

UWE



University Women of Europe

ANNUAL GENERAL MEETING REPORT

8 NOVEMBER 2025
NAPOLI, ITALY

Prepared by: **Juliana Cici**
Former Secretary General

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8 November 2025

Napoli, Italy

National Council of Research

Chairperson: Anne Bergheim-Nègre – President
Reporter: Juliana Cici – Secretary General
Other board members present: Ines Dannehl - Vice Presidents,
Georgeta Stoican – Treasurer

Registered Voting Delegates:

<u>Organization</u>	<u>No. of Votes</u>	<u>Presence</u>
Austria-Verband der Akademikerinnen Österreichs (VAO)	2	Proxy Brigitte Bitschnau
Albania- University Graduation Women of Albania (UGWA)	1	Proxy Juliana Cici
Britain - British Federation of Women Graduates (BFWG)	2	Present
France-Association Française de Femmes Diplômées (AFFDU)	2	Proxy Anne Negre
France - Réussir l'égalité femmes-hommes	1	Proxy Anne Negre
Finland - Finnish Federation of Graduate Women (FFGW)	5	Present
Germany - Deutscher Akademikerinnenbund (DAB)	3	Proxy Birgit Samara
Italy - Enterprising Girls Italy	1	Present
IFederazione Italiana Laureate e Diplomate Istituti Superiori (FILDIS)	2	NO
Ireland - Irish Federation of University Women (IrFUW)	2	Present
Lithuania-Lithuanian University Women Association (LUWA)	1	Proxy Jürate Caspersen
Netherlands-Graduated Women International Netherlands (GWI NL)	1	Proxy Saskia Voortman
Romania - University Women Association (AFU)	1	Present
Scotland - Scottish Federation of University Women	1	Proxy Bernadette Doyle
Sweden - Swedish Association of University Women (KAF)	3	NO
Switzerland- Schweiz Verband der Akademikerinnen (ASFUDU)	4	Present
Turkey - Turkish Association of University Women (TAUW)	4	Present
Turkish Cypriot Association of University Women (TCAUW)	1	Present
Spain - Spanish Federation of University Women(SFUW)	2	Present
Slovenia - Slovenian Union of University Women (ZUIS)	1	NO

Board:

ANNE NEGRE- PRESIDENT	1	YES
INES DANNEHL	1	YES
GRAINNE KEANE	1	Proxy Ines Dannehl
GEORGETA STOICAN	1	YES
JULIANA CICI	1	YES

TOTAL NUMBER OF VOTES/MEMBER = 34 VOTES

TOTAL NUMBER OF VOTES FOR THE BOARD= 5 VOTES

Total of voting strength = 39

President Anne Bergheim-Nègre welcomes the delegates and the Board members thanking them, announcing we can start our General Meeting, as follows:

AGENDA

9:30 - 10:00 Registration

10:00 - 10:05 Welcome - President Anne Bergheim-Nègre

10:05-10:15

- 1. Adoption Agenda**
- 2. Minutes Report AGM 2024**

10.15-11.45 Reports

3.1. President Report by Anne Bergheim-Nègre

3.2. VP's Report by Grainne Keane,

3.3. VPs Report by Ines Dannehl

3.4. Financial statement 2024, Budget 2025/2026, Balance sheet, Proposal dues 2025/2026, by Treasurer Georgeta Stoican

4. Actions

4.1. Collective complaints on violence against women

4.2. Contest

4.3. Webinar and action on Parity, resolution 40 CEDAW

4.4. Election at European Women Lobby of Anne Nègre as VP and Grainne Keane as alternate

4.5. Gender Equality Commission CoE

4.6. Istanbul Convention

11.45 -12.00 Elections of the president and the secretaire general

1. 5.1. Presentations of the Candidates (5 minutes each)
2. 5.2. Q &A (10 minutes)

12.00 - 13.00 Lunch time

13:00 - 13.05 Election results

13:05 - 15.30 Annual Reports of the NFAs, 10 minutes each Exchange of view

15:30 – 15.40 Proposal Next Conference & AGM 2026

15:40 - 15.50 Proposal Next UWE Meet & Greet

15:50 – 16:00 UWE Award 2025

16:00– 16.30 Any other business

Correspondence for the AGM: boarduwe@gmail.com

Any question can be sent **before 72 hours of the beginning of the Conference**

Only NFAs that have paid their dues are allowed to vote represented by either the known CER or a delegate with a proxy from the NFA. An email should be sent to the Board about that **to boarduwe@gmail.com before 72 hours of the beginning of the Conference.**

1. Adoptet Agenda 2025

No comments regarding the Agenda for the AGM 2025.

ADOPTED UNANIMOUSLY

2. Minutes Report from the AGM in Tirana, Albania 2024

No comments regarding the Minutes Report of the last year 2024.

ADOPTED UNANIMOUSLY



3. REPORTS

3.1. President Report by Anne Bergheim-Nègre

Democracy, often described by Winston Churchill as “the worst form of government except for all the others,” is currently experiencing a period of significant global decline.

Grounded in the principles of fundamental freedoms, separation of powers, free and fair elections, popular sovereignty, and political pluralism, democratic systems are increasingly under strain. Recent findings from the V-Dem Institute indicate that, for the first time in more than twenty years, autocratic regimes now outnumber democratic ones.

This trend reflects a broader shift in public confidence, with democratic institutions often perceived as ineffective, and centralized governance gaining appeal. The implications are far-reaching, including the erosion of civil liberties and democratic safeguards.

Particularly concerning is the impact on women's rights. Across multiple regions, setbacks are evident in areas such as reproductive rights, equal pay, and gender equality. At the same time, reduced public funding and shifting political priorities are placing increased pressure on organizations dedicated to advancing these rights.

Within this context, UWE faces important strategic considerations. The organization may continue operating within its current financial framework or explore new directions, including revised governance models, strengthened partnerships, and diversified funding sources. While such changes would require time and careful implementation, they may enhance UWE's long-term effectiveness and visibility.

These reflections underline a critical moment for UWE, presenting both challenges and opportunities as it defines its future role.

- Internal Operations of UWE

- Board meetings since the last AGM in Tirana on September 28, 2024

Board meetings are generally held via videoconference, which allows for substantial savings: -

- September 28, 2024
- November 8, 2024
- January 19, 2025
- March 16, 2025
- May 19, 2025
- July 17, 2025
- September 7, 2025 in person in Versailles

The topics covered regularly included, among other things, UWE's internal affairs, its NFAs, organized webinars, its activities, potential and new members, relations with our regular partners, EWL, the Council of Europe, the Conference of INGOs, relations with GWI, various European projects, the Biography Competition, lectures given, materials provided or initiated through petitions or open letters, and preparations with the NFAs for the meetings of Our organization, etc.

The agendas and minutes are always kept.

I sincerely thank the various NFAs for their essential involvement in the life of UWE.

Our Secretary General has done her work with dynamism and efficiency; we were very lucky to have her. Our Treasurer is a serious and truly supportive member of the board. We have a dedicated board in 2025, as we have had throughout the years since 2018, and I would like to sincerely thank them for their volunteer commitment. Throughout my term as President, I have been fortunate to have wonderful and friendly women on the board, without any conflict between us. Over the past seven years, we have had harmonious relationships, which has allowed us to move forward together toward UWE's goals and respect our statutes.

- **Website and Blog**

Our webmaster is Roxana Pétrescu, and we thank her for this. She is paid for this work. We have not found a voluntary solution.

- **The Assembly General Meeting** on November 8, 2025, in Naples, hosted by our member EnterprisinGirls

Many thanks to the team dedicated to organizing this AGM, and to Pina Foti and Francesca Vitelli for EnterprisinGirls, who are hosting us in Naples. You have received the documents for this AGM on time.

- **Election of the UWE President and Secretary General.**

These positions are key to the organization. Calls have been issued, and we must have elected members with the required experience.

- **Finances**

The budget is balanced; we have money in reserve, which makes the situation healthy. However, accounting-wise, limiting ourselves strictly to our income, namely member dues, our expenses show a slight deficit. Georgeta Stoican, our treasurer, has prepared the accounts for the past year and the upcoming budget. The accounts are being reviewed as always. The accounts and budget have been approved by the board. We thank Georgeta on your behalf, who will present them to you at the AGM.

- **Meet and Greet**

On April 25 and 26, 2025, we were hosted by our friends from the Irish Association in Belfast for the second part of their Jubilee. The first part was in Dublin in October 2024. It should be remembered that this association has been a key player in peace, from the north to the south of the country, a unique association throughout Ireland. We were welcomed at Queen's University College to discuss the following topics: Empowering Women: Fostering Cross-Border Engagement Across the Island of Ireland. Legacy, Learning, Living

Some of us had the honor of meeting, or seeing again, a loyal supporter of our movement, Mary Robinson, who delighted us with her remarks. From the talks, visits, and welcome, it was a real success, with, as always, a sense of friendship.

- **Actions of our NFAS**

The actions of our members are contained in the reports of our NFAs and will be presented during this AGM in Naples, and I will of course mention in the point concerning representation the places where I had the honor of being invited on your behalf.

- **Collective Complaints on Violence Against Women:** This considerable work is underway.

- **Various European ERASMUS projects:** No applications have been successful to date.

- **Competition for bibliographies of women written by women.** This competition has not received support from the new Secretary General of the Council of Europe, Alain Berset.

- **Intercultural roads of women in Europe.** Volunteers are needed to carry out this project. Biographies, street names, sculptures of women in public spaces, etc.

- Webinar organized by UWE and the Council of Europe

On June 16, 2025, the webinar was themed "Parity, an imperative for the governance of our democratic societies." I organized it on behalf of UWE with the support of the Conference of INGOs of the Council of Europe and its Intelligence and Human Rights Committee, with which we collaborate. Simultaneous translation was funded by the Conference and INGO Services.

It appears that the equitable and inclusive representation of women in decision-making systems is essential to strengthening our democracies.

Sharing power is the concrete commitment proposed by the Committee on the Elimination of Discrimination against Women (CEDAW) with its Recommendation 40 of October 25, 2024, which aims for substantial progress in parity by 2030, particularly with regard to the integration of the recommendation into the peace and security architecture, as well as in everything related to artificial intelligence.

The only acceptable quota is parity, 50/50, a universal standard that must be imposed. It represents progress for the advancement of all women's rights and thereby strengthens the legitimacy of decision-making systems, as our guests will explain.

- Relations with EWL

On June 7, 2025, the 35th anniversary of the Lobby, of which we are a founding member, took place at the Brussels City Hall.

For the AGM on June 8, 2025, our Vice-President, Grainne Keane, who is our representative at EWL, was supposed to stand for election to the EWL board, according to the decision of the UWE board, and for me to be the alternate. However, Grainne did not have time to complete the extensive application form. So I replaced her at the last minute, and she served as my alternate. Surprisingly, I was elected to the board and then to the executive committee. The vote was such that I was subsequently elected Vice President.

A few days after this unexpected election, on June 25, 2025, I spoke on behalf of the Lobby before the Equality Committee of the Parliamentary Assembly of the Council of Europe. Since then, meetings have been held via Zoom and in person. An Agora of nearly 40 young women was held from September 7 to 10 in Brussels. This is the 10th year. They are trained in European women's and feminist issues. I explained what the CoE was and how to work with it.

I also led a working group called "Women in Politics" to prepare an action on parity in politics and in other situations, such as company boards and women in decision-making positions. We plan to launch this action in Budapest, where we will meet from November 21, 2025, for executive board meetings, board meetings, and working groups.

If anyone is interested, we will carry out national and European actions based on Recommendation 40 of the CEDAW Committee.

- Representation at the Council of Europe/ Conference of INGOs of the Council of Europe

The Conference of International Non-Governmental Organizations (INGOs) of the Council of Europe is the representative body of all INGOs with participatory status at the Council of Europe. The work of the Council of Europe benefits greatly from contacts and cooperation with the dynamic elements of society represented by NGOs. Currently, one of the main challenges for the Organization is to strengthen NGOs and civil society and develop participatory democracy across the continent. <https://www.coe.int/fr/web/ing>

We are part of the Working Group on Artificial Intelligence and Human Rights, where I represent UWE, as well as the Working Group on Sports with Inès Danehl, our Vice-President.

Meetings are held by videoconference, except for meetings of the Conferences of INGOs, where they are held in person. The Conference met from April 7 to 9, 2025, and will meet again from October 13 to 15 at the CoE in Brussels.

A strategic plan was adopted on October 15, 2024 <https://rm.coe.int/draft-cingo-three-year-strategy-2024-2027-fr/1680b1e78b>

Here are the adopted texts. I regret that the recommendation I drafted on gender bias in AI, which was adopted by the plenary assembly, is not on the website:

- CONF/AG(2025)REC1 - Recommendation to the Council of Europe and its Member States on the ongoing war of aggression of the Russian Federation against Ukraine - adopted on April 9, 2025
- CONF/AG(2025)REC2 - Recommendation on the shrinking civic space and actual political developments - adopted on April 9, 2025
- CONF/AG(2025)DECL1 Declaration on the announced EU anti-poverty strategy - approved on April 9, 2025
- CONF/AG(2025)DECL2 - Statement calling for the immediate release of Ekrem İmamoğlu, Mayor of Istanbul - approved on 9 April 2025
- Press release endorsed by the Conference of INGOs on Internal security and border management in the context of migration: Respect for human rights is essential - 11 April 2025 • CONF/AG(2024)REC1: Recommendation on History Education in Europe - adopted by the General Assembly on 16 October 2024
- Youth Strategy and proposal for implementation Program - adopted by the General Assembly on 16 October 2024

You can also find reports on visits to member states to meet with local NGOs and public authorities to present the Conference of INGOs, examine interactions between decision-makers and NGOs, and examine civil society participation in public decision-making. Countries have often established specific institutional arrangements and legal frameworks to support consultations with NGOs and involve them in the design and/or evaluation of public policies. <https://www.coe.int/fr/web/ingo/countries>

- **The Council of Europe Istanbul Convention/ The Committee of the Parties**

We had been granted observer status, but this does not appear to have been maintained without our prior notice.

It should be recalled that the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, also known as the "Istanbul Convention," requires Parties to develop laws, policies, and support services to end violence against women and domestic violence.

Today, 39 Member States have ratified the Convention after 11 years. This includes the European Union.

- **GREVIO** is a member of the Platform of Independent Expert Mechanisms on Discrimination and Violence against Women (EDVAW Platform), which brings together seven independent women's rights mechanisms worldwide. This represents a very positive collaboration.

Monitoring of country work: <https://www.coe.int/fr/web/istanbul-convention/country-monitoring-work>

- Albania
- Germany
- Greece
- Italy
- Latvia
- Liechtenstein
- Luxembourg
- Malta
- Republic of Moldova
- Monaco
- Monténégro
- Pays-Bas
- North Macedonia
- Norway
- Polonie
- Portugal
- Rumania
- Saint Marin
- Serbia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- United Kingdom
- European Union

Projects: <https://www.coe.int/fr/web/genderequality/co-operation-projects>

GREVIO State Evaluation Timeline:

Our members can participate in shadow reports, as with CEDAW; they are appreciated.
https://rm.coe.int/provisional-timetable-for-the-baseline-evaluation-procedure-2016_2028/1680a9d977

Raising awareness of the Istanbul Convention: Methodology and toolkit for civil society organizations: The Council of Europe Gender Equality Division, Women Against Violence Europe Network (WAVE), and UN Women have developed a methodology including resources and advocacy tools for civil society organizations to promote the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).
<https://www.coe.int/fr/web/genderequality/methodology-and-toolkit-to-help-civil-society-organisations-run-awareness-raising-campaigns-on-the-istanbul-convention>.

- **Council of Europe Gender Equality Commission**

The Gender Equality Commission (GEC), which has the status of a steering committee, was created to help ensure the integration of gender equality into all Council of Europe policies and to bridge the gap between international commitments and the realities of women in Europe. It holds plenary meetings twice a year with the 46 member states of the Council of Europe, representatives of various Council of Europe bodies (Parliamentary Assembly, Commissioner for Human Rights, Conference of INGOs, and other Council of Europe committees or sectors engaged in related work), the European Union and other intergovernmental organizations, representatives of states with observer status with the Council of Europe, as well as other states and non-governmental organizations with observer status with the GEC.

The plenary meetings provide a forum for discussing important policy issues and developments related to the Council of Europe's Gender Equality Strategy 2024-2029. The dates of the plenary meetings are decided at the last session of the previous year.

- The Gender Equality Commission (GEC) held its 27th plenary meeting in Strasbourg from 13 to 15 May 2025. The report is available at the following link: <https://rm.coe.int/gec-2025-12-rapport-de-reunion-gec27-mai-2025-fr-2780-1252-7885-7/1680b68fe7>

- A Practical Guide for Public Authorities to Support the Implementation of the Council of Europe Recommendation on the Protection of the Rights of Migrant, Refugee, and Asylum- Seeking Women and Girls was produced <https://rm.coe.int/gec-2025-5-guide-pratique-autorites-publiques-femmes-migrantes-fr/1680b68ece>

An invitation was extended to visit Malta in September 2025 who currently chairs the Committee of Ministers, I decided not to go because of the cost.

- **Equality and Non-Discrimination Committee of the Parliamentary Assembly of the Council of Europe**

Access to it is losing its appeal because no useful documents are available; we don't know who does what, where the reports are, or what their titles are. This strict restriction is curious.

Reports in preparation by the various ACPE committees.

After this report, which seeks to inform you of the progress of the work within the Council of Europe and UWE's participation in this work, you can see the collaboration carried out with this Intergovernmental Organization in accordance with our statutes.

After seven years in office, UWE's position is still well-known and recognized; it is a collective effort, and I am sure it will continue.

But women's rights must be supported and encouraged, because everywhere they are criticized, diminished, or worse, eliminated in various fields.

I thank you all for your volunteer commitment, and congratulate the former board members for their work.

I thank you for placing your trust in me, and even renewing it.

I also warmly thank the volunteer board members since my election in 2018 for the time they have dedicated to UWE.

And may UWE continue its path of humanism, peace and defense of women's rights.

Adoption President Report.

ADOPTED UNANIMOUSLY

The General Assembly unanimously grants discharge to Anne Nègre for her work and report.

3.2.VP's Report by Grainne Keane (Represented and read by Ines Dannehl)

I was honoured to be elected as Vice President a year ago at the very successful UWE AGM and conference in Tirana. I have enjoyed working with the president and Board and learning more about the range and impact of UWE's acFviFes and UWE's network across Europe.

Irish Centenary Launch Weekend: 100 Years of the Irish Federation

My first official function as newly elected Vice President of University Women of Europe was attending a fantastic reception in Trinity College Dublin on October 11, 2024, launching celebrations of 100 years of the Irish Federation of University Women (IrFuW)

We were delighted to have Anne Negre President of UWE and Patrice Wellesley Cole, President of GWI join our lively celebrations.



Picture with Anne Negre President of UWE and Linda Doyle Provost of Trinity College Dublin

It was fantastic to hear insightful and inspiring speeches from Mary McAleese (former President of Ireland), Linda Doyle the first female Provost of Trinity College Dublin, and Orla Feely the first female President of University College Dublin.

At the centenary year launch conference and dinner the next day, hearing the stories of Irish female graduates who were trailblazers for women in academia and beyond was deeply moving. Their reflections on the challenges and triumphs they experienced as women in university resonate even today.

- Meet and Greet Belfast

I was delighted to attend centenary celebration at the very successful UWE Meet and Greet which took place in Belfast in April 2025.

Over 100 Members of the University Women of Europe (UWE) and Irish Federation of University Women (IrFUW) were graciously hosted on campus by Queen's University Belfast.

Professor Mary Robinson, the first female President of Ireland and former UN High Commissioner for Human Rights spoke very impactfully at the event and said: "Women graduates are all about empowering women, harnessing their skills and talents and challenging roles in society. I'm delighted to be at Queen's to engage with the international women graduate associations who have made such a significant impact on education across the world."

- European Women's Lobby General Assembly and 35 Year Celebrations

I was honoured to attend European Women's Lobby 35 year celebrations in Brussels in June as Vice President of University Women of Europe. Here's to EWL's continued success for the next 35 years! I enjoyed immensely swapping stories with so many incredible inspiring women from all across Europe at the EWL General Assembly.

Anne Negre and I are pictured above with Iliana Balabanova, inspirational outgoing President of the European Women's Lobby. Sincere thanks to her for her dedication and commitment.

Congratulations to the new incoming EWL president Dina Loghin and to our President of UWE Anne Negre who was elected to the Board and Executive Committee of the European Women's Lobby and also as a Vice President of EWL. I too was pleased to be elected as an alternate Board Member to Anne



This will raise UWE's profile and impact in Europe. As a board member I recently participated in a feedback process to discuss the response from EWL to the public consultation on the next European Commission Gender Equality Strategy

My top three priorities for the next Gender Equality Strategy are:

1. Eradicating Gender-Based Violence in all its forms, including Online Violence;
2. Addressing the gender gap in health and healthcare
3. Ensuring Intersectional Equality and Full Inclusion for All Women

Adoption Vice President Grainne Keane Report

ADOPTED unanimously

3.3. VP's Report by Ines Dannehl

The first UWE Board email I received after the election and my first "official act" was to discuss the resolution "Normalising Prostitution" (at Council of Europe). We voted against the resolution.

Reflecting on my first year as Vice president, this has been a year during which I have thoroughly enjoyed learning more about UWE's activities and network.

- **Conference of International Non-Governmental Organisations (INGOs) of the Council of Europe/ Sports committee**

We all remember the sportswomen who failed testosterone and gender eligibility tests last year in Paris, and the ongoing discussions about eligibility criteria to be allowed to compete women's events, as well as how to protect transgender women from discrimination. In this context, our president Dr. Anne Nègre, recommended to join the CINGO Sport and Human Rights Committee to continue her work. This committee aims to "... highlight the fundamental contribution of sport in the fight against all forms of discrimination". The first meeting via Zoom in 2025 was held in January.

The objectives of the committee remain unchanged:

- Identify and remove barriers to sports participation, especially for minorities.
- Use education and sports training to raise public awareness of ethics and inclusion.
- Integrate sports transversally into public policies, including those discussed within the Conference and its committees.

The committee meets regularly (intention: once a month).

- **Edu4Democracy**

In March 2025, I participated in a Zoom webinar series #4 of the CINGO Committee on Education for Democracy (Edu4Democracy), moderated by Arja Krauchender, Chair of the Committee, project

coordinator of the European Parent's Association (EPA) and senior expert of the Lifelong Learning Platform (LLL).

The Committee had identified gaps in the VET sector (Vocational Education and Training) and in ECEC (Early Childhood Education and Care). Therefore, it sought good practices in order to develop recommendations for the Council of Europe and its member states.

The speakers: **Valentina Gaburro**, ENAIP Veneto, „Sindaco in classe“ (in English: Mayor in the Classroom) initiative and **Germano Nervo**, ENAIP Piemonte, ETS educational model, “Felicemente a Scuola“ (in English: Happily at school) initiative, stressed the importance of fostering democratic experiences and participation in decision-making processes.

Valentina Gaburro presented “Sindaco in classe“ initiative as a concrete example of how to encourage students to actively participate in the democratic process and to understand how their contributions can help to strengthen and develop their communities through direct interaction with the mayor or deputy mayor.

Meanwhile, the “Felicemente a Scuola“ initiative, presented by Germano Nervo, involved training teachers and coordinators at 17 vocational training centres through workshops and practical applications. The goal was to equip educators with tools to create engaging lessons that foster positive relationships. The meeting concluded with a lively discussion, during which participants shared additional concrete examples.

- **Recruiting new UWE members**

To encourage women with academic backgrounds, particularly from Eastern European countries to join UWE, I have started meeting and speaking with people at Viadrina University in Frankfurt (Oder), Germany. With 40% international students, it is one of Germany's most international universities. Opportunities can come from the most unexpected places, and you never know who someone might know.

I am currently in contact with a lawyer, who works as a judicial assistant and studied at Masaryk University in Brno, Czech Republic. In addition, I have reached out to the networking group for women PhD candidates at the University of Warsaw, Poland and have spoken with several female academics from Poland.

As we all know: networking relationships take time and must be nurtured and I remain optimistic.

- **Future Outlook**

In October 2026, the Autumn Session of CINGO, the Meeting of the General Assembly will take place in a hybrid format, and I will attend in person.

In their invitation they wrote: “ we will have an extremely intensive and full program“ I am excited and looking forward to the event.

3.4. Financial statement 2024, Budget 2025/2026 and proposal dues 2026, the Balance sheet by Treasurer Georgeta Stoican

The financial situation of UWE in 2024 reflects a challenging but important transition period for the organization.

At the beginning of the financial year, UWE held an opening balance of €29,141.17, which decreased to €26,377.60 by the end of the year. This represents a net reduction of €2,763.57, highlighting the pressure on the organization's financial sustainability.

Looking at income, the initial estimate for 2024 was €5,000, primarily based on membership fees. However, the actual income achieved amounted to €3,992, resulting in a shortfall of €1,008. This gap can largely be attributed to a reduction in membership numbers across several associations, which directly impacted contributions.

On the expenditure side, UWE had forecasted expenses of €6,520, while actual spending reached €6,755.57, exceeding the budget by €235.57. The main areas contributing to this increase were travel expenses, administrative costs, and public relations activities, as well as higher-than-expected costs related to annual meetings.

As a result of both reduced income and increased expenditures, the organization recorded a total deficit of €2,763.57 in 2024. It is important to note that even the initial budget had anticipated a deficit of €1,520, indicating an underlying structural imbalance between income and expenses. The final result therefore reflects both this planned deficit and additional financial pressures during the year.

These developments highlight two key concerns: first, a declining and unstable income base, and second, the need for more accurate forecasting and tighter control of expenditures.

Looking ahead to 2025, current trends suggest that financial challenges may persist. Membership numbers are expected to continue declining, which will likely result in further reductions in income. At the same time, core operational costs remain relatively fixed, creating an ongoing risk of recurring deficits if no corrective measures are taken.

For 2026, the estimated budget reflects a cautious approach, with projected income set at €3,500, based solely on membership fees. While this conservative estimate aligns with current trends, it also underscores the organization's heavy reliance on a single source of income and the absence of diversified revenue streams.

In conclusion, while UWE remains financially stable in the short term, the current model is not sustainable in the long run. The organization will need to carefully consider measures to strengthen its financial position, including improving membership engagement, enhancing cost efficiency, and exploring new sources of funding such as partnerships, grants, or project-based income.

These considerations will be essential in ensuring that UWE can continue to fulfill its mission and expand its impact in the years ahead.

After the Report presented by Georgeta, Anne raised an important concern regarding the long-term financial sustainability of the organization.

She questioned whether the incoming Board might consider reviewing the current membership fee structure, which is presently set at €1 per capita, and whether an increase could be a viable option to

strengthen UWE's financial position.

This suggestion prompted a thoughtful exchange among members. Several participants expressed reservations about increasing the membership fee, highlighting potential challenges for national associations and the risk of further reducing membership numbers.

In this context, Başak, candidate for the presidency, shared her perspective. She emphasized that, if elected, her priority would not be to increase the fee per capita, but rather to focus on expanding the number of member associations and strengthening overall membership engagement. She underlined that growth in membership, rather than higher individual contributions, would be a more sustainable and inclusive approach to improving the organization's financial base.

The discussion reflected a shared recognition of the financial challenges facing UWE, while also illustrating different strategic approaches to addressing them.

The report was approved by the account audits represented by Saskia & Birgit.

Unanimity was decided for the next year to be the same audits: Saskia and Birgit.

The delegates are asked to vote.

- | | |
|--|---------------------|
| 1. VOTE ON THE FINANCIAL REPORT 2025 | ADOPTED UNANIMOUSLY |
| 2. VOTE ON THE BUDGET 2025 AND 2026 | ADOPTED UNANIMOUSLY |
| 3. VOTE ON APPOINT FINANCIAL COMMITTEE | ADOPTED UNANIMOUSLY |

The General Assembly unanimously grants discharge to Georgeta for her work and report.

4- Actions

Anne recalled Article 17 of the UWE Statute, which states that:

- A vote is required to confirm the action of launching collective complaint for violation of the Social Charter of the Council of Europe, mainly on violence against women, in respect of UWE Statutes, article 17 " Only the Assembly can take the decision whether to take or defend any legal action. In an emergency an Extraordinary General Meeting of the Assembly shall be called".

Adopted unanimously

- A vote is required to respect our Statute, article 18 "*The Assembly will be represented in legal actions both as plaintiff and as defendant by the president and one member of the Board designated to that effect by the Assembly, who do not, by such representation, accept any personal liability in relation to any such actions*".

Adopted unanimously

The General Assembly decides that Anne Nègre becomes the Spécial Advisor to the President of UWE.

Please refer to the President Report for further actions taken.

5- Election of the New President & Secretary General:

President Candidate:

Dr. Basak Ovacik - From the Turkish NFA

Secretary General Candidate:

- L.A (Leonie) van den Tol - From the Netherlands NFA.

Anne gave the floor to the new candidate for the President to present herself and Leonie has send a short video for the presentation.

The delegates are asked to vote before the lunch break and Juliana will collect the votes being helped to count them by Mrs.Jurate Caspersen CER of the Lithuania Association and Mrs.Maire O'Connell, CER from the Irish Association.

Election results

Both tellers Jurate & Maire are invited to present the result of the votes after the lunch break:

Basak elected President with the Unanimity of votes 39/39 Votes

Leonie elected Secretary General with 37 votes, 1 abstention and 1 against/ 39 votes



6- Annual reports of the NFAs

Anne Bergheim-Nègre thanks the NFAs for their so interesting work, so important, in the various countries in Europe.

- 1- British Federation of Women Graduates (BFWG) Annual Report
- 2- Deutscher Akademikerinnenbund (DAB) Annual Report
- 3- Enterprise Girls Italy Annual Report
- 4- Finish Federation of Graduate Women (FFGW) Annual Report
- 5- Graduation Women International Netherlands (GWI NL) Annual report
- 6- IrFUW Ireland Annual Report
- 7- Lithuania University Women Association (LUWA) Annual Report
- 8- Schweiz Verband der Akademikerinnen (ASFDU) Annual Report
- 9- Spanish Federation of University Women (SFUW) Annual Report
- 10- Turkish Association of University Women (TAUW) Annual Report
- 11- Turkish Cypriot Association of University Women (TAUW) Annual Report
- 12- Verband der Akademikerinnen Osterreichs (VAO) Annual Report
- 13- Rumania Association of University Women Annual Report





7- Proposal Next Conference & AGM 2024

Mrs. Andreea Popescu is kindly inviting us on behalf of the Rumanian Association to attend the upcoming Annual General Meeting (AGM), which will be scheduled to be held in September or October 2026 in Bucarest, Rumania.

This timing will be confirmed following discussions with her board members and will be announced by email to our board.

8- Proposal Next UWE Meet & Greet

At present of the AGM, no formal proposal has been received from any NFA to host the next Meet & Greet; however Germany possibly in connection with its 100th anniversary celebratio or the Neitherlands as potential hosts, subject to confirmation by their respective boards with any proposal to be submitted by e-mail at boarduwe@gmail.com

9- European UWE Award 2025

Anne confirmed that the European UWE Award for 205 will be given to Mary Robinson



UWE Award 2025

Mary Robinson is an Irish stateswoman, lawyer, and global advocate for human rights and climate justice. She served as the first female President of Ireland from 1990 to 1997, transforming the role into a platform for inclusivity, equality, and international engagement.

Following her presidency, she became the United Nations High Commissioner for Human Rights (1997–2002), where she played a key role in strengthening global human rights standards. In later years, she

has been a leading voice on climate justice, founding the Mary Robinson Foundation, Climate Justice and serving as Chair of The Elders, a group of global leaders working for peace and human rights.

Throughout her career, Mary Robinson has been widely recognized for her commitment to social justice, gender equality, and ethical leadership on global challenges.

The Board was unanimously for this decision and it was approved by all members during the AGM.

10- Any other business

All the member expressed their sincere gratitude to Anne for her dedication over the 2 mandates as well Juliana for her commitments during the 3 years term. It was further agreed with Leonie the new elected SG that Juliana will continue to provide support for the UWE until the end of March 2026 in light of her responsibility as an elected member in the Neitherlands institutions.







End of the Meeting.

29th March 2026

Done in Geneva, Switzerland