December which will assist with patient care.

The working relationship between, the Hospital and School are well established through communication and respect, that has been achieved by the HAB team, and our local liaison Sopheap Duong Dr Meas, the Hospital Director acknowledged our hard work in February by informing us he had received extra funding from the Health Ministry, to provide care to the poorest patients, due to the improved facilities.

In December Lynn received a medal and certificate from the Minister of Education to acknowledge what we have achieved at the school. This medal is for all Soroptimists and individuals who have supported the project. We have made a difference by improving access to education and health for the children and adults of Sampvouloun

### **SECRETARY**

#### **Anne Gover**

Since being appointed as Secretary in April 2010 I have fulfilled the following tasks from the Role Specifications which were revised in 2009:

1. Attended the First Federation Board Meeting;
2. Maintained a record of appropriate official correspondence for presentation at this Federation Board Meeting;
3. Prepared and circulated, in liaison with the President, the agenda for Federation Board Meetings – First Board Meeting 2010 and Interim Board Meeting 2011
4. Prepared and circulated the minutes of these Federation Board meetings. The Program of Service meeting was incorporated in the First Board Meeting following the 2010 Conference of Clubs.
5. Liaised with the President on matters relating to the administration and correspondence of the Federation. Of particular note has been the way in which we have been able to download the Bulletin to the website by the first of each month, and the regular Skype communication with Officers, Convenors and National Reps. It has been a privilege to work with President Yvonne and her enthusiasm, her people skills and her attention to detail has made my role an enjoyable one.
6. Liaised with Federation Headquarters staff on appropriate matters. I have really appreciated the assistance and support from our HQ Administrator, Rosheen and thank her for all she does on our behalf.
7. Provided, as necessary, information to Soroptimist International and the other Federations. I appreciated the opportunity to act as a consultant to the voting delegation at the SI Board Meeting at Heathrow in August 2010.
8. Acted as the returning officer for two postal ballots.
9. The duty of facilitating a comprehensive handover to my successor has been simplified by the improved technology available and folders and sub-folders have been created for files.
10. My work plan for this biennium was as per Supplement 5E Role Specification.
11. I have yet to submit a claim for reimbursement against my budget line.

#### **Recommendations:**

1. That another clause be added at 1. to Supplement 5E Role Specification for the Federation Secretary and the subsequent duties be renumbered:

1. Act as a procedural/planning consultant to the President, handling calendar and other timing items, and advising on effective practice concerning board meetings.

#### **Rationale:**

Debra Huntley included this clause in the revision, but it is not in the 2010 Federation Manual. Because the HQ Administrator handles much of the day-to-day work that was previously done by the federation secretary it is timely that this role be added. We are the only federation to still have a Secretary. It may be that we need to look at renaming the Secretary as the Procedural Consultant.

2. [If the above recommendation is agreed to] That the second clause have the words added ‘and Federation Conference’ so that it would read:

2. Attend meetings of the Federation Board and Federation Conference.

#### **Rationale:**

It would be impossible to accomplish the task of preparing Minutes for the Board Meeting, the Federation Conference meetings and the Programme of Service Meetings if the secretary does not attend these. There is no cost involved as the secretary is a volunteer and attends the conference at her own expense as do other officers.

3. That the words, ‘Priority 1, 2 or 3’ be used at the start of every Subject line on emails and that Priority 1 emails are actioned immediately, even if it is simply to reply that there will be a delay in responding to whatever the request was.

#### **Rationale:**

We work to deadlines and it is very frustrating when we have to follow up because reports or actions have not been completed by the due dates. If officers, national reps, convenors or appointees are unable, due to pressure of work or illness or some other very valid reason, to deliver reports on time or to complete agreed-on actions, they might need to consider delegating the work to someone else for the period involved. Unfortunately computers do 'crash' and data can be lost, so it is essential to also 'back-up' data regularly. In countries or regions where computer technology is erratic, it may be better to use fax communication.

#### **TREASURER**

##### **Karen Goodwin**

Well, what a learning curve it has been since April 2010 when I was honoured to be selected Federation Treasurer.

Some highlights in the Finance world, in no order, have been:-

- Setting up new interest bearing Cash Reserve Bank Accounts for both the General and Project funds. We earn 4.85% on these funds which are at call. Previously these funds remained in the cheque accounts earning nil interest.
- Setting up the new XYLO Foreign Exchange site has reduced our costs from \$20 AUD per transaction to only \$5 AUD per transaction. XYLO gives as a better exchange rate than through our normal Westpac Bank. We have also saved time as the old system failed when the exchange rate changed before it could be signed. The only improvement we are still waiting for is the ability to buy Malaysian Ringgits which they are hoping to have available over the next couple of months.
- With the sale of York Street Property our funds have been replenished which have been spread over two term deposits maturing at different times and earning at 6.2% and 6.6% interest pa.
- Interviewing and employing Gabbi, our new part-time HQ Assistant/Accounts Clerk.
- SISWP Federation Shop orders payment upfront was introduced to make it easier for all concerned. The aim is for the Federation not to accrue debts and to safeguard Clubs from unauthorised purchases.
- The introduction of a New Payment Voucher System designed by Finance which allows for payments to be fully checked against the Budget and approved before going to the Bank Signatories for signing.

Thank you to the Officers, Finance and many fellow Soroptimists for their help and guidance, it has been greatly appreciated.

#### **Recommendations**

1. That the distribution of the SWP Magazine be the responsibility of HQ Assistant with all future SWP Magazines sent direct from printers to HQ, and from there they are posted to all Clubs in our Federation.

**Rationale:** I see this helping the SWP Editor and not taking away any of the valued work she performs. In fact, in the future it will go electronic from HQ. The printing cost is already paid direct from HQ and so should all the postage and stationery costs to ensure we claim all the GST owed to SWP. Our Volunteers should not be out of pocket for these postage costs as it takes time for the actual receipts/claim to be received by HQ and then processed. It gives HQ more buying power as we can buy in bulk, Australia Post will collect direct from the Office for bulk items. Our Staff can work with the SWP Editor to overcome any issues.

2. That clubs with under 15 members have the right to representation at Conference of Clubs but do not receive Travel Pool assistance.

**Rationale:** Every Soroptimist member counts and should have equal representation at Conference of Clubs and IBM's. To be Constitutional each Club should have 15 active working members but several

2. The cost of travel, accommodation and security in PNG is extremely expensive which may impact on member participation with some project activities.
3. Lack of member interest due to protracted implementation and promotion.

#### **PROJECT BENEFITS**

**Promote and increase access to reproductive health care that is safe and confidential through:-**

- Development of nurses/midwifery training to bring current providers to internationally comparable standards for birthing services.
- An embedded learning framework that contributes to improved confidence and capability of midwives throughout PNG in the delivery of a birthing services consistent with international standards.
- The training is designed to fulfil key indications of a viable sustainable education process. The education initiatives are specifically designed
  - To establish a common understanding of minimum midwifery practice within the context of supporting "health mothers' Healthy babies"
  - Dialogue on how current practice can be enhanced for optimum results in day-to-day birthing activities
  - Negotiate partnerships with teaching institutions to facilitate access to build sustainable training for future clinical practitioners during their training
  - Increase general understanding of contemporary midwifery expectations through practical applications of midwifery principles to realistic case-studies
  - Increase the intake of training as providers of sexual & reproductive health services including up-to-date fertility control/contraceptive technologies

#### **Ideas for Donations and Sponsorship:**

1. Baby bilum manufacture
2. Educating one midwife scholarship \$300. (The resourcing of the midwives may include sponsorship to attend an upskilling course, sponsorship for registration and attendance to an International Conference (within the Federation geographical boundaries)
3. Making midwives aprons. Providing Uniforms
4. Gestational wheels with SI Logo
5. Thermometers – non digital – buy them bulk
6. Pinnards (foetal heart stethoscope) – \$4.95 for midwives. Dopplers \$115.00
7. Text Books – list a couple of different ones
8. Purchase Water Fountain for Labour Ward waiting rooms, supply water and fountain \$1200 for one year – could be ongoing.
9. Postnatal packs; Baby packs, Mother personal hygiene packs, Fertility Beads.
10. Health Calendars

#### **March 2011 Course:**

We hope to have about 20 birthing attendants attend this 2 week program. This basic course will be facilitated by Alana Street. It will be based on the course delivered in June 2010. There will be a process for the formal evaluation of the competencies of the participants and successful completion of the course will be acknowledged by certificate and Nurses tool kit. Participants of this course may not have had any formal training or professional development. It is anticipated that we have at least 3 midwives come from Lae and Ramu and also participate in the course. We have Soroptimist members who are midwives in those towns. Even though they may not require the basic tuition in some components in the course, it is important to ensure that they use the time to network and have access to professional development activities. These midwives will be instrumental in facilitating the upskilling programs in their own towns and clinics. Again those programs will be supported and resourced by SISWP.

#### **Nurses Clinical Tool Kits**

We will be putting out very soon a request for SWP members/clubs to look at ways we may be able to source these kits. I am hoping that some of the Asian clubs may source a provider at an agreeable cost to the project. I anticipate that it should not cost more than \$50 AU. I would like to see the kits

There is a huge "unknown" on how much income will be generated based on generosity of the SISWP membership and marketing programme. The focus on the next phase of the project is to provide upskilling programmes for nurses in PNG and the priority for the allocation of resources/funding should focus on the upskilling programmes. The achievement of the all of the other listed project outcomes may not be possible. It is anticipated that sponsorship from PNG Dept. of Health, NGO's and corporate sponsorship will be obtained. However, that will require endorsed SISWP project plans and proposal to be submitted. There is considerable interest in improving maternity services in PNG at the moment and SISWP should capitalise on the timing of their project submissions to these organisations. (Suggestion; Utilisation of AusAID Logical Framework Approach

#### PROJECT GOVERNANCE

This project is a project that essentially will require the management of smaller projects within *The Project BIP*. The management of *The Project BIP* will require considerable planning and coordination with a variety of individuals and organisations not only in PNG but also throughout the Federation. The amended project Plan has described a governance process which includes the formation of 3 specific groups.

1. Key Stakeholder Group – Federation Board
2. Project Committee -
3. Project Reference Group

It is anticipated that smaller projects identified which address any of the project outcomes could be managed at a local level and report directly to the Project Committee. This could be individual Club and Region activities.

This project has the potential for all members of the Federation to be actively involved with the project either with practical hands on approach or initiating sponsorship and resourcing programmes.

#### PROJECT TEAM RESOURCES

- **Project Manager;** responsibilities include from start to finish project
  - the delivery of planned outcomes or deliverables according to specified budget, timelines and resource allocation.
  - Work within the approved budget and submit claims for re-imbursment at approved intervals
  - Must be empowered to make the necessary decisions to ensure the successful delivery of agreed outcomes.
  - Managers and communicates directly with the project team and volunteers
  - Monitors and controls and reports on project progress in association with Federation Project Liaison
  - Reports to Federation Executive and Board in association with Federation Project Liaison
- **Federation Project Liaison** responsibilities include from start to finish of project
  - Member of Federation Programme Team
  - Reports to Federation Executive and Board
  - Provide mentoring and support to Project Manager to ensure the project complies with the Vision, Goals and Objectives of Soroptimist International.
  - Provide project progress report and overview quarterly
  - In association with the Public Relations Officer, provide promotional and media materials required for the communication of project activities in all media avenues
- Official Project Stationery and Branding materials
- Promotional materials
- Teleconference and phone expenses
- Some travel and security costs

#### PROJECT RISK

1. Lack of required funds to resource the project programme of work.

Clubs have less than 10 with some down to 4. The National Representative of each Country does not allow equal representation to all Soroptimists. Members of Single Club Countries are over represented when compared with a Country with the same representation with many more members. This is not fair or equitable to members both in financial and representation terms.

3. That promotion of the use of restricted funds be made a priority in the next year.

**Rationale:** Increasing Restricted Funds over several years is of concern especially since we had to have the increase in our 2011 Capitation Fees for the Travel Pool and Disaster Fund! I feel we need to look at why members are not utilising these funds and also consider whether there is still a need for them in their present form. At the COC 2010 it was approved (Motion 17) that up to \$50,000 from the Muriel Barber Fund be used for Extension Projects but to date nothing has been put forward. Do we need education on how to access these funds? As you can see below they have been slowly increasing:-

	2008	2009	2010
Travel Pool	\$141,503	\$147,844	\$151,082
Disaster Fund	\$ 36,519	\$ 52,953	\$ 54,024
Muriel Barber Fund	\$109,515	\$116,783	\$123,453

4. That the Capitation bands be restructured.

**Rationale:** Capitation Bands 1, 2, 3. Currently we have 7 Countries in Band 1 supporting the remaining 6 Countries. This is putting an increasing financial burden on the Band 1 members and the gap is widening. In our Federation we have several Countries which need our Support, but we must remember to also look after all our Clubs. We need to ensure that we focus on strengthening our numbers so that we can continue to have voices from all Countries in our Federation. Every Soroptimist should be bringing new members to their Clubs and if not, why? I am concerned of the Membership numbers in Band 1 which will ultimately affect our fees especially in the current financial climate where the cost of living is rising significantly. Not to mention the effect of several natural disasters within our Federation. Perhaps it is time to address this issue and explore ways of restructuring the banding fee structure to make it more relevant and practical.

5. That legal ownership outright of our Waterloo Property be transferred to "Soroptimist International of the South West Pacific" and then Denzi Pty Ltd be closed down.
 

**Rationale:** Moving the property from Denzi to SISWP is required to legally formalise ownership outright. The Directors/Shareholders of Denzi Pty Ltd have not been updated and with the loss of one of our shareholders it needs to be addressed. SISWP can now own property in its own name and therefore we no longer require Denzi P/L. There will be costs involved but it needs to be done.

#### PRESIDENT – ELECT

##### Siew Yong Gnanalingam

#### 1. National Reps:

- As requested by President Yvonne that I be the main contact and liaison with NRs, I set out several goals which were achieved as follows:
- Liaised with NRs on their work plans and Budget for the Biennium for submission by end of May.
  - Developed a new template for the Annual Report to incorporate performance against the plans, so that achievements can be measured
  - Sought a quarterly report from NRs on developments taking place in their country which affect women and girls, the major activities of clubs/regions and issues pertaining to clubs' membership and extension.
  - Prepared and obtained the responses of NRs on a questionnaire on title of NRs, ease of electronic communication and their national/regional conference meeting dates.
  - Liaised with NR's for their personal profiles which were edited and submitted for SWP Bulletins.
  - Coordinated the "Know Your NRs" story for the SWP Magazine (February 2011).

- Communicated and provided guidance to NRs on major issues and alerting them to take action where necessary.

## 2. Extension:

- Initiated the start up of a Club in **Kuching** but unfortunately the charter may not materialise by this year. Will continue to assist SIROM to follow up to a charter before the end of the biennium Visited **Singapore** on 9<sup>th</sup> November 2010 to help resolve the uncertainty of membership of SI Singapore, leading to instability of the club.

A meeting of 8 members from both SI Singapore and SI Garden City was held and a frank stand was requested from each member of SI Singapore, to establish the real wishes of the members. The matter was resolved with the acceptance and understanding of each member as to which club they would like to belong to and for the remaining members of SI Singapore to revive the club by getting the membership up to at least 15 by March 2011.

As at end Dec, the membership of SI Singapore has gone up from 5 to 11 with 4 more to make up the numbers to 15 by March 31<sup>st</sup>.

In the meantime, 3 SI Singapore members have joined SI Garden City which would help boost their membership and strengthen the club's resources.

- Have been in touch with **SI Hong Kong** through former NR Hong Kong Cindy Kam who visited Malaysia on a job assignment. Was visiting Hong Kong and requested Cindy to arrange for a dinner meeting with NR Hong Kong, Maureen Kwok and President of SI Hong Kong, Shirley Kong, but unfortunately both were not available for the dinner meeting.

## 3. SI President's Visit to Malaysia

Hosted SI President Hanne on her first visit to Malaysia and specifically to Penang to present the Best Practice Award 2007-2011- Overall Winner of Programme Focus Objective 1 – "Eliminate poverty and gender discrimination through ensuring women's full social and economic rights", won by SI Penang for the Blossom project.

Arranged a courtesy visit to the Minister of Women, Family and Community Development and lunch with media and leading Women NGOs.

Interviews with Hanne appeared in the WIM "Inspire" magazine as well as in the New Straits Times, a leading English Daily. (Copies attached)

## 4. Visit to SI Quadrennial Project – Sierra in May 2010

I was privileged to be with a study group of 9 women from 4 Federations of SI to visit Sierra Leone. Robynne Paget of New Zealand and I were the 2 representatives of SISWP. My experiences from the Sierra tour was published in an article that appeared in a main local English daily NST and "Inspire", the quarterly Business Journal of Women's Institute of Management (WIM). The articles in the local newspaper and magazine helped to project the image of SI and promote the work we do in Malaysia and around the world.

## 5. Attendance at the All China Women's Federation (ACWF) International Conference in Shanghai tour from 16-25 September 2010.

I was part of the team to attend the Conference which was followed by a study and goodwill tour of projects of ACWF in Kunming, Lijiang and Suzhou.

Establishing and strengthening relations with the senior women leaders of ACWF will prove very beneficial in the long term, should SI have the opportunity to establish clubs in China.

Their projects too were inspiring and serve as more learning experiences on how projects benefiting women and children are carried out in other countries.

- February 20-27 Visit to PNG Project Liaison Janet Askern and May Lamont
  - March 2011- Upskilling competency based program, facilitated Alana Street for Approx. 20 midwives from PNG in Port Moresby
  - Resource midwives to attend the upskilling program. This will include travel and accommodation and security expenses
  - Provide Clinical Tools kit to all participants who achieved competency in courses.
  - Provide facility and admin support for PNG Midwives Society. This will include computer and internet access.
  - Forge partnerships with PNG Health Department, WHO, AusAID and Universities to ensure that upskilling programmes are available and resourced
  - July/August 2011 – provide Competency based upskilling programs to midwives in provincial and rural centres. Lae and Ramu in the first instance. This may include basic literacy and numeracy skills.
  - November 2011 – provide Competency based upskilling programs to midwives in provincial and rural centres. This may include basic literacy and numeracy skills
    - Seek sponsorship and support from Companies within PNG for
    - Cash for Scholarship in midwife education programs
    - Computer access to midwives in provincial towns, urban and rural clinics
    - Training facilities/classrooms for midwife education and training.
  - Provide uniforms and resources to midwives participating in education programs.
  - Provide sponsorship and support to clinics and hospitals.
    - Birthing kits
    - Midwifery tool kits
  - Provide basic packs to post natal mothers. This would include
    - Baby bilum, personal hygiene items, 1kg rice, 1 tin tuna, Baby wrap, mother's sarong, Soap etc.
- Phase 3 – January 2012- May 2012
    - Evaluate the training programs.
    - Secure partnerships to maintain and support a sustainable model of education for the midwives in PNG.
      - Maintain upskilling programs throughout PNG
      - Ensure sustainable supply of postnatal packs
    - Provide hospital and clinic and community resource to improve facilities for birthing women and their families.

In the amended project proposal, there is considerable requirement for obtaining substantial sponsorship from PNG interested businesses, PNG Dept. of Health; other NGOs There is an understanding that a \$10,000 seeding grant will be provided by SISWP if required. It is anticipated that income from SI members would be through the "Adopt a Midwife" and "Adopt a Clinic" Campaign. Clinics require basic educational and clinical resources. Clocks, clinical aids, professional texts, basic staff lunch room whitegoods/water fountains, birthing transportable packs which may support a midwife in a home delivery.

## **PROJECT SCOPE**

In the first instance offers will be made to midwives to attend the upskilling programs from Port Moresby, Lae and Ramu.

The original project proposal indicated that 120 midwives/nurses would attend the upskilling programmes. Based on the protracted commencement of the project, this is not achievable. Each of the project outcomes of the original project have been scoped separately in the amended project proposal.

the very short deadline between their receiving of the first draft, and the finished pdf file being sent to the Printer. The Printing firm has continued to supply 3000 high quality magazines in full colour to us at a discount price. This means we have a quality product with which we can be proud.

Again, I have enjoyed my role as Editor. This past year, it has given me much pleasure to work in with the SWP President Yvonne. With her expertise in English she has made my task all that much easier.

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## FEDERATION PROJECT – Birthing in the Pacific

### Janet Askern

The project has had a protracted start. There are several reasons why this has occurred;

1. The Conference of Clubs voted on a proposal submitted by SI Business On Collins. There was proviso however, the project would proceed based on the evaluation of a pilot project (Project PNG) supported by SI BOC.
2. The pilot upskilling competency based program was conducted in Port Moresby in June 2010. A brief qualitative evaluation of the course content was submitted to SIBOC by Alana Street who had facilitated and delivered the course.
3. November 2011 SIBOC advised President Yvonne Simpson that they would hand over the project management to the Federation.
4. Recommendations from Board December 2010 identified 3 priorities for the next phase (2) of project
  - Provide and resource midwives to attend an upskilling competency based course, facilitated by Alana Street, at the end of March 2011
  - Provide a kit of essential basic clinical tools for midwives.
  - Assist the PNG Midwives Society in setting up an office (provision of space) and provide computer and internet access for the administration of the organisation.

### Achievements to Date

1. August 2010 - PNG fact finding visit and networking with PNG Clubs by Federation Project Liaison Janet Askern and May Lamont.
2. There was considerable consultation with SI PNG members and local community leaders. Identification of project coordinators and project team members within PNG.
3. October 2010 the project logo officially endorsed by SISWP Board. It is now appropriate for marketing to begin for the project.
4. An overview of the project has been submitted for inclusion on the SISWP webpage
5. October 2010 Project Liaison provided a Project Brief for consultation and review by Federation Board and Key Stakeholders.
6. December 2010. Shipments of donated Medical Aids delivered to Port Moresby, Lae and Ramu. Hand washing items and drapes were included. Initiative of SI Brisbane North.
7. January 2011. Secured donation of 900 new Nurses Uniforms from Queensland Health's superseded Corporate Stock. Initiative of SI Townsville

### Consultation and Forward Planning

December 2010 Project Liaison (PL) submitted proposed amendments to original project plan. .

- Phase 1 – April 2010 – December 2010
  - i. Pilot upskilling programme June 2010 –delivered SI BOC
  - ii. Consultation and Networking with Government, NGO's, Universities and PNG Corporate Businesses to provide foundations of plan and the allocation of appropriate funding and resources for moving forward
  - iii. Investigate promotional programme to optimise the funding resources for the project deliverables.
  - iv. Consult with SI members to embed commitment to the objectives of the project.
- Phase 2 – January 2011– December 2011

## 6. Attendance at 61<sup>st</sup> Session of WHO Western Pacific Regional Committee Meeting - 11-15<sup>th</sup> October 2010, Putrajaya Malaysia

I attended the session on behalf of SI. A complete report was submitted to SI HQ (A copy is attached for reference and information).

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## HEADQUARTERS ADMINISTRATOR

### Rosheen O'Hare

It has again been a very busy year at HQ.

#### Soroptimist International

- As administrator of SISWP I was asked to be a member of the SI Structure Taskforce – 3 SKYPE Meetings with the Executive Officers of SI HQ, SIA, SIE and SJGBI as well as International PE Alice Wells, who are all members of this task force. The task force utilised the Mega Issue Process, which we became familiar with when used at the SI Board, Heathrow 2010. The question being; 'How do we best structure and govern SI to support a collaborative business model?' The task force presented a document of its findings at the SI Expanded Officers Meeting in Philadelphia and the discussions surrounding this issue will be continued at the SI Board in Montreal.
- SISWP Consultant to SI Board, Heathrow 2010.
- Attended SI Expanded Officers Meeting, Philadelphia – report to Fed Officers and report to come in Bulletin May 2011.
- Provided information as required to SI HQ, as well as responding to requests from other Federation HQ's, post holders and members of other Federations.

#### SISWP

- Registrar for the 2010 Conference of Clubs, including collection of registration fees, receipting, accounts payable and account reconciliations. These accounts have now been finalised and forwarded to the Conference Treasurer for audit. Liaised closely with President Leigh, Secretary Debra and Conference Chair, Bev Millies. Provided shop items for sale at Conference 2010, many thanks to Margaret Hall for running the HQ Shop stand.
- Attended the Conference of Clubs, Gold Coast 2010.
- Took part in Fed Officers SKYPE meetings (out of normal working hours)
- SISWP Strategic Plan – Member of Organisational Development task force. HQ has developed, with a previous HQ assistant, of a draft proposal for Chartering a New Club. It has been forwarded to the appropriate post holders.
- Actively engaged in Sale of York St property, liaising with Federation Treasurer, agents and various meetings with our Solicitor.

#### ADMINISTRATION

##### Financial Duties:

Financial procedures at HQ are constantly being improved and streamlined. All payments and transfers are now made electronically including overseas transfers. These are time and cost saving procedures.

- Submitted wages, quarterly Superannuation payments, accounts payable to the Treasurer for approval
- Prepared bank account reconciliations and Quarterly Business Activity Statements for the Australian Tax Office.
- Maintained and provided required documentation to the Federation auditor.
- Collection of Club Annual Returns and capitation fees. This is still an ongoing problem with the non payment of some clubs by the due date. Also I believe an issue is the amount of funds being held by Regions before remittance to HQ. This incurs a loss of interest on those funds. Currently Federation has Cash Reserve Accounts which earn an interest rate of 4.8%. There is also a delay for new members who are waiting for their membership number to access the website. HQ cannot enter new members until the fees have been received, situations have occurred where

the club has sent the fees to the Region and there is a lengthy delay between those funds arriving at HQ.

- Supervised the duties of the HQ Assistant including operation of the shop and receipt and banking of payments, fees and donations.

#### Non Financial Duties

- Involved in the recruitment of our new assistant at HQ, responsible for the training and development of HQ Assistant Gabbi Kearney.
- Organised the Federation Interim Board Meeting in Sydney. Book venue, equipment requirements, seating and collation of numbers attending. Book accommodation and catering.
- Collect registrations for IBM and manage travel bookings and other details.
- Maintenance of the SISWP website database with the removal of exited members and the addition of new members.
- Offered increasing assistance to members to gain access to the website, this is due to the workload of the Public Relation Convenor and HQ attempting to relieve some of the load of the help desk. Uploading documents, deleting out of date documents, etc from the SISWP website (a work in progress). I work closely with Christine whose assistance in this area is invaluable.
- Formatted Bulletin reports and uploaded Bulletin and SPAN to website 1<sup>st</sup> of each month
- Received and forwarded to appropriate person Membership Enquiries, the number of enquiries coming through the website has increased dramatically. A spreadsheet is being kept by HQ to monitor the number of enquiries and feedback, which is asked for when the enquiries are forwarded to the Region Extension Convenor or Club Extension Convenor. HQ is monitoring the percentage of these enquiries that advance to membership. A report will be provided to the Extension Convenor.
- HQ keeps an extensive email correspondence database. This has proven many times to be invaluable.
- Responded to enquiries and request for information from members and non members.
- OH&S
- Maintenance, repairs and cleaning HQ Office
- Purchase and maintenance of HQ furniture and equipment as well as stationary requirements

I wish to extend my gratitude to President Yvonne, IPP Leigh, Treasurer Karen, Lorna Mead and Anusha Santhirashipam for their support, mentoring and understanding.

#### Recommendation:

That the board give permission for HQ Administrator and Christine Johnstone to investigate the set up, costs and ongoing costs to the organisation to establish a PayPal facility on the website.

#### Rationale:

When the web site was created the ICT team we looked at incorporating a Paypal facility. At the time there were still several countries in the Federation which Paypal did not service. Recent research by Christine Johnstone shows that Paypal is now available in 194 countries, including all of the countries in our federation. The ability to use Paypal via the web site would be an efficient and cost saving benefit to members and HQ.

This facility would streamline the payment of capitation fees by clubs, who would be remitting their fees directly to the Federation general account. There are a number of benefits to this such as; reduced costs, speed of receipt by HQ, especially for the payment of new members fees, audit trail of payments, increased interest earning on funds for the Federation.

More and more people expect to be able to use on line payment facilities. As SISWP moves to closer to charitable status, the use of PayPal for public donations would be of great benefit. The use of Paypal for members and non members to purchase gift certificates for the Federation project would also be of great benefit.

#### Recommendation:

That the HQ Federation Treasurer be appointed HQ Liaison for the 2010-2012 biennium.

#### Rationale:

## ASSISTANT TREASURER NEW ZEALAND

### Thelma Luxton

This year has been a year of change. The SISWP New Zealand bank account was closed in July and the administration of donated funds and fees is now under the control of the New Zealand Treasurer who collects the monies and remits them to Australia. For New Zealand members and Clubs it is business as usual.

The only difference to the operation is that the bank account is in the name of New Zealand National Rep.

During the past 12 months the New Zealand Clubs have donated the following

Project Sierra –	5735.20
Hands Across the Borders –	1300.00
Presidents Appeal 09 -	2123.50
Samoa -	200.00
Birthing in the Pacific -	790.00
Pakistan -	1135.00
	<u>11283.70</u>

Besides these donations the Clubs also support many local groups through scholarships and grants.

Since closing the books on the 31<sup>st</sup> December donations have been received for Project Sierra, President's Appeal and the Australian Floods.

I have really enjoyed my role and wish to thank all those I have had contact with. To everyone thank you for your patience.

To Rosheen your prompt replies and assistance has been very much appreciated. To Merle and Karen thank you for making the change a smooth one.

## EDITOR

### Kerry Garrett

The first edition for 2010 of *The Soroptimist SWP* was issued in February, and this was the final edition for the 2008-2010 biennium. The first edition of the 2010-2012 biennium was sent to the clubs after the SWP Conference on the Gold Coast in April and introduced the new team. It has been an interesting year within SWP, the highlight being the expansion into Cambodia with the charter of Si Phnom Penh. This makes 13 countries to which *The Soroptimist SWP* magazine is now sent.

I have found that more clubs have contributed articles this last year, and I am most grateful to those regular contributors that send in their articles and photos correctly, and on time, without having to be prompted. I am still receiving photographs that are embedded into WORD files and not sent as separate files, but that has become less of a problem as members become more computer literate

The cost of postage has increased, but I was able to take advantage of an arrangement with Australia Post using Pre-paid envelopes for the overseas countries. The key factor with the postage is that the maximum weight is 500gms in any A4 envelope. This means that 11 magazines is the most that can be sent in any A4 envelope. 1-5 magazines weigh up to 250gms, so your club will receive from 1-5 magazines in a brown/yellow envelope and from 6-11 magazines in a prepaid envelope. Included in the total number of magazines, that each club receives, you will find one or two extra magazines. Please use any extra or spare magazines for publicity /extension work.

I send the magazines in bulk to New Zealand and Fiji, and many thanks to Thelma Luxton and Lata Kumar for distributing the magazines to their clubs. I would also like to acknowledge the two proof readers, Judy Hunter and Maggie Mitchell who are always available, often under difficult circumstances, to meet

number of Objectives currently in use. The Zone Coordinators have all produced a report outlining the achievements of clubs in their zones as far as they were able, given the NR report situation as mentioned previously.

As of Feb 12<sup>th</sup> I have not had to produce a report for SIHQ but the POS team is examining the PFR's for entry in the international BPA's.

**SPAN** has always been ready for uploading on time – congratulations are due to our wonderful editor Di Lockwood and proof-reader Theresa Lyford.

**TIS** – There is still some confusion about who is responsible for the TIS & SWP magazine articles. The POS team have now also been requested to provide posts for the international SoroptiVoice Blog.

**BEST PRACTICE AWARDS** – The POS team is currently collating entries from clubs and examining PFR's for Objectives 8, 9 & 10 for International BPA. Will update at IBM.

#### **DELIVERY OF PROGRAMME & REPORTING AT REGIONAL LEVEL**

I can only report from anecdotal evidence that the delivery of Programme matters at regional levels is somewhat haphazard. This is something I will try to encourage and make accountable in the next year, especially post convention when major changes are anticipated in the programme area – chiefly in the number of objectives for reporting. There will also be new information for the Long Term Project to be disseminated and explained.

Skype calls have been made between PD and APD's to discuss reporting queries and BPA's. Time differences do impact on this activity as it would if teleconferences were included. The team will encourage greater use of the Skype facility in future. We have not used teleconferencing this year. Reporting and communication has primarily been done by email with the occasional phone call.

#### **ACTIVE SERVICE IN LOCAL COMMUNITY**

From the club reports it is obvious that clubs do much of their work within their local community, however much goes unreported in Focus Reports. It may be that as much of the local work is fundraising clubs may not feel inclined to enter a PFR, even though there is a section for these types of activities if they relate to a project. This is a grey area of reporting that requires extra guidance.

Overall the POS team has done remarkably well despite the personal tragedies endured by several of the members. I'm sure we will make greater efforts to improve all areas of programme work, training and reporting in the remainder of the Biennium. My sincere thanks go to all members of the team for their assistance and support through this particularly demanding year.

#### **Recommendations:**

1. That the NR Report allow space for programme information to be included and copied to Zone Programme Coordinator and Programme Director.
2. That a SI-WAGGGS Liaison be looked at as a possible region position to enhance the partnership.

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### **ARCHIVIST**

#### **Ann Thomas**

After a meeting with Region of Western Australia Executive, and several requests from clubs to sort and organise storage for material over 5 years old, I realised that a complete re-write of ROD supplement 24A (guiding principles on the keeping of archives) is required. With advances in technology much of our work can be stored on disc or USB's. This raises several questions - ie, is this acceptable to the repositories which many Regions are using for the storage of their archives? Also, are there any legal responsibilities for Clubs/Regions that are incorporated? I intend to ask Region Records Managers for their input on the re-write of supplement 24A. I would also ask for input from HQ Administration Officer and IT Liaison.

The Federation Treasurer and Administrator work closely together on a daily basis. HQ is required to liaise with the Treasurer on all matters concerning wages, sick leave, annual leave and purchasing in her role as the Treasurer. She also is the holder of the spare keys to HQ. The Treasurer is up to date on the concerns, needs and requirements of HQ.

#### **Recommendation:**

That the Federation Administrator's Role Specifications be finalised and approved by the Board.

#### **Rationale:**

The Federation Administrator's Role Specifications currently in the Federation Manual are out dated, and do not accurately reflect the current duties of the Federation Administrator.

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## **NATIONAL REPRESENTATIVE – AUSTRALIA**

### **Catherine Evans**

#### **Section 1 – National Issues**

##### **The political situation:**

Since the Federation conference in April, Australia had a Federal government election in late August which resulted in a 'hung' parliament. Both the Liberal Coalition & Labour parties negotiated with the 3 elected independent members and the 'Green' member for some weeks before the outcome of the election was finalised. The result was a coalition of Labour, the 'Green' party member from Tasmania and 2 independents from NSW. Victoria also had an election and the Labour Government in that state was replaced by a Liberal Coalition Government, so Australia now has Conservative Governments in 2 states, a Labour/Green Coalition in Tasmania and Labour governments in 3 states and 2 territories although this may change when NSW has an election in mid 2011. The Federal Government election platform initiatives have been modified in discussions with the 3 independent members of the coalition government and are progressing slowly.

##### **The socio-cultural situation:**

The boat refugee activities have increased and the media have been very divisive on the issue. New detention centres have been initiated to cope with the increased numbers and the delays in determining the refugee status of the boat arrivals. Immigration generally has generated considerable discussion particularly in response to Australia's growing population of senior citizens and the need to consider funds to support the 'baby boomers' moving into retirement. A population discussion has started but there has not been widespread consultation with citizens at this stage. A Draft Indigenous Economic Development Strategy was released midyear and submissions are now being assessed.

##### **The economic situation:**

Australia fared well in the Global Financial crisis but with the recent flooding in Queensland, the previous flooding in the Riverina (the southern part of NSW) and more lately the flooding in Western Victoria, many of the agricultural areas that supplied the major population areas have been badly damaged, crops have been destroyed and the price of agricultural products, particularly plant products has increased significantly. Several coal mines in Central Queensland were also flooded so Australia's most significant export commodity has been temporarily suspended from Queensland. At time of writing there is talk of a flood/disaster levy on all citizens to raise sufficient funds to undertake the repairs to the flood damaged areas. The repair bill for Brisbane alone is estimated to cost many billions of dollars.

##### **Other topical issues in your country and how they impact on women:**

Violence against Women was a major consultation process in 2008/2009 and the report is being progressed at the moment with a media campaign developed that has been showing advertisements on television as well as printed brochures.

Another initiative has been to increase women's economic security. Information on the pay gap between working men and women has been gathered and the Office for Women is working with the relevant federal departments to ensure the government's policies support families to balance work & family responsibilities. Financial literacy brochures have been developed.

Paid parental leave of 18 weeks pay at the minimum weekly wage will be available for the first time for all eligible employees from 1 January 2011.

There has been a review of the Equal Opportunity for Women in the Workplace Act but several areas need to be addressed, particularly in the aged care area.

<http://www.fahcsia.gov.au/sa/women/overview/fofw/Pages/default.aspx>

**Country ratification, reporting and/or implementation of CEDAW:**

Australia ratified CEDAW in 2008 and signed the optional protocol in late 2009.

**Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations:**

Australia is developing an action plan for the implementation of UN Resolution 1325 and had an extensive consultation process over 12 months ago but believes the Action Plan has not been finalised.

**Action taken or requested to address issues raised in this report.**

(eg Attendance at relevant conferences, Meeting UN Reps in your country, Meeting with relevant Ministries, NGOs). Details can be noted in the Section II.

**Section II – Personal Biennium Work Plan**

<u>NRs planned activities</u>	<u>Achieved extent</u>	<u>Not achieved, why not</u>	<u>Budget spent</u>
Visit regions and attend region meetings.	Attended region meetings in 7/8 regions.	Region meeting dates overlap and funds did not allow for 8 trips in 8 months with family and other commitments.	Whose budget?
Develop & distribute a newsletter at least twice a year.	Distributed newsletter twice in 2010.		
Hold meetings of the committee twice per year.	Held 2 Skype meetings in October and December. A further Skype meeting is scheduled for early March.		
Initiate an Annual General meeting.	AGM dates have been agreed, venue has been booked and some guest speakers have been contacted.		
Finalise incoming NR for interim board meeting April 2011	Called for nominations for incoming National Representative and 3 nominations received and distributed to all regions for dissemination to clubs. Voting to occur in March.		
Participate in Office for Women funded Women's Alliances of which SI Australia is a member and organize substitutes	Attended an ERA (Womenspeak) meeting in June 2010 & the Australian Women's Coalition (AWC) meetings in May & AGM		

May I wish all members a successful upcoming Soroptimist year. Please continue to promote your projects, events and functions with enthusiasm and success. Please keep me informed of all activities.

**FEDERATION PROGRAMME DIRECTOR**

**Robyn Cain**

At the beginning of the 2010 – 12 Biennium the Federation took an immense step in altering the structure, presentation and reporting of the Programme of Service. There was an added disadvantage in this new scheme - not only were the POS mainly 'new to the game', but many of the National Representatives were as well. The members elected to positions on the team have totally embraced the challenge of this shift in direction and the new National Representatives have also endeavoured to keep abreast of the changes. However although there have been notable success stories it appears that many of the same problems previously met are still in evidence.

**Towards 2010 Goals**

**PROGRAMME FOCUS REPORTS (PFR's)** – we have seen an increase in the number of PFR's entered onto the database. In the period May 1, 2010 to January 31, 2011, 164 Reports were entered

**Totals Funds:** \$206,776 Women Helped: 27,114 Girls Helped: 18,084. Although the number of reports is up the number of clubs submitting reports is still disappointing. 52 clubs from 14 regions did submit and had approved at least one report and several clubs submitted multiple reports. Clubs in remote areas are still often plagued by intermittent internet access but I must congratulate those clubs which have persevered. However often the same old story persists – there is great work being done but no PFR is completed. The Programme Team continues to stress the importance of Programme Focus Reports especially with regard to selection for Best Practice Awards both at Federation and International Level, and their significance for eliciting information in reports for Soroptimist International's UN Representatives when required.

**CLUB & REGION REPORTS** – The club reports ranged from bare minimum details to well written, detailed and objective related, thorough accounts of club activities. The region reports were a little more challenging as these had to include activities across the ten objectives in the three "A's". Responses from regions and 'single club countries' varied, however it was disappointing that despite several requests a number of clubs, countries and regions did not submit reports. There appears to be some confusion with the National Representatives from Single Club Countries who also do the Programme Report. However with Secretary's Anne's cooperation I was able to access the reports of many of the smaller country National representatives to ascertain some of the programme work being done.

**CLUBS WORKING TOGETHER** - Several clubs are working on projects together both within the federation and with clubs in other federations. These include SI Helena's connection with SI South Kolkata to promote an anti violence - trafficking campaign in that city; SI New Plymouth's ongoing work with SI Darkhan to assist with the Garden project; SI Solomon Islands joining with Italian clubs to open a cervical cancer clinic and several Western Australian clubs combining to assist a women's sustainable farming project in Timor L'Este. There has been minimal reporting of clubs working with friendship links.

**WAGGS** – Some encouraging news of cooperative efforts to involve WAGGS' groups. SI Westland assisted with supplying new equipment and repairing the meeting hall in the town; SI Johor Bahru held a Nature camp to impart skills; SI Townsville and SI The Hills involve Girl Guides in some of their activities and SI Southern Districts of Adelaide are working with the South Australian WAGGS to support WAGGS projects overseas. Western Australia has a WAGGS Liaison officer which is proving useful in contact between the two groups. APD Paula is coordinating that area of programme work.

**DEADLINES** – Generally deadlines have been well met especially by the clubs. Most regions produced their reports on time, but the POS team still had to chase up a number. I must congratulate the Region Coordinators who did get their reports in as this year the report format was quite complicated with the

the Tippi Tap hygiene project and Zareena has been most successful with regular articles being published in the City Star Community Newspaper of Lautoka.

The public relations role for SISWP is ever changing. SISWP, like most other businesses and organisations, moves to meet the demands of individuals wishing 'instant' information and connectivity with social media forums. A large part of my time is taken up with posting articles to the web site, and keeping content current. However this continues to be reactionary as clubs are not informing the Public Relations Convenor prior to any publicity work they are undertaking. If she has prior knowledge then media release statements could be posted under the "News/Media / Latest News" area of the web site, and this could also be a link in any media releases by the clubs. This would also increase the traffic to the web site.

A major change to the web site was placing a link on the front page to "Latest News". This has seen a dramatic increase of traffic to the respective clubs' web pages. I am sure members of the public enjoy reading about the diversity of our Soroptimist projects.

Achievements for the year have seen the concertina brochure reproduced with images and articles relating to South West Pacific projects. This brochure has been well received and is very cost effective. The brochure has provision to staple a business card to, or write in contact details. I encourage all members to have a supply ready to hand out to members of the public.

I have also created a Media Release Template and Business card template.

I have also created a web page detailing publicity resources and tips. [www.siswp.org/resources.html](http://www.siswp.org/resources.html). This is a one stop shop with links to templates – stationery, business card, media release, resources and brochures.

I have continued to work with Michelle Jansen on the Publicity Database, a new component to be uploaded to the web site. First stage of this module will be for Australian members only (this was a stipulation of the funding received from the Australian Government, who have provided the money to build this software module). This module will allow members to keep and share a list of all media business and contacts, create and edit events/projects, release "Media Release" statements, produce reports and evaluate successes, access historical data. Michelle has donated hundreds of hours of work on this project, which will become a valuable asset to the way in which the organisation communicates and publicises activities. Thankyou, Michelle.

Where to from here?

**Going live with the Publicity Database**, continuing to assist Michelle during the 'go live' phase, and then move onto the encouragement of members to use this valuable piece of software.

**Scholarship / Educational web page:** The idea is to have one place to promote the scholarship and bursary education opportunities available to women and girls. This action will increase awareness to the fantastic opportunities available to women and girls. Soroptimists give away many thousands of dollars each year for ongoing education opportunities. We should promote, promote, promote these. I have requested that clubs send me details re scholarships and bursaries they currently provide. If your club has not sent in the details please do so to [swppublicrelations@siswp.org](mailto:swppublicrelations@siswp.org) using the form on the website.

**SISWP Empowerment Brochure:** A yearly publication which will showcase SWP projects which have won and/or been nominated for Best Practice Awards. This publication will be able to be downloaded from the web site, and members will be able to use this publication for publicity, hand out to prospective members, government officials and prospective corporate partners. Images taken at the Gold Coast Conference are assisting with the design of New Graphic Images which can be used for fact sheets, brochures, flyers, invitations etc. These should be available soon.

**Promotion of the Federation "Birthing in the Pacific" project.**

**Events Calendar:** The current events calendar on the web site does not allow for members to upload events. My task will be to source and deliver a calendar which will allow members to upload and publicise their events.

if not personally available.	in September. Substitutes attended an AWC meeting in June.	
Keep regions informed of various consultations and activities of possible interest to members	Disseminated information of upcoming activities of possible interest to women on a regular basis to regions.	
Improve PFR reporting	Some increased numbers of reports.	
Attend CSW	Will not achieve	Funds not available this year for the activity

## NATIONAL REPRESENTATIVE

### Sokphima Ly

#### Section I – National Issues

**The political situation:** According to the EU country report, the Prime Minister Hun Sen and his Cambodian People's Party (CPP) will continue to dominate the country's political scene in 2010 and 2011. As of the last general elections in 2008, the CPP gained control of two-thirds of the seats in the National Assembly (the lower house of the Cambodian parliament). Essentially, Hun Sen has retained power as the top governing official in Cambodia since the mid-1980s when he brokered a deal between Vietnam and Cambodian King Norodom Sihanouk. The Prime Minister solidified his grip on the country's political reins when he and his loyal following staged a coup d'etat in 1998. Since taking full power over Cambodian affairs in 1998, the country's economy grew at a remarkable rate despite outcries of corruption.

**The socio-cultural situation:** The Socio-cultural Situation of Migrants and Their Families in Denmark. The Education of Migrant Workers' Children: Dossiers for the Intercultural Training of Teachers. Based on 35 comprehensive, qualitative interviews with selected Danish teachers, school advisers, education authorities, and Turkish families and school children, this report discusses the problems of socialization and education due to the religious and cultural differences between Danes and Turkish migrant workers. Demographic data provide information on the housing and occupations of the 10,299 Turkish migrant workers resident in Denmark and the opportunities for vocational training and other studies open to migrant children. The relationship between the Turkish minority and the Danish population is discussed in terms of their differences in physical appearance, dress, religious rituals, cultural behaviour, moral beliefs and standards, sex roles, authority figures, and child rearing practices. A discussion of the situation of the Turkish pupil in the Danish school provides information on the problems encountered by the Turkish pupils regarding language barriers, the instruction, socialization process, and the attitudes of the Danish students and teachers. The report concludes with some suggested measures to help overcome some of the difficulties encountered by Turkish migrant workers resident in Denmark. (NOA)

**The economic situation:** According to the EU May 2010 report about Cambodia, Cambodia's real GDP is expected to expand at modest rates in 2010 and 2011. The report predicts the Cambodian economy will grow in each of the next two years at estimated rates of 4.1% in 2010 and 5% in 2011. These modest expansions will come as a welcome relief in comparison to the 15.1% contraction the Cambodian economy weathered during 2009. Even so, the EU numbers come in well below the forecasted estimates of the Cambodian government.

### Other topical issues in your country and how they impact on women:

The topical issues in Kingdom of Cambodia, empowerment women, Domestic Violence, education, commune council participants, Women Right, Health...

### Country ratification, reporting and/or implementation of CEDAW:

The Kingdom of Cambodia ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) on 15 October 1992. This obliges the Royal Government of Cambodia to implement all the provisions stipulated in the Convention and to report on its implementation to the Secretary-General of the United Nations (UN).

Cambodia is the younger developing country, that why, he needs supported by developed countries, as the result has got many organizations from other countries for supporting. Nowadays; Cambodia has a bit changed by supporting from them, and he has improved in some cases as such as education systematic, people health, empowerment women, and conditional living to people.

In accordance with Article 18 of the Convention, the Royal Government of Cambodia submitted its initial, second and third periodic reports on implementation of the Convention to the Secretary-General of the UN on 30 January 2004. The UN CEDAW Committee examined and considered this report during its 705th and 706th sessions on 19 January 2006, providing several recommendations to the Royal Government of Cambodia for further implementation of the Convention. Based on the obligations stated in Article 18 of the Convention and in accordance with the recommendations in the Concluding Comments of the CEDAW Committee, the Royal Government of Cambodia has prepared its 4th and 5th National Report on the Implementation of the Convention to be submitted to the UN Secretary-General.

1. Civil Code (2007)
2. Civil Code of Procedure (2006)
3. Constitution of the Kingdom of Cambodia (1999)
4. Law on Abortion (1997)
5. Law on Administrative Management of the Capital, Provinces, Cities, Districts and Khans (2008)
6. Law on Family and Marriage (1989)
7. Law on Monogamy (2006)
8. Law on Prevention of Domestic Violence and Protection of Victims (2005)
9. Law on Social Security Schemes for Persons Defined by Provisions of the Labour Law (2002)
10. Law on Suppression of Human Trafficking and Sexual Exploitation (2008)
11. Law on Suppression of Kidnapping, Trafficking/Sale and Exploitation of Human Persons (1996)
12. Law on Tourism (2009)
13. Penal Code (2009)
14. Royal Decree No. 38 KRCH on Agreement and Liabilities (28 October 1998)
15. Royal Decree No. NS/RKT/0201/036 on the Establishment of the Cambodian National Council for Women (14 February 2001)
16. Royal Decree No. NS/RKT/0796/52 on the 12-year General Education System (26 July 1996)
17. Sub-Decree No. 115 ONKR-BK on the Transforming of Royal University of Agriculture into the Public Administrative Institute (27 December 1999)
19. Sub-Decree No. 102 RNKR-BK on the Separated Fund Allocation for the Implementation of PAP of MoEYS (3 October 2002)
20. Sub-Decree No. 22 ONKR/BK on Decentralization of Power, Roles and Duties to the Commune/Sangkat Councils (25 March 2002)
22. Cambodian National Council for Children (2000) *Five-Year Plan against Trafficking and Sexual Exploitation of Children 2000-2004*. Phnom Penh: Cambodian National Council for Children.
23. Council for Social Development (2002) *National Poverty Reduction Strategy 2003-2005*. Phnom Penh: Council for Social Development.
24. Ministry of Education, Youth and Sports (2005) "Education Statistics and Indicators 2004/05." Phnom Penh: MoEYS.
25. Ministry of Education, Youth and Sports (2008) "Education Statistics and Indicators 2007/08." Phnom Penh: MoEYS.

**Low member numbers:** Federation worries re the continuing decline in membership resulted in a 'brainstorm' around the committee and a report was made in the July 'Bulletin'. The outcomes/ideas of the report were passed on to the Extension/Membership team who now have a "Good Tips" area on the website for members to contribute to and to access.

**Exit Interviews:** As an addition to the above, 'Exit Forms' have been sent from HQ for examination to see if any trends are emerging as to reasons for resignations and following that, what could possibly be done to remedy the situation. A preliminary report covering the period from September 1st - January 20<sup>th</sup> has been made. During that period 23 resignations were received. Out of the 23, 14 were members of four years or less. Considering the effort that is made in 'gaining' new members, maybe we are not putting the same effort into 'retaining' the existing membership - it could suggest that the 'mentoring' system and the in-Club training needs should be re-considered.

### Member Development team concerns:-

One of the Fed.MD committee members Helen Morgan ( NSW), has made the point that many clubs are unaware of their own history never mind the history of SI or SISWP and that where we come from is helpful in members' understanding of how and why our organisation operates as it does.

Another member Di Lockwood (Sth Aus) identifies a lack of knowledge relating to Programme; current international projects, the reporting, filling in the PFR's and the new structure. She also reported that many members remain unaware of the overall structure of SI and the relationship with the UN. With any of these areas, any lack of knowledge could lead to dissatisfaction and the feelings of inadequacy that have been reported. With greater knowledge of leadership skills, there should be a way to have members understand the negative experiences that bring forth adverse comments.

**ROD 7.610 states that - "Within three months of taking office- all Club Officers are to have a refresher course in SI business and management"**. A proposal to deal with this has been sent as a possible inclusion in the February SISWP Magazine. Part of the suggested ways to implement the ROD requirement is to make use of the 'Club Leadership' handbook and a PPP on 'Club Profiles' - the latter taken from the Kit. Both of these have been updated and may be found on the website.

**Advocacy Strategies:** A new communication re 'Advocacy' was received from SI and was published on the website by Robyn Cain and commented upon in the *August Communiqué*.

**Relationship with UN:** Preliminary work has begun on this area. Margaret Lobo provided some very useful and personal background knowledge.

**Skype meetings:** The first one with the Convenors only and the second with the Officers as well has been a great way to share information, ask questions etc. This is a really useful and helpful tool.

**Visits to other clubs: 1.Charter of SI Phnom Penh:** To attend this event was a highlight and a pleasure. To meet with the new and enthusiastic group and to share some of their hopes and to understand some of the constraints under which they will operate will prove helpful.

**2. Meeting with members from Singapore Clubs:** To understand some of the problems faced by this group was helpful and their hospitality was memorable. Thanks to Triena and members.

### RECOMMENDATION:

That the federation appoint a Membership Director with four Assistant Directors – one to be responsible for Extension (new clubs), one to be responsible for Recruitment (existing clubs), one to be responsible for Retention and Training (existing clubs), and one to be responsible for young members, with each one also being responsible for a zone as in Programme.

## PUBLIC RELATIONS

### Christine Johnstone

Once again our Soroptimist year has been very busy. Members continue to work at many levels of intensity within the organisation - club, region, national and federation. Many clubs and individuals have had success in publicising projects and events in local and national publications, national radio and web blogs. If there were awards for clubs or members who have achieved outstanding results in publicising Soroptimist projects and achievements, then Beverley Herbert (Solomon Islands) and Zareena Khan (Fiji) deserve a big bunch of flowers for their efforts. Beverley was interviewed by Radio Australia about

There was considerable discussion amongst Finance Committee members regarding amendments to the role of Treasurer with the advent of the appointment of a Finance Director employed at SI HQ. Consideration was given to combining the roles of Treasurer and Finance Committee Chair. In consultation with SWP Federation Officers and other relevant post holders our Federation expressed the view that the Finance Director should be in her role for further time and then a full review conducted. At the SI International Board it was agreed that the post of International Treasurer and SI Finance Chair be combined into one role. The duties of this combined role have been refined to effect this projected change. This will take effect following the conclusion of the 2011 Montreal Convention.

Recently the International Finance Committee members have been conducting a review of the committee and its operations. This is a usual process and part of the requirements laid down for the Committee's functioning.

We are being provided with regular financial reporting by the SI International Finance Director and SI International Treasurer. This ensures that all the Federations and the members of the SI International Finance Committee are kept fully informed on the financial affairs of SI International on an on-going basis.

## MEMBER DEVELOPMENT

### Laurie Swift

**Member Development Committee:** This has been formed, made up from Regional MD Convenors + reps from the non region clubs. The committee currently has 14 members (out of a possible 22). Unfortunately there has only been consistent communication from two of the members, therefore a comment as to how member development is progressing around the Federation cannot be made. SI Phnom Penh was added to the list following their Charter in July- to keep that new group informed. A three monthly Newsletter the '*Member Development Communiqué*' was commenced in May. National Reps are receiving copies of all communications. Contributions from both the committee members and the Nat. Reps are requested and are always gratefully received.

**Identify Training Needs – use of Club Evaluation** One of the ways to help identify club member's training needs has been the introduction of a 'Club Evaluation Template'. The document was published on the website as an insert in October and now may be found under 'Download' - 'Resources' – 'General'. Some very positive feedback has been received from clubs who have used the Template. Most requests for knowledge gleaned by this method may well be sorted out within the club but if there are gaps that need to be responded to – these will be addressed by the MD committee. The answers to most of the areas of need as identified in the 2009 Questionnaire are already available on the website -therefore another of the aims of the MD group has been to encourage:-

- **Access to the Website -** The message relating to this has been published in both the 'Bulletin' and through the MD '*Communiqué*'.
- **Information available on the website** - A list of what was available was sent to the MD committee members with the May '*Communiqué*' as part of the Regional MD members' requirement to compile a 'Library'. With assistance from Robyn Cain, Christine Johnson and Kim Scott, an up to date list was published on the website as an 'insert' with the October mailing- this will be reviewed, updated at regular intervals and will be moved to the 'Download' area on the website.
- **Perceived problems re access to the website:** It was reported that several Regions and countries had difficulty in accessing the website and therefore a DVD of training packages was requested. This issue was investigated, all areas were targeted and with the exception of SI Samoa - all responded. Some clubs certainly have difficulty at times, IT coverage in some places is patchy but most can manage to access the website with some perseverance. The general consensus was that the website is a new concept, use of which needs to be encouraged to allow members to become familiar with it, that DVD's are quickly out of date and therefore to encourage members to use the website would be the best, and most sensible way forward.

26. Ministry of Health (2008) *Country Report on Caring and Promoting Health for Mother and Child Toward Healthy Next Generation in Cambodia*. Phnom Penh: Department of Planning and Health Information, MoH.

27. Ministry of Planning (2001) *Second Five-Year Socio-Economic Development Plan 2001-2005*. Phnom Penh: MoP.

28. Ministry of Water Resources and Meteorology (2008) "Annual Program Performance Report: Mekong Water Resources Program." Phnom Penh: MoWRaM.

29. Ministry of Women's Affairs (2004) *Nearly Rattanak II Five-Year Plan 2004-2008*. Phnom Penh: MoWA.

30. National Institute of Statistics (1998) *General Population Census of Cambodia 1998*. Phnom Penh: NIS, Ministry of Planning.

31. National Institute of Statistics (2007) *National Accounting of Cambodia 1993-2008*. Phnom Penh: NIS, Ministry of Planning.

32. National Institute of Statistics (2007) *Cambodia Socioeconomic Survey 2007*. Phnom Penh: NIS, Ministry of Planning.

33. National Institute of Statistics (2008) *General Population Census of Cambodia 2008*. Phnom Penh: NIS, Ministry of Planning.

34. National Institute of Statistics and National Institute of Public Health (2000) *Cambodia Demographic and Health Survey 2000*. Phnom Penh: NIS, Ministry of Planning, and NIPH.

35. National Institute of Statistics and National Institute of Public Health (2005) *Cambodia Demographic and Health Survey 2005*. Phnom Penh: NIS, Ministry of Planning, and NIPH.

36. Royal Government of Cambodia (2001) *Cambodia Human Development Report 2001*. Phnom Penh: Royal Government of Cambodia.

United Nations Development Programme (2002) *Human Development Report 2002*. New York: UNDP.

### Country ratification, reporting and/or implementation Ratification of 1325 Resolution with

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and recalling also the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/5-23/10/Rev.1), in particular those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security, Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation, Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts, Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmers' take into account the special needs of women and girls, Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693), Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can

significantly contribute to the maintenance and promotion of international peace and security. *Noting* the need to consolidate data on the impact of armed conflict on women and girls,  
1. *Urges* Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

2. *Encourages* the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;

3. *Urges* the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard *calls on* Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;

4. *Further urges* the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

5. *Expresses* its willingness to incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ensure that, where appropriate, field operations include a gender component;

6. *Requests* the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace building measures, *invites* Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes' for military and civilian police personnel in preparation for deployment, and *further requests* the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

7. *Urges* Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmers, *inter alia*, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;

8. *Calls on* all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, *inter alia*:

(a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;

(b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;

(c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

9. *Calls upon* all parties to armed conflict to respectfully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;

10. *Calls on* all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;

11. *Emphasizes* the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard *stresses* the need to exclude these crimes, where feasible from amnesty provisions;

12. *Calls upon* all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;

name remains the same. Within the Constitution the objects have been revised to ensure that our activities are recognised as charitable in intent. This is the first step,

- The next activity will be the work required to obtain Deductible Gift Recipient registration with the Australian Taxation Office. Such status will allow us to seek donations on money and kind directly from the public and thus greatly further the possibilities for our Soroptimist Programme and Projects. There is considerable work remaining to develop the best model for achieving successful registration and I am currently researching and consulting to achieve this end.

- The Profit from the Gold Coast 2010 Conference of \$21,900 was a happy result. It being non-recurrent income it allows us to reflect on the best expenditure for these monies for much needed areas that the Federation would otherwise have difficulty funding. One such area could be further development and enhancement of the functionality of the Federation website. The members that attend our Federation Conferences truly are the stars that allow us an opportunity to enhance aspects of Federation affairs outside matters purely operational.

- I have finalised the form for Application for Grant of Monies from the Disaster Fund and it is on the SWP website in Downloads - HQ Administration Forms - for Clubs and Regions use.

- Karen Eagles, Organisational Development Convenor (otherwise known as Extension) and I have worked together to update the Application Form for funding from the Muriel Barber Extension Fund. We have developed one for Regions use. In addition we have produced an Application Form for Clubs/Countries without Regions use. Both these forms are also available on the Website in Downloads – HQ Administration Forms area.

- Anne Farrington kindly agreed to sit on the Federation Finance Committee. With her experience she has provided valuable and informed comment. This I value.

As I come to the end of my first year in the position of SISWP Finance Convenor, I am gratified at what has been achieved during a short time span.

This position, along with the position of the Federation Treasurer, involves a considerable amount of time invested on a regular and ongoing operational basis. I am grateful and appreciative of the productive working relationship that we together share. And I certainly appreciate the friendship that has resulted from that.

I also appreciate the co-operation I have received from HQ Administrator Rosheen and HQ Assistant Gabbi. Thank you.

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## INTERNATIONAL FINANCE COMMITTEE

### Merle Thomson

There was consideration and discussion surrounding a number of areas contained within the SI International Budget for year 2011. All Finance Committee members from the four Federations had an opportunity to participate in reviewing the proposed Budget and providing input on various areas requiring further detail and consideration.

I expressed concern that the Budget as proposed for year 2011 included a need to use funds from unrestricted reserves to meet the shortfall between income receipts and projected expenditure for the upcoming year. This had also occurred in 2010. As the fees levies on the Federations had not increased for a number of years both the International Treasurer and myself proposed that it was reasonable that there be an increase. This view did not prevail amongst the other Federation members of International Finance Committee and the Budget for 2011 was accepted by the International Board including use of unrestricted reserves to meet the projected operational shortfall.

are able to top up the shortfall from fees income. Funds now available from the sale of York Street property will assist that process, something that we have not had the benefit of for close to 2 years.

This year for the first time a Discount for Early Payment of Capitation Fees was introduced. The Discount is deductible if a Clubs Fees are paid in total on or before 31 January. Clubs are taking advantage of this Discount. For the Federation the earlier receipt of Fees Income assists in meeting our operational needs for the first quarter of the year without having to draw down on reserves.

#### **New Zealand Bank Account**

The SISWP Federation New Zealand Bank Account has been closed with the monies held repatriated in August 2010 to the main SISWP Bank held in Sydney. I sent a formal notice to all the NZ Regions and New Zealand Clubs of the new arrangements that have now been put in place for them.

SI New Zealand has agreed to take on the role of collection agent for NZ Clubs for Federation Capitation Fees and Appeal donations. The Federation is grateful to Thelma Luxton (SINZ Treasurer) for generously offering to take on this duty.

#### **External Accountant**

This is no longer required. In regular consultation with the HQ Administrator full oversight of the accounts is being handled on a regular basis by the Federation Treasurer.

#### **Denzi Pty Ltd**

Now that the building at York Street has been sold it is timely to consider the necessity for continuance of the Company. The building at G/11A Lachlan Street, Waterloo remains as a property holding within Denzi Pty Ltd. I am currently investigating whether it would be suitable to transfer the property into the name of the Federation. This is a possible option now that the Federation has gained registration as a Public company limited by guarantee with the Australian Securities and Investment Commission. The property's Certificate of Title is held under State Government legislation conditions and under that legislation our organisation could be considered exempt from stamp duty on the transfer of the title of the property to the Federation. I hope to have a proposal to put before the Board at IBM April 2011.

Should investigation prove that is not a financially realistic action then we will need to address the matter of the status of beneficial Shares held and future appointment of the Directors of Denzi Pty Ltd.

#### **Budget**

The Budget for 2011 is in a workable draft. Submissions from Regions are yet to be received for funding from the Muriel Barber Extension Fund. This will be incorporated in the final Budget for that area. Some projected activities for 2011 and office holders' expenditures will possibly need to be updated in the final draft. When these areas have been confirmed the Budget shall then be finalised ready for my submission to the Board for their input and ratification. Suffice it to say that the Budget at this stage is in a status that allows for a reasonable analysis of the first quarter operational results for this year 2011.

As part of my commitment on accepting election to this position I am producing on a quarterly basis Comparative Analysis Reports - Budget to Actual Expenditure for the year to date. Variance Notes are provided to further enhance the information presented. This I am circulating to the Officers. NRS receive it at the direction of President Yvonne. I will continue this practice for this year 2011 as I consider that it provides a informed reference for how we are managing our operational affairs. It also allows for informed decisions as to any amendment of projected activities where that may become necessary.

#### **Audit**

The accounts are being finalised ready for formal audit and it is anticipated that audited Financial Statements will be presented at the Interim Board Meeting.

#### **In Conclusion – Outcomes**

- We have the great achievement in meeting the goal set at April COC. The association of the Federation status change to one of a Public company limited by guarantee registered with the Australian Securities and Investment Commission. This occurred on 22<sup>nd</sup> December 2010. The

13. *Encourages* all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;

14. *Reaffirms* its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

15. *Expresses* its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;

16. *Invites* the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and *further invites* him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

17. *Requests* the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;

18. *Decides* to remain actively seized of the matter.

#### **Section II – Personal Biennium Work Plan**

<u>NRs planned activities</u>	<u>Achieved extent</u>	<u>Not achieved, why not</u>	<u>Budget spent</u>
<ul style="list-style-type: none"> <li>- Event on International Woman Day</li> <li>- Training on breast cancer awareness in Jan 18<sup>th</sup>, 2011</li> <li>- Training for staff about the breast cancer awareness November 14<sup>th</sup>, 2010</li> <li>- Staffs Meeting</li> <li>- Chatter Day on Breast cancer Awareness</li> <li>- Net working building and cooperation with MOW and Hope center</li> <li>- Support a girl for studying part time courses</li> </ul>	<ul style="list-style-type: none"> <li>- To attend by 114 students, by Dr. Preap Ley from Hospital Centre of Hope at Norton University. There were a lot of questions.</li> <li>- To our members by Dr. Cornelia Hane, Deputy director of Hospital Centre of Hope at Developing Cambodia by Degrees (DCD). There are about 20 persons who join on that training.</li> <li>- We have conducted our meeting twice a month at Malismaraline restaurant.</li> <li>- On July, 4 the Charter day of Phnom Penh Club at Intercontinental Hotel. There are 26 new members. Guest speaker was Dr. Cornelia Hane who spoke on the health care system and breast cancer.</li> <li>- For net working, SISWP president, Yvonne and some members from Soroptimist went to MOW to make good relationship and introduce SIPP to the MOW.</li> <li>- Her name is La sokunthy, 18 years old, grade 12, who her father is sick and mother sell snake along the street of Sangkat Phar Thmey II. Her mother can't support her to study at all.</li> </ul>	<ul style="list-style-type: none"> <li>- It doesn't happen yet because we wait for the day coming.</li> </ul>	<ul style="list-style-type: none"> <li>- It was supported by Norton University.</li> <li>- But intensive was paid to Dr. Preap ley \$20</li> <li>- Expend \$3 for water serving at DCD</li> <li>- Expend for staff meeting \$21,50</li> <li>- Supported by MOW</li> <li>- Expend \$ 60 was spent to support her to study</li> </ul>

**Thailand** now has three Clubs with great extension work going on. However no new club is forthcoming at present. Chiang Rai activity continues with the support of Chiang Mai. Kathy Barnett, as part of the Extension team, supports these activities

**Membership enquiries** for April to November – 47 and November to Feb – 15  
Christine Johnston is assisting with a rewrite of the document “**Ten Steps to Chartering a New Soroptimist Club**”, thanks to SI America who gave permission to SISWP for the use of this document. Other senior members will have input before it is placed on the web.

**Exit Forms:** Extension/Organisation Development continues to receive these along with Member Development, Laurie Swift who has analysed and written a comprehensive report.

As at June 2010 there were 2589 members in our Federation, **52 more that in June 2008**. However incoming new figures will reveal a truer picture of membership.

Encompassing a new country of Cambodia and with many clubs increasing their membership numbers, I hope that the next run of statistics will show strong and steady growth throughout the Federation. Ten clubs with low numbers reported in 2010 that they had grown by 2 or more members.

**Suggestions:**

1. That National Representatives use the following suggestions with clubs in their countries:
  - Does a stock take of ages and stages in the club BEFORE the club gets too low in numbers? We need to be more aware PRIOR to the decline. When the age gap gets too wide between members in the Club and potential members it is too difficult to bridge, as the older members do not know who is about and how to go about contacting younger women in the district, so a club dies away. Perhaps some clubs should be left to wither away?
  - Open meetings up to other groups, combine with other NGOs to catch the “rub off / rub on” effect where one group is doing a great activity get alongside and support them, so that later their member will assist and support your club. Examples UNIFEM breakfasts invite Rotoract (young Rotarians) , Lionesses, Women’s Refuge, Multi Ethnic Women’s groups , Girl Guides ,University Women’s Organisation and mention them in your welcome. **Be seen to be inclusive and use local publicity.**
  - Club leaders regularly hold “new members evenings, coffee group / lunches” to extend the knowledge to those recently joined. Inspire new members with the projects and the international opportunities of Soroptimist International.
  - Support the ideas of new members and try and incorporate these quickly into the programme of activities.
  - Always encourage new members to use the website [www.siswp.org](http://www.siswp.org)
  - Investigate the possibility of ‘cyber clubs’ and gaining interest and membership of ‘Under 30s’

2. Corporate Partners: That clubs actively initiate contact with businesses in their areas to gain financial support for projects/programmes; resource assistance [eg equipment, materials, resources, and meeting venue], specialised skill and expertise, advertising and media leverage, and increased club membership. Information can be found on the website by entering ‘Corporate Partners’ in the search box.

**FINANCE**

**Merle Thomson**

**Capitation Fees**

The Capitation Fees for 2011 included the additional Board approved increase of a flat \$10 p.a. specifically for the Travel Pool component of Fees. The proportionate increase relative to re-current operational expenditure of the Federation was held down to a very modest level.

Increasing charges is always a difficult decision to make. Unfortunately our fees income does not fully cover the Federation’s annual operational expenses. And the Travel Pool Fund’s declining reserve required urgent amelioration. We are fortunate in that via judicious investment of our reserves that we

**NATIONAL REPRESENTATIVE – FIJI**

**Sarojini Harris**

**Section I – National Issues**

**The political situation:** Despite of the military regime the country is progressing on a positive note with a lot of better guidelines and awareness. Laws there were shelved for decades are in action people are adapting to it.



## NATIONAL REPRESENTATIVE – HONG KONG

### Maureen Kwok

#### Section 1 – National Issues

The political situation: The HKSAR is headed by Chief Executive Donald Tsang Yam-Kuen. Tsang's current term ends in 2012. The Election Committee that votes on the Chief Executive is made up of approximately 800 H.K residents from four constituency groups: commercial, industrial and financial interests; professionals; labour, social services and religious interest; and the legislature, the Chinese People's Political Consultative Conference, and the P.R.C National People's Congress.

#### The socio-cultural situation:

There are currently about 20,000 women involved in sex work in Hong Kong with active sex trade areas in Mong Kok, Tsim Sa Tsui, Wan Chai, Tsuen Wan, Shum Shui Po districts for example. In Mong Kok alone, there are approximately 500 brothels, motels and massage parlours, over 1,000 workers in the sex service industry, and between 10,000 to 20,000 'clients' a day. Known pimps may earn over tens of thousands of Hong Kong dollars a month (HKD\$ = USD1). Given the lucrative trade, it is no wonder that many sex work premises are controlled by pimps and triads. Due to the "invisibility" and stigma attached to sex work, sex workers are often subjected to violence and abuse by clients, pimps, mafia, drug-dealers and law enforcers. Be it rape, robbery, abuse or threats, sex workers often dare not, and have no chance to identify the criminals, as the legal, social, and enforcement system continue to believe that sex workers have "asked for it". Recently, there has been an increase in the robbery of "yett lao yett fong", sometimes resulting in rape, violence or even murder. Women sex workers have started installing security cameras to capture pictures of these violators, and using them as evidence to help police prosecute some of these robbers. However, most sex workers cannot afford the expensive equipment. Their lives are therefore threatened on a daily basis, and they remain ill-equipped to identify the violators, leaving many robbers at large, perpetuating the dangerous environment within which sex workers operate.

A more recent Government survey found out that child sexual abuse cases has increased and became a social problem in Hong Kong.

Rain Lily established on 8 March, 1997, the Association Concerning Sexual Violence Against Women ("The Association") is a non-government charitable organization founded by a group of people who are concerned about women's rights and gender equity, in particular sexual violence against women.

The Association endeavours to bring issues of sexual violence against women to the attention of both the government and the community. The Association also appeals to the government and the community to offer victims support to pursue their legitimate interests and restore their life with confidence and dignity.

**The economic situation:** The latest economic reports indicated that the upcoming 4Q GDP figure is likely to be above-trend and 2010 would likely end with a robust growth of 6.5%. Exports accelerated, retail sales stayed strong and unemployment rate dropped to a near two year low of 4.1% in November.

#### Other topical issues in your country and how they impact on women:

The Establishment of Hong Kong Association of Business and Professional in 1979  
Their aims are

- To promote the interests of business and professional women through a variety of business functions and professional development activities
- To stimulate and encourage in women a realization and acceptance of their responsibilities to the community
- To promote friendship, cooperation and understanding amongst women

As your Federation representative on the SI Charitable Foundation Task Force, I had carried out an extensive investigation into UK laws and regulations governing charities and tax exempt bodies to support the process of consultation by SI and provide advice on the necessary legal framework and documentation. Among the matters raised by SISWP were:

- recommend the charitable foundation be incorporated EITHER as a company limited by guarantee regulated by the Companies Act OR as a charitable incorporated organisation (CIO) regulated by the Charities Commission (more convenient and cost effective)
  - ensure Objects clauses are "exclusively charitable"
  - prevent overlap or public confusion with any tax exempt bodies or special purpose funds established by member Federations
  - caution on the power to borrow money, give security for loans and appointment of financial expert to manage investments
  - improve governance and accountability via regular meetings and enhanced reporting
  - review eligibility criteria for appointment of trustees, number of trustees and term of office, their duties and powers, minimum quorum and voting majority requirements
  - encourage amalgamation and mergers with other organisations with similar objects
  - support creation of subsidiaries to carry out ancillary support services, e.g. grants and scholarships, training and publications, sales and distribution of research papers and training materials
- SI is expected to establish the SI Charitable Foundation sometime during 2011 to support SI Long Term Project and SI Programme initiatives which will be launched at the Montreal SI Convention.**

## EXTENSION

### Karen Eagles

Taking over this role from Lynn Ciurlionis has been made easier with all her extensive work in Cambodia, leading the Charter of SI Phnom Penh in July 2010 after 4 years of extension work involving project 'Hands Across Borders' and many meetings with Cambodian officials and leaders. This Charter was a delight to attend with the Breast Cancer Awareness campaign kicking off a wonderful weekend. Thank you, Lynn, for the ongoing work in this region, often at personal cost to you.

Taking office after SISWP Conference at Surfers Paradise enabled me to assess the 45 Clubs with low numbers, as this had been a concern of the previous Board. To do this I contacted all the Extension Convenors of Regions, Presidents of single Club countries and National Reps to ascertain which Clubs were in dire need of assistance, to offer support and gauge the "health" of smaller Clubs. In response 7 Clubs wrote giving a wide range of ideas and outlining how they intend to grow the membership.

I have contributed to the "Hot Tips" for gaining membership in the Monthly Bulletin, and supported PE Siew Yong in her articles also. Setting up a team approach seemed like a good idea but it is difficult for the team to meet except on SKYPE which six of us did in November.

In October President Yvonne Simpson and I travelled to Fiji meeting all Clubs individually except SI Sigatoka, where we had a Region meeting. Strengths of Soroptimism in Fiji lie in the excellent project work and outstanding ability to assist women and girls in their own areas. Leadership needs encouragement and empowerment for women leaders to thrive. Many excellent women are coming forward to chair meetings, undertake projects and run Region weekends. SI Rakiraki remains low membership but an initiative later in November 2010 yielded more possible members from a nearby township. With President Yvonne we workshoped how to reach out to members in the community to gain members and over 30 names were given. These are all potential leaders. SI Fiji has instigated discussion with Girl Guides and overlaps in activity can be seen already with Girl Guide leaders seeing potential for their leaders and SI members wanting to assist in project work. SI Nadi, SI Labasa and SI Rakiraki all need support to grow in numbers.

**Closures:** SI South Auckland November 2010 and SI West Auckland December 2010

**Charters:** SI Phnom Penh, Cambodia July 2010 and SI Taupo, NZ February 2011

Part of this role means that at any one time a huge number of emails can be generated over any one topic. This cross communication is vital in a geographically widely dispersed leadership team. However, we have no 'protocols' in place to deal with the receiving/sending of emails especially those which are sent to entire groups of members. This is now being developed especially in relation to documents which are sent out for discussion.

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## INTERNATIONAL CONSTITUTION COMMITTEE

### Anusha Santhirasthupam

The year 2010 was a historical one for SI on many levels. Most significant was the 2010 SI Board Meeting approval for the SI Strategic Plan Goals and Objectives in 3 priority areas of Programme, Strategic Leadership and Organisational Development.

As your Federation's representative on the SI Constitution & Resolutions Committee, I was fully involved in reviewing the SI Constitution and SI Policy, Procedures and Programme (SI PPP) documents to enable the implementation of the SI Strategic Plan. These are the significant constitutional and policy changes approved by SI Board 2010:

- \* establish an SI Charitable Foundation to administer funds for the SI Long Term Project and other international projects
- \* investigate the incorporation of SI as a company limited by guarantee
- \* effective Biennium 2011-2013, the role and functions of SI Finance Chair will be transferred to the SI Treasurer
- \* SI Extension Committee name change to SI Organisational Development Committee with revised work plan and terms of reference
- \* establish an SI Audit Committee to improve governance and financial oversight
- \* Federation Extension Officers to report half-yearly in May and November
- \* SI to be classified as "not for profit" organisation to ensure eligibility to participate as NGO in international policy forums
- \* new Constitutional provisions on the ownership and usage of property and funds belonging to SI, including restrictions on payments and accrual of profits
- \* a simple majority is enough to approve any SI Board motions other than those motions related to allocation of countries, per capita fees and voting on a person which still requires 2/3 majority votes
- \* effective Biennium 2011-2013, the SI IPP will only serve as an SI Officer until the SI PE is elected
- \* effective Biennium 2011-2013, SI Treasurer will be an elected position
- \* effective Biennium 2011-2013, UN Reps will have maximum limit for term in office

In January 2011, the SI C&R Committee submitted proposals to SI Board 2011 to further tidy up and simplify the SI Constitution to remove any remaining anomalies or ambiguity. Several items were identified as being procedural in nature and which ought to be moved to the SI PPPs. Among the proposed changes are:

- \* clearly define the role of SI Committee Chairs and committee members
- \* amend Objects clause in SI Constitution to reflect requirements for incorporation under UK laws
- \* improve confidentiality of postal ballot process
- \* full review of role and composition of SI Programme team; to be more clearly defined with a new structure
- \* review requirements for consultation on SI Convention programme and role of Programme Voting Delegates at SI Convention

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## SI CHARITABLE FOUNDATION TASK FORCE 2009-2011

### Anusha Santhirasthupam

- To encourage women to acquire education and training and to use their skills and intelligence for their own and others' development
- To work for the removal of all forms of discrimination and for equal opportunities, status and remuneration for women in economic, civil and political life
- To promote excellence in performance and ethics in business and the professions

www.hkbpw.org

### Country ratification, reporting and/or implementation of CEDAW:

Although CEDAW is extended to Hong Kong after the handover, SAR government did little to eliminate discrimination towards women. With the economic recession, the situation of working women became worse.

Since the 1990s, the employment pattern for women employees in HK has been in a state of casualisation. Part-timers, temporary, substitute and contract workers are very common. These are not what women employees want. They want a full-time, stable job on a reasonable salary. But during their job-seeking or even under employment, they are always in an unfavourable situation, for example, discrimination on age, underpay, unnecessary harsh working terms. In addition to inadequate social security and service, the powerless situation of women employee is exploited by employers.

However in the Initial Report of HKSAR, HK government said that most employees "have already taken the attitude and idea for providing equal employment opportunity for both sexes", making people doubt that if the government has satisfied with the attitude of present employers on male and female employees. The statement also arouse doubts that the government simply ignores the fact of employers suppressing women workers' wage by exploiting their status as women and their age. Generally speaking, when women work in the public domain or choose their career, the issues of sex and age are still not protected by the law. Discrimination simply exists, and women cannot have the same rights or opportunity as men.

According to government statistics, female unemployed in second quarter of 1997 are 23,900, which is 1.9% of female working population, female unemployed in fourth quarter 1997 and second quarter 1998 are 29,500 (2.2%) and 48,000 (3.7%) respectively, showing that female workers unemployment population is increasing. Furthermore, we believed that the real female unemployed are greater than the above figure, because many so-called housewives (statistically not included in working population) do want to continue working in the public domain. But they are suppressed by the unreasonably low wage offered, and find that the wage they earned is not enough even for expenditure of home keeping and children.

According to the third Quarterly Report on General Household Survey, there are about 295,000 people who have monthly income less than the half of median wage (that is \$5,000 eqv. USD 640). Among them, 250,000 are women which occupy 83.3% of the total 'working poverty' population. To state more clearly, low wages among women workers is not due to trend of performing part-time jobs. Form the statistics, 140,000 women engage in jobs lower than \$5,000 still need to work over 30 hours per week. A minimum wage law was passed in Hong Kong in July 2010. It requires the Chief Executive of Hong Kong to propose a minimum wage level. The minimum wage ordinance aims to establish an optimal statutory minimum wage regime which provides an hourly wage floor to forestal excessively low wages without unduly affecting labor market flexibility, economic growth and competitiveness or causing significant loss in low-paid jobs.

if everything proceeds well and allowing time for the community to gear up for the implementation of SMW, it is hoped that the initial SMW rate would come on stream in the first half of 2011.

Legislators of Hong Kong SAR Government agreed to set a minimum wage level of HK 28 (USD3.5)

Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations:

	distinct "culture" within clubs
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**CONSTITUTION**

**Joh Cogle**

This has been a busy time reflecting on and becoming 'aware' of the parameters of the position. This report is written in three parts: awareness; advocacy and action.

**Awareness**

Part of the role of Constitution Convenor is giving advice to a variety of members at different levels of the organisation on a variety of topics. These may be over simple matters which long serving SI members know readily to responses which require considerable thought and research. This has led to a number of conclusions. These are:

1. The lack of simple knowledge which we expect members to know and which is available in some clubs but not in others and which does not appear to be accessible on the website.
2. The more 'legal' kinds of information which members require as part of their leadership roles in the organisation but which may not be covered in any of the documentation we currently have.
3. The amount of information we do have but is not necessarily in the hands of members who are currently in a formal leadership role.
4. The amount of information we have in active documents but which is either out of date or no longer matches the needs and expectations of our membership.
5. The active leadership of SISWP are individual members who are generous of their time and expertise and who are frequently working hard in their own roles and who may be on the receiving end of lots of communication or very little.
6. The active leadership of SISWP who are difficult to 'find' because of technical difficulties and whose participation is a 'challenge'.
7. The tragedies of SI Clubs which are showing early signs of future failure and for which we have no 'active' documented process – members are aging and no new members being inducted.
8. Our own 'niceness' which at times is not helpful in difficult situations.

These considerations will be taken into account when rewriting the Manual so that some of these concerns can be addressed.

**Advocacy**

In the past months work has been completed with one Club which was in serious disarray and which has now been resolved to the satisfaction of the members. In undertaking this task/role it is very clear that language and understanding of English and the underlying meaning of simple phrases across cultures is a key need of any one undertaking this process.

We operate as a federation on the basis of an English language environment but we have no process within the organisation to deal with and create greater understanding of the different cultures in which we all operate. At a personal level we operate amongst ourselves on the basis of key SI objectives and understandings but these are articulated in such different cultural environments and understandings that this is a huge gap in our understanding of ourselves and each other. The use of English and its subtlet meanings is part of this challenge.

**Action**

A number of projects have been undertaken and completed. The Conflict Resolution Manual is now on the website. Still in progress is the Limited Liability work to be completed in the constitution. The following activities are now in action:

1. **Rewrite of the SISWP Manual**  
The Federation has a huge amount of material in written form which is largely unknown to the majority of our membership and some of which does not cover our current very fluid and fast moving situation. Some of this material is not easily accessible for a whole variety of reasons. **It is planned to have the first section available to the IBM for discussion.**
2. **Emails**

The Hong Kong International Arbitration Centre (HKIAC) was established in 1985 to act as an independent and impartial focus for the development of all forms of dispute resolution in the HKSAR and the Asia-Pacific region. The HKIAC provides information on dispute resolution and arbitration both in the HKSAR and overseas. It operates panels of international and local arbitrators, and maintains lists of accredited mediators. The number of cases involving the HKIAC is expected to increase, not only because of the increased popularity of arbitration and mediation as a means of dispute resolution, but also because of the growth of the HKSAR as a regional dispute resolution centre.

**Other conventions/laws that may be relevant to a specific topical issue in your country:**

Wage medium for all workers in 1997 is \$10,000, but within the category of unskilled workers, wage medium for women (who make up 54.3%) is \$3,900, when men's is \$8,000. Female wage medium is only as half as men's, showing that wage of women employee is relatively low. There is still wage difference between female and male in the same kind of occupation. For example, in 1997, the median wage of male in Managers and Administrators is \$28, 000, but female in same occupation only gets \$25,000.

The Equal Opportunities Commission (EOC) is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO) and the Family Status Discrimination Ordinance (FSDO), and the Race Discrimination Ordinance (RDO).

The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race.

We also aim to eliminate sexual harassment, and harassment and vilification on the grounds of disability and race. We promote equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

[www.eoc.org.hk](http://www.eoc.org.hk)

**Action taken or requested to address issues raised in this report.**

We have joined hands with a few NGOs to support their charity projects. We continue to support 'Senior Citizen Home Safety Association' .We have made donation to render life-long free personal Emergency Link Service. We also visit the Sunbeam Children's foundation for their orphanage home in Baiwan, China.

**Section II – Personal Biennium Work Plan**

<b>NIRs planned activities</b>	<b>Achieved extent</b>	<b>Not achieved, why not</b>	<b>Budget spent</b>
1) Visit of Sunbeam Children's Orphanage home in Baiwan and made donation to support their foundation	Visit made in Oct		Donation made HKD10,000
2)Donation made to Project Sierra	In July		USD1,000
Donation to Project Sierra (made by Aidan, son of Angela Fung from his birthday gift)	In November		USD 1,240
3) Soroptimist School of Hope needs to Upgrade some of	Bought and will be sent to the school in Feb 2011		Approx.HKD35,000

In 2010, Thailand's abortion laws came under question, following the discovery of thousands of foetuses in a temple morgue. Abortion is illegal, except in cases of rape and incest, or if the mother is underage (15 years or younger) or has a high health risk due to the pregnancy. The Women's Health and Reproductive Rights Foundation of Thailand estimates that some 300,000 to 400,000 abortions are performed each year, and because most are performed in illicit circumstances, they are unsafe. Governmental response has been to increase sex education and launch pregnancy prevention campaigns among teens.

Country ratification, reporting and/or implementation of CEDAW:

Accession to CEDAW was on August 9, 1985, and equality between men and women is mandated by the Thai constitution. Efforts to implement CEDAW and the Beijing Platform for Action have had a visible impact on progress towards gender equality. Thailand recently established an independent National Human Rights Commission and an Ombudsman as mechanisms to safeguard human rights, a move that has been lauded by the international community.

Source: <http://cedaw-seasia.org/thailand.html>

the Electronic devices and computer.		
3)	Visit to Senior Citizen Home Safety Association and to make donation of Personal Emergency Link Service	Still pending for them to come back on the date for our visit.

## NATIONAL REPRESENTATIVE – INDONESIA

### Kirti Peniwati

#### Section I – National Issues

The political situation:

Speaking before thousands in Jakarta that helped raise him, President Obama on Wednesday cited Indonesia's transition from dictatorship to democracy as a model in an Islamic world often governed by unelected autocracies. (Washington Post, November 10, 2010)

#### The socio-cultural situation:

Experiencing abnormal natural phenomena during 2010, Indonesia enters 2011 with cautiousness over natural disasters. In 2010, the rainy season lasted the whole year, causing floods and landslides in a number of provinces. Around 644 disasters had happened in the past year in which 1,711 people lost their lives throughout Indonesia. The number of people injured and reported missing was about 1,398,923 while 14,639 houses were ruined, 2,839 moderately and 25,030 lightly damaged. Of the 644 natural disasters that occurred, 517 or 81.5 percent were hydro meteorological in nature. Geological disasters such as earthquakes, tsunami and volcanic eruptions happened 13 (2 percent), one (0.2 percent), and three (0.5 percent) times respectively. The biggest natural disasters that occurred in 2010 included the landslide in Ciwidey (West Java), floods in the upper and lower reaches of the Citarum River (West Java), the flash floods in Wasior (Papua), Mentawai tsunami and the Mount Merapi eruptions. (<http://sejutanews.blogspot.com>)

On 22 November, the Speaker of the House of Representatives of the Republic of Indonesia expressed parliament's commitment to building partnerships for combating violence against women during his speech at the plenary session. Subsequently, on 22 December, which is Women's Day in Indonesia, a seminar will be organized on the issue: <http://www.saynotoviolence.org>

#### The economic situation:

World Bank forecast for Indonesia economy growth in 2010 is 5.9%, softened in the 3<sup>rd</sup> quarter due to weather related disruptions. The 2011 prediction is 6.2%, moving to accelerated growth. To reach the government target of 7% growth, Indonesia will need to invest in critical infrastructure and job-creating economic activities. The 2011 budget is a positive step with an increased allocation for capital expenditures. <http://www.theindonesiatoday.com>

#### Other topical issues in your country and how they impact on women:

According to The World Economic Forum 2010 report, Indonesia's ranking position on the Global Gender Gap Index is 87 of 134 countries, improves from 92 in 2009. <https://members.weforum.org>

The four women as cabinet ministers continue to be among Indonesia's prominent top women leaders. The Ministry of Health Endang Rahayu Sedyaningsih leads the collaborative program of

Section II – Personal Biennium Work Plan			
NRs planned activities	Achieved extent	Not achieved, why not	Budget spent
IT Tutorial for all 3 clubs, including how to use the SISWP website	Completed a tutorial presentation slide show, and presented it to one club	Finding it difficult to get members to become regular users of the site, due to a lack of interest in IT-related matters and overall proficiency in using the web to access information	(None)
Coordinating participation of clubs in Int'l Women's Day celebrations organized by the National Council of Women of Thailand (also to be used as a marketing tool to disseminate info on SI in Thailand)	(Ongoing; event is on March 1, 2011)		(TBD)
More marketing, especially through SI Bangkok's website, of Cross Stitch of Love products that benefit hill tribe women in Northern Thailand	Increasingly receiving inquiries and/or bulk orders from SI Clubs in the US and Europe for products such as tote bags		~AUD23 on producing product inserts
Joint program that addresses poverty reduction among women	Has not taken off	Difficulty in devising an appropriate program where all clubs can be actively engaged partly due to geographical location of clubs, and	

## NATIONAL REPRESENTATIVE – THAILAND

### Vorolak Suwanvanichkij

#### Section I – National Issues

**The political situation:** The political situation in 2010 was extremely volatile. The first half of the year witnessed large-scale protests, consisting mostly of the poor (the “Red Shirts”) who back ex-Prime Minister and billionaire telecom tycoon Thaksin Shinawatra, who was convicted of corruption and is currently on the lam. The Red Shirts, with Shinawatra’s financial and moral support, seek to oust the current government, contesting its legitimacy. The protests subsequently led to violence on the streets of Bangkok in May, with 91 deaths and over 2,000 injured. Several prominent Bangkok sites were torched. A state of emergency was in place the entire year, adversely affecting businesses, especially tourism-related ventures. In the second half of 2011, the situation remained tense, with sporadic protests and several bombings in the capital. It is expected to be as such for a while; the issue is multi-faced, involving parties from vastly different socio-economic backgrounds, and it is difficult to guess how this will pan out.

**The socio-cultural situation:** The majority of Thailand’s citizens are Buddhist, with a strong reverence for long-serving monarch King Bhumibol Adulyadej. However, when it comes to income disparity and standard of living, Thailand is clearly divided, with much of the nation’s wealth concentrated in Bangkok. The poorest, most populous region is the Northeast, with a heavily agriculture-based economy. The current government has attempted to implement programs, such as free education to the high school level and agricultural commodity price stabilization, to try to bridge the gap. Many more vital social programs, including decent and accessible healthcare, are needed.

**The economic situation:** The Thai economy is heavily dependent on exports. Accounting for more than two thirds of the country’s GDP, exports include agricultural commodities such as rice, fish, sugar, and rubber; and manufactured goods such as high-tech components, automobiles, garments, furniture, and plastic products. In 2010, GDP grew 8 percent, a relatively robust figure. Tourism is recovering and contributes to about 6 percent of GDP. Consumer confidence and foreign investment are also recovering, albeit cautiously. The latest available (2009) unemployment rate is 1.5 percent. Inflation was around 3.5 percent, with a noticeable rise in food prices.

Other topical issues in your country and how they impact on women: The Thai constitution provides for the equality of all citizens and stark inequality between the sexes is not readily apparent. Nonetheless, challenges for women remain, fuelled by poverty and the prevalence of traditional discriminatory attitudes towards women. There is a low level of female participation in public life and decision-making processes, particularly in public administration, the national legislature, local government councils, and higher courts of the judicial system.

The situation of rural and hill tribe (ethnic minority) women is dire as many lack adequate access to nutrition, sanitation, healthcare, education and income-generation activities. Citizenship is also a major issue for such women as they do not speak the official language and lack the capacity to claim rights. Many hill tribe women are also subject to discriminatory cultural practices such as early marriage, and many girls do not receive or complete basic schooling.

While concerted efforts by the government have led to progress in the fight against HIV/AIDS, prevalence rates among women remain very high. The flourishing sex industry is a leading contributor to HIV/AIDS prevalence, and to the persistence of trafficking and exploitation of women and girls. Violence against women and girls, particularly domestic violence, is a serious problem and resources such as shelters, advice hotlines, and awareness building campaigns are only recently becoming more accessible. Inequalities in family laws are also being addressed and women can now take their abusers to court.

The Healthy Indonesia 2010. Armida Alisjahbana, the State Minister of National Development Planning coordinates Indonesia’s Pro Poor Planning and the capacity development of the nation. Linda Gumelar, the State Minister of Women Empowerment and Child Protection play a key role in marginalization of women protection of child abuse. The MOU between her office and an NGO *Sahabat Perempuan* (Women’s Best Friend) signed in October 2010 is the first step of the commitment to enhance the economic livelihood and to empower Indonesian women. The selection of Sri Mulyani Indrawati as one of World Bank’s Managing Director highlights the rising the global role of Indonesia.

Achievement of the MDGs in Indonesia: Still need hard work to achieve the target for Poverty Reduction (MDG1), Maternal Mortality Rate (MDG5), Proportion of People with HIV/AIDS (MDG6), ensuring environmental sustainability (MDG7). The other MDGs are either have been achieved earlier or are expected to be achieved in 2015. The targets are all quantitative, with no regard of quality. This means that even those MDGs that have been achieved may not be satisfactory in quality. (Report on the Achievement of the Millennium Development Goals Indonesia 2010 – BAPPENAS)

Martha Tilaar, the Founding President of SI of Jakarta and a successful entrepreneur in cosmetics industry, was appointed as a human rights ambassador for the government in May 2010. She is on the list of the 99 Most Powerful Women (the Globe Asia Report – October 2010).

#### Country ratification, reporting and/or implementation of CEDAW:

Indonesian president, Susilo Bambang Yudhoyono in 2010 issued Presidential Instruction No. 3 as a blueprint for development. Part of its agenda was to encourage gender equality through women’s empowerment. Gender equality is assumed to be an automatic realisation of equal access to economic opportunities for men and women. There are indications that even those involved in women’s empowerment efforts are still trapped in the mind-set that family care is the absolute responsibility of women and that men do not have to bother spending their time or energy on family care and other household duties. (Jakarta Globe, January 2, 2011)

#### Country ratification, reporting and/or implementation Ratification of 1325 Resolution with

##### United Nations:

Women from Indonesia’s conflict zones called upon the government to finalize a national action plan to end the violence, sexual abuse and suppression suffered by many women in times of conflict. The drafting of the national action plan has entered its 10th year, after the release of the plan’s basis, United Nations Resolution 1325, in 2000. ((The Jakarta Post, October 23, 2010)

Indonesia is enjoying a period of relative peace and calm as the violent conflicts that wracked the country at the dawn of the country’s democratic transition have been resolved, for the most part peacefully. The roles of women are especially important in conflict situation, where complex social and economic issues are the drivers of violence rather than the traditional disputes over territory or sovereignty. (The Jakarta Post, March 22, 2010)

#### Other conventions/laws that may be relevant to a specific topical issue in your country:

Joint rules State Minister for Empowerment of Women and Child Protection No. 2/2010 about National Action Plan for Preventing and Handling Child Abuse was issued. Indications that child abuse cases mostly happened in education institutions.

The National Commission on Violence Against Women and Independent Journalist Alliance conducted 16 days joint campaign on Anti Violence (25 Nov-10Dec 2010). Discussion to strengthen journalist knowledge about the rights of the victims.

<http://www.gugustugastrafficking.com>

#### Section II – Personal Biennium Work Plan

NIRs planned activities	Achieved extent	Not achieved, why not	Budget spent
1. Members training by Julie Marsaban (during a friendship weekend)	Cancelled	Not conducted due to scheduling problems Achieved, through	-

they have been involved in to mark the 10<sup>th</sup> Anniversary of 1325. The director of Vois Blo Mere Solomon is a member of our Soroptimist club. Also, to mark this occasion each year, Solomon Island women have been nominated for an award honouring courage and bravery in their work for peace in the Solomon Islands. So far about five women have been accorded this award. There is also a Women For Peace Group that meets once a week to hold prayers for peace.

**Action taken or requested to address issues raised in this report.**

As mentioned above, members of the relevant organisations, government ministries, and non-government organisations are members of our Soroptimist club who have attended conferences and meetings with ministries and NGOs on an ongoing basis to ensure that the responsible authorities fulfil their obligations. These members also serve on commissions, boards and committees that are working on implementing solutions to addressed issues for women.

Section II – Personal Biennium Work Plan			
<u>NRS planned activities</u>	<u>Achieved extent</u>	<u>Not achieved, why not</u>	<u>Budget spent</u>
To ensure PFR's are submitted for club activities.	Three PFR's have been submitted by our club secretary.		
Review the Soroptimist Advocacy document with club members and use one or more of the suggestions in our club.	Presented SISWP advocacy guidelines to club members.  Spearheaded by our Club President attention has been drawn to the plight of women dying from cancer in the media with the opening of a Hospice Centre.		
To report regularly to the club any Federation or International policies that will affect the club.	Regularly done at monthly club meetings and in emails to club members.		
To assist members to know how to navigate the SSWP website.	Several members have contacted me for assistance. Federation has been contacted when we were unsuccessful logging into their page.		

2. Support SIJ effort on new SI Clubs.	Bali 1 <sup>st</sup> meeting (May, '10)	meeting in Bali, May, 2010	Budget: \$ 4,110. No expenses to date as Extension Officer overseas since Sept 2010
3. Strive for wider SI publicity.	Ongoing	New SI brochures in production	
4. Support SI Jakarta administration to align with the Federation's system.	Ongoing		

**NATIONAL REPRESENTATIVE – MALAYSIA**

**Dhama Vaithianathan**

**Section I – National Issues**

The political situation; in 2010 the political situation in the country was stable and allowed for the Government to make determined strides in the advancement of women's issues. Among the steps taken were the formulation and adoption of policies to increase participation and representation of women in all commissions, tribunals, local government bodies, statutory bodies with a view to achieving equal representation of women. The government also advocated measures to ensure that political parties, trade unions etc commit themselves to women's equal access to and full participation in power structures and decision making at all levels. The increased representation of a second political party at both federal and local council levels has had a positive overall effect on maintaining a balanced governing body.

**The socio-cultural situation:**

Besides developing programmes to increase women's productive capacity including accessibility to technology related knowledge and skills the government is also promoting research on the impact of globalization and trade liberalization on women's economic status to develop better understanding and mainstreaming of women's issues in decision-making processes. Strategies are also being formulated to effectively address circumstances causing negative impacts of globalization on the situation of women and girls worldwide. The government is on track to provide a culture of peace, dialogue among civilizations and tolerance and strengthen international solidarity and cooperation among peoples through education for all.

**The economic situation:**

The Govt. together with the NGO's is working towards, enhancing the gender-analytic capacity of economists at all levels and in all institutions, providing an enabling environment that removes gender specific barriers and creates opportunities for women's entrepreneurial development and to include gender perceptiveness in finance and trade negotiations at all levels. Efforts are being made to strengthen networking and communication and to broaden and enhance women's potential at all levels.

**Other topical issues in your country and how they impact on women:**

Eg: women in leadership. Please provide the source of the information (website, publication etc).  
End 2010 number of women holding top positions reached 30.5%. OCT 15 Prime Minister announced that female civil servants were now entitled to 90 days maternity leave as opposed to 60 days previously.

The approval of The National Women's Policy and Women's Development Action Plan was approved by the Government. This is to ensure an equitable sharing in the acquisition of resources, information, opportunities and benefits of development for men and women. May 2010 two women were elected as

Syariah Court judges. This is a landmark achievement as this area deals with all jurisdictions on religious matters pertaining to the Muslims and up until now only men sat on these courts on all affairs even those related to women. Malaysia now has women holding top level positions eg: The governor of the Bank Negara (National Bank), Chairman of The Securities Commission and as Vice Chancellors of several Universities.

**Country ratification, reporting and/or implementation of CEDAW:**

In July 2010 Malaysia announced the withdrawing of the following reservations to CEDAW. Article5(a): To modify the social and cultural patterns of conduct of men and women with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the superiority or the inferiority of either of the sexes or on stereotyped roles for men and women.

Article 7(b): To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of Government; and

Article16(2): The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory

**Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations: Ratification of the Convention on the Rights of Persons with Disabilities July 2010.**

Malaysia is not actively involved in armed conflict but it does provide humanitarian assistance including health needs especially reproductive and sexual health of women and girls in conflict refugee and IDP situations .We support and call to strengthen the legal mechanism to ensure that women and girls are protected from all forms of war crimes and gender-based violence. NGO's have called for the protection of girls and women in refugee and Internally Displaced camps against all forms of sexual abuse, violence and exploitation and to ensure the enforcement of action against the perpetrators in accordance with the law.

**Action taken or requested to address issues raised in this report.**

20+21 July participated in the Putrajaya Declaration. +5 Round table. The Declaration was proposed in May2005at the NAM ministerial Meeting on the advancement of women. The Roundtable examined the progress made on the issues in the Declaration and what still needs to be done.

22 July UN Seminar on Gender Rights Towards Health.

24 July participated in the Seminar on Women's potential and capacity optimization in the New Economic Model. The NEM is the PM's vision of the National Transformation Programme. The Seminar examined the role of women in the NEM and how it can be optimized.

29 July UNICEF Country Programme Action Plan Workshop.

8+9 DEC. 2010. Participated in the Women's Summit. The theme was Challenging Mindsets/ Transforming Lives. Among the issues discussed were, The Gender Agenda and The Networking Advantage.

used as venues for trainings and accommodation which will attract income for the sustainability of the centres.

One of our club members who is a nurse has been assisting the pap smear clinic, which was built by SI Italy, to improve their pap smear slide accuracy which has gone from 50% to 100% as reported by the testing lab in Australia, helped them improve their filing system and secured donations of slide fixative and pap smear sampling tools when the clinic ran out. Our club also installed a shower curtain rail, repaired guttering and had two benches for waiting patients built at the clinic.

These projects are important to the socio-cultural situation of the Solomon Islands because they have increased the awareness of government leaders, church leaders, community chiefs, youths and community members of the importance of women in decision making and increased their acceptance of women in the decision making process.

**The economic situation:** Since the arrival of the Regional Assistance to Solomon Islands (RAMSI) in 2002, the economic situation in the Solomon Islands has improved with collection of revenue from the relevant institutions together with the institutional strengthening of these government institutions by providing on the job training to Solomon Island counterparts.

**Other topical issues in your country and how they impact on women:**

As mentioned above, the WISDM Working group under the co-chair of the Permanent Secretary of the Ministry of Women, Youth, Children and Family Affairs and President of the Solomon Islands National Council of Women held talks and lobbied the former government to reserve seats for women in the Parliament. Again, they will be revisiting the concept and will take it up with the new government.

In the submission to the former government last year, the WISDM Working Group asked for ten reserved seats for women in Parliament because in the Solomon Islands there are ten provinces. The former government did not support the number of seats so the WISDM Working Group will look at requesting a lesser number. Both the chair and co-chair of WISDM are members of our Soroptimist club. The source of this information is the Desk Officer for the National Council of Women.

**Country ratification, reporting and/or implementation of CEDAW:**

The Ministry of Women, Youth, Children and Family Affairs as the government implementing body in its push to implement CEDAW has conducted planning workshops on the outcomes 3, 4 and 5 of the five priority outcomes as stipulated in the National Policy on Gender and Women's Development which are:

- 3. Equal participation of women and men in decision making and leadership
- 4. Elimination of Violence against women
- 5. Increased capacity for gender mainstreaming

Again the ministry is implementing these in collaboration with its partners and stakeholders.

In December 2010, the Ministry of Women, Youth, Children and Family Affairs together with UNIFEM launched a publication on "Protecting Women's Human Rights in Solomon Islands Law". This will be used as a toolkit to assist government and civil society to lobby for the domestication of CEDAW into national law.

A number of organisations such as the Law Reform Commission are already working towards reforming the laws of Solomon Islands. The only female commissioner in the commission is also a member of our Soroptimist club.

**Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations:**

Vois Blo Mere Solomon, a women's NGO media organization in the Solomon Islands has been working in partnership with FEMLINK (a regional media organization based in Fiji) to implement 1325. They have organized programs and peace vigils each year and last year in November 2010 on World Day of Peace, the Minister of Foreign Affairs officially launched a report on the work

<b>Section II – Personal Biennium Work Plan</b>		<b>Achieved extent</b>	<b>Not achieved, why</b>	<b>Budget spent</b>
<b>NRs planned activities</b>	1. Working towards raising the voice of Soroptimism in Malaysia to address the many issues facing women and girls namely: 1. Trafficking of	These activities were achieved in part when I participated in the many National and International Seminars and Workshops mentioned in the first part of this report. Through attendance at the many roundtable and track discussions I was able to learn and contribute to the	<b>not</b> Due to time and manpower constraints the survey I had intended to conduct was not carried out. I have now learnt that there are already many such surveys available and for the	NIL

International matters regularly through email circulars.	Not achieved	Members seem less interested in SISWP or SI International activities and initiatives.	Nil
3. To encourage greater participation, reporting and feedback from clubs to SISWP through the NR.	Ongoing	–	Nil
4. To learn and better understand the workings of SI at SWP and International levels			

women and girl, 2. the fight for gender equality And working towards the protection of the girl child. 2. To work with other NGO's to make our country a safe place for women and children.	strategies for implementing processes resolve these issues.  I was an active participant in 5 NCWO ( National Council of Women's Organisations) Workshops and together with members of other women's org. spent many hours deliberating on these issues. The resolutions which arose from these meetings were then presented to the relevant bodies for action and implementation.	next year will try to use the findings from these surveys to advocate necessary changes.	NIL
<b>NRs planned activities</b> To work with clubs to make them more media savvy.	<b>Achieved extent</b> Worked together with SIROM to Organise a Public Relations Workshop/ Training Session for all SI members on 18 Dec. The response to this workshop was excellent. The Trainer, Shanti Abshegam the Pres. Of SIKL is herself a media trainer and the members felt that they had benefitted a great deal from the session.	<b>Not achieved, why not</b> _Will be working with the clubs to put into practice what they learnt at the Workshop.	<b>Budget spent</b>  SIROM and the Clubs bore the cost of this workshop so no expenses were incurred .

## NATIONAL REPRESENTATIVE – SOLOMON ISLANDS

### Patti Duke

#### Section I – National Issues

**The political situation:** Solomon Islands held its national general elections in August 2010. Twenty-five female candidates contested in the general elections but none of them were successful. Also, six of the ten provinces in the Solomon Islands held their provincial elections in early December 2010 in which twenty-two female candidates contested and three successfully won seats. Two of the three successful candidates were from one of the provinces and had served in the provincial assembly in the last term. In the history of Solomon Islands, one of the women has been elected as Deputy Premier and the other as a Minister of the province. With those results there are now five women serving as members of provincial assemblies which is a step forward.

The Solomon Islands National Council of Women (SINCW) as the coordinating and umbrella body for women in the country, through its leadership program has been advocating for reserved seats for women in Parliament through a very active Women in Shared Decision Making (WISDM) Working Group. WISDM is comprised of the Ministry of Women, Youth, Children and Family Affairs, a national media organisation – Vois Blo Mere Solomon (VBMS), UNIFEM, Solomon Islands Federation of Women, and other government institutions and NGOs. This group has raised a lot of awareness in the last few years through media releases and will be re-visiting the new government regarding the reserved seats. One member of our club is the Permanent Secretary for the Ministry of Women, Youth and Children Affairs. Two other members serve as the President and Desk Officer for the National Council of Women.

**The socio-cultural situation:** As stated in the 2009 National Representative report, a lot more women are aware of their rights in terms of social and health services, their security and education. As part of the ongoing cervical cancer project, SI Solomon Islands in partnership with SI Italy have just opened a Hospice in one of the church run hospitals in the community outside of the capital Honiara that will cater for women who are dying of cervical cancer. This room has five beds and will also cater for one relative to look after the patient. Due to shortage of water during the dry season, the club is looking into the purchase of water tanks for the hospital.

The Women Resource Centres in the provinces that were funded by Soroptimist International have been built and most of them have been officially opened and handed over to the Provincial Councils of Women. Most of them are being managed by a Board of Management and are being

## NATIONAL REPRESENTATIVE – MONGOLIA

### Oyungerel Rentsen

#### Section I – National Issues

#### The political situation:

Stable and no international and national disputes.

Straddling East and Central Asia and giants Russia and China, Mongolia holds special geographic relevance. It faces many of the developmental challenges burdening Asia – a personality-driven political system which is still consolidating, rising inflation (given the current economic crisis), and a widening gap between a wealthy few and the poor masses. The past two decades of transition away from the Soviet era have not been easy for Mongolians, yet Mongolians enjoy choice and a special resilience as well. Mongolia has a young population, a fairly high literacy rate, and historic adaptability. And as challenging as political consolidation has been, Mongolia last year ushered in its first president from the Democratic Party-fold and a pragmatic, business-oriented prime minister from the Mongolian People's Revolutionary Party. With firmer political footing, Mongolia will prove increasingly attractive to private investment, as it has to development funds. President Ts.Elbegdorj vowed in his summer 2009 inaugural speech, to make transparency and good governance hallmarks for the coming decade – a significant goal.

**The socio-cultural situation:**

According to the report of Ministry of Health, 65.7 thousand mothers delivered 65.9 thousand children in 2010. The number of mothers delivered children decreased by 2.9 thousand or 4.2 percent compared to previous year. The number of unemployed who had registered at Labour and Welfare Service Divisions in aimags and capital city and were actively looking for job reached 38.3 thousand persons at the end of December, 2010, reflecting an increase of 173 persons or 0.5 percent, compared to the previous year. As of the beginning of 2010/2011 academic year, number of students and pupils in all levels of educational institutions reached 850.5 thousand, increased by 9.4 thousand or 1.1 percent compared to the previous year. In 2010, along with the decision to allocate 120.0 thousand to every citizen from the Human development fund, a total of 276.0 billion were distributed to 2.6 million people.

**The economic situation:**

Economic activity in Mongolia has traditionally been based on herding and agriculture - Mongolia's extensive mineral deposits, however, have attracted foreign investors. The country holds copper, gold, coal, molybdenum, fluorspar, uranium, tin, and tungsten deposits, which account for a large part of foreign direct investment and government revenues. With an economy rooted in valuable natural resources, Mongolia has been able to nearly double its GDP per capita over the past five years, with GDP expected to grow at 7% in 2010-2011.

In October 2009, the government passed long-awaited legislation on an investment agreement to develop Mongolia's Oyu Tolgoi mine, considered to be one of the world's largest untapped copper deposits. The economy grew an estimated 7% in 2010, largely on the strength of exports to nearby countries, and international reserves reached \$1.6 billion in September, an all time high for Mongolia. Mongolia's economy continues to be heavily influenced by its neighbours. Mongolia purchases 95% of its petroleum products and a substantial amount of electric power from Russia, leaving it vulnerable to price increases. Trade with China represents more than half of Mongolia's total external trade - China receives about two-thirds of Mongolia's exports. GDP- \$10.16 billion (2010 est.), country comparison to the world: 150.

**Section II – Personal Biennium Work Plan**

<b>NRs planned activities</b>	<b>Achieved extent</b>	<b>Not achieved, why not</b>	<b>Budget spent</b>
Charter 1 new club	Visited once Erdenet city in Dec, Had 2 meetings & made several phone calls discussing with potential members of new club		50,000 MNT
To improve our members' English	2 members attended 3 months basic English training		Members paid course tuition fee

housing costs -- have led Singaporeans to comment on the negative impact of recent immigration.

**The socio-cultural situation:**

Singapore is a cosmopolitan society with four main ethnic groups: Chinese, Malays, Indians and Others including the Portuguese Eurasians. English is the official language of administration together with Chinese, Malay and Tamil. Each respect the others' language, religion and culture, creating a harmonious and vibrant environment.

**The economic situation:**

The government successfully averted a major economic collapse to make a quick recovery from the Recession and Global Financial Crisis of 2008-09. To avoid unemployment, government introduced schemes and grants throughout 2010 for companies to retain staff but send them for subsidised training or skills upgrading. The services sector and tourism were given a big boost by the opening of two integrated resorts, Marina Bay Sands and Resorts World Sentosa. Singapore's growth rate for 2010 was an average of 15% – one of the highest in the world.

**Other topical issues in your country and how they impact on women:**

The Singapore Women's Charter was passed in 1961 to protect the rights of women and girls in Singapore. It is also an Act which provides the legal basis for equality between husband and wife. In October 2010, the Ministry of Community Development, Youth and Sports (MCYS) (which has a Women's Desk) sought feedback on three proposed amendments to the Women's Charter: (1) waiving residence conditions for non-Singaporean PRs to marry Singaporeans; (2) new measures to address divorce and its impact; (3) measures to enhance the enforcement of maintenance orders. <http://statutes.agc.gov.sg> > and < <http://www.scwo.org.sg/index>

**Country ratification, reporting and/or implementation of CEDAW:**

Singapore's Fourth Periodic Report to the UN Committee was last presented in 2009 by the Singapore Government's Ministry of Community Development, Youth and Sports (MCYS which has a Women's Desk). Changes have focused on the citizenship law lifting reservation to Article 9; amendments to the Penal Code for greater protection of women; increase in number of women in politics; reduction of income gap between men & women; shared parenting; and raising the minimum marriage age of Muslim girls. SI in Singapore is a member of the Singapore Council of Women's Organizations (SCWO) that is the umbrella organisation for more than 50 women's groups. The SCWO regularly consults its members on CEDAW issues and provides feedback to the MCYS <<http://www.scwo.org.sg>> and <http://app1.mcy.gov.sg/>

In addition, an independent Singapore women's organisation, AWARE (Association of Women for Action and Research) has submitted Shadow Reports to the UN. Their last one was in 2007 and they are currently working on their next Shadow Report. <http://www.aware.org.sg/research-advocacy>

**Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations:** This does not apply to Singapore. <http://app1.mcy.gov.sg>

**Other conventions/laws that may be relevant to a specific topical issue in your country:**

See the details on the proposed amendments to the Singapore Women's Charter described above.

<b>Section II – Personal Biennium Work Plan</b>			
<b>NRs planned activities</b>	<b>Achieved extent</b>	<b>Not achieved, why not</b>	<b>Budget spent</b>
1. To monitor and support efforts to retain existing clubs and membership.	Achieved	-	Nil
2. To inform clubs of SISWP and SI	Achieved	-	Nil

**Country ratification, reporting and/or implementation Ratification of 1325 Resolution with United Nations:**

We do not have war on women in our country. Samoa is a peaceful Country. Unless they have any conflict of resolution than they have to resort to their own cultural system of resolving problems through reconciliation through families network, and through Council of Chiefs, in a village level, ending up with a peaceful solution.

**Other conventions/laws that may be relevant to a specific topical issue in your country:**  
Ban prostitution and exploitation. Laws in Samoa is reviewed and approved by Parliament.

**Section II – Personal Biennium Work Plan**

<u>NRs planned activities</u>	<u>Achieved extent</u>	<u>Not achieved, why not</u>	<u>Budget spent</u>
Club Meetings	<u>Achieved</u>		
Capacity Building for Members	<u>Achieved</u>		
Visited to Tsunami Areas 19/6/2010 To present four Water Tanks to four most affected and vulnerable families by the Tsunami of 9 <sup>th</sup> Sept2009	<u>Achieved</u>		Estimated cost of the Project was \$3650-00 Samoan Tala for four Water Tanks
Members development programmes Proposal for further projects	<u>Continued on a two monthly basis.</u> <u>To be finalised.</u>		

To encourage more members to attend Federation conferences.	1 member is planning to attend as an observer SWP Interim Board meeting in Apr, 2011	-
Organize training on IT and use of SISWP website	Planning to organize in May, 2011	-
To attend the club's meetings	Planning to attend during summer time	-

**NATIONAL REPRESENTATIVE – NEW ZEALAND**

**Judith Lowes**

**Section I – National Issues**

**The political situation:** New Zealand has a stable government. The government will be holding elections this year so there has been little change in the makeup of government since last year's report. The Minister of Women's Affairs resigned at the end of last year and has been replaced by Hekia Parata who I am sure will work well for the women of New Zealand. New Zealand remains 5<sup>th</sup> in the world behind the Scandinavian countries for equality of women. Changes have been made in funding of overseas development aid in this country with it being brought under the auspices of the Ministry of Foreign Affairs and Trade (MFAT). Aid is particularly being concentrated in the Pacific and in education (34%) and economic development (28%).

**The socio-cultural situation:** New Zealand is a multicultural society but limited representation in parliament of minority groups. However with the Maori Party working with the National Party government we have three Maori women Ministers. Maori and Pacific Islanders still feature poorly in health and education statistics but improvement is being made. Family violence remains an issue in all groups but with increasing recognition reporting is more frequent. Similarly with sexual violence.

**The economic situation:** As with the rest of the world New Zealand is still feeling the effects of economic recession. With increasing unemployment crime and violence figures increase. The gender pay gap remains at 12%.

**Other topical issues in your country and how they impact on women:**

The Ministry of Women's Affairs is working towards increased numbers of women on Boards of the top 100 companies listed on the New Zealand Stock Exchange. At present this figure is 8.7% women. It is interesting to see organisations reporting they have over 50% of their workforce are women but as they list those in higher positions the percentage radically drops! However we do have 28% High Court Judges now women, 29% in District Courts. In legal practices though, women only make up 17% of partners. There is an increase in women in Diplomatic Service and 33% of New Zealand Ambassadors are women.

**Country ratification, reporting and/or implementation of CEDAW:**

In 2007 New Zealand approved the final implementation to allow women to be active in combat roles. (CEDAW NZ report 2010)  
In education, the New Zealand government in 2007 introduced 20hour free early childhood education for 3-4 year olds and this was extended to play centres and kohanga reo(Maori early

**NATIONAL REPRESENTATIVE – SINGAPORE**

**Triena Ong**

**Section I – National Issues**

**The political situation:**

Singapore has been a politically stable country since achieving independence in 1965 under the ruling People's Action Party. However, with the General Election due before 2012, but widely expected to be called for within 2011, there has been disquiet over several issues. These include a significant rise in the cost of living (food and housing), health care costs, and education as well as the surge of immigrants who are given citizenship and permanent residence. Foreigners now account for approximately 30% of Singapore's total population of almost 5 million. The resultant disturbances in their daily lives -- such as transport congestion, employment practices, and rising

childhood education centres) in 2009. However government cuts to early childhood education funding to 80% of the previous level has meant fewer trained staff and has put in doubt the continuation of the free 20 hours with the likelihood of increased costs to parents, particularly affecting those families in lower socioeconomic communities. Maori and Pacific Islanders are the least likely to participate in Early Childhood Education (ECE) although 93.9% of school entrants in 2009 had received ECE. A new school curriculum has been introduced in primary and secondary schools in 2010 but has not generally been well received by teaching staff – this year may see an improvement. With the increase in unemployment there have been increased numbers seeking tertiary qualifications resulting in some universities being overwhelmed with applications at a time when funding to tertiary institutes has fallen. Several universities have had to refuse applications for courses. Maori women featured as the highest group in tertiary studies (22.2%) – many of whom were mature students as there is a tendency for Maori women not to advance to tertiary education directly on leaving school. In employment, flexible working conditions have been introduced since July 2008 and an amended act makes provision for women to have breaks to breast feed children.

**Other conventions/laws that may be relevant to a specific topical issue in your country:**

Police Safety Orders were introduced in July 2010 which allows police to ban a person from a home whom they suspect of violence but do not have enough evidence to charge. This allows support agencies to be involved over the 5 days of this order so that more permanent orders can be put in place.

**Action taken or requested to address issues raised in this report.**

I have continued to attend local NCW (National Council of Women) meetings – have regularly attended and also attended their biennial conference in Sept/Oct 2010. This focused on problems of alcohol, of violence and mental illness.

Communicated with government officials / Ministry of Women's Affairs – have written to the Minister of Education on concerns Soroptimists in New Zealand have about the cutting of government funding to early childhood education.

planning committee to organize conference of NZ clubs in 2011	team working locally in Nelson area to organize the conference and have had meetings when I have been in South Island and regular email contact at other times.
To continue attending local UN meetings	This has not been possible as local meetings have occurred on days I was already committed to other events. However I do maintain contact with the local branch and will try to take part this year.

**NATIONAL REPRESENTATIVE – PAPUA NEW GUINEA**

**Eida Siming**

No report at this time.

**NATIONAL REPRESENTATIVE – SAMOA**

**Sally Betham**

**Section I – National Issues**

The political situation:

The Government of Samoa is quite stable and they have now come to the end of their five year term Parliament has been dissolved and the country is getting ready for the General Election on 4<sup>th</sup> March 2011.

**The socio-cultural situation:**

Samoa has a very strong socio-cultural impact on the life of the people.

**The economic situation:**

Cost of living is very high compare to their low incoming earning There are not many jobs for people in Samoa so they send people overseas for better paid jobs.

**Other topical issues in your country and how they impact on women:**

Encourage the participation of women in Sports and other activities. Young women participate in Sports. Samoa sent our top Women in Weight lifting at the last Commonwealth Games in India and she won three Gold Medals.

**Country ratification, reporting and/or implementation of CEDAW:**

Samoa was one the Countries that signed the ratification of CEDAW. The Government of the Independent State of Samoa has set up the Ministry of Women's Affairs. Ministry of Women's Cultural/Youth and Development Affairs is headed by the Minister of State who is a woman. Its Chief Executive Officer is also a woman.

**Section II – Personal Biennium Work Plan**

<b>NRs planned activities</b>	<b>Achieved extent</b>	<b>Not achieved, why not</b>
To attend Region meetings and visit clubs	Attended 2 Region meetings of each Region North and Region Central and 2 of the 3 Interim meetings in Region South. Attended club meetings in Auckland, South Auckland and New Plymouth @Mission. Attended fundraising dinner for Project Sierra at SI Auckland and the 30 <sup>th</sup> anniversary celebration for SI Gore.	
To produce newsletters to clubs and interim email circulars	2 newsletters have been circulated and information updates by email as required.	
Work with local	Have had an excellent	