

GENDER AT WORK, INC.
FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION
FOR THE YEARS ENDED
DECEMBER 31, 2022 and 2021

GENDER AT WORK, INC.

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INDEPENDENT AUDITORS' REPORT

The Board of Directors
Gender at Work, Inc.
Toronto, Canada

We have audited the accompanying statements of financial position of Gender at Work, Inc. as of December 31, 2022 and 2021, and the related statement of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Gender at Work, Inc., as of December 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying information on pages 22 and 23 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statement or to the financial statement themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Robert & Associates

Washington, DC
November 13, 2023

GENDER AT WORK, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2022 AND 2021
(STATED IN UNITED STATES DOLLARS)

ASSETS

	<u>2022</u>	<u>2021</u>
CURRENT ASSETS:		
Cash	\$ 1,355,540	\$ 514,292
Investments	181,165	182,836
Prepaid Expense	19,510	35,966
Grants Receivable	<u>1,163,424</u>	<u>2,340,916</u>
Total Current Assets	<u>2,719,639</u>	<u>3,074,010</u>
 PROPERTY AND EQUIPMENT:		
Furniture, Fixture & Equipment	5,437	5,437
Less: Accumulated Depreciation	<u>(5,437)</u>	<u>(5,437)</u>
Total Property and Equipment	<u>-</u>	<u>-</u>
 TOTAL ASSETS	 <u><u>\$ 2,719,639</u></u>	 <u><u>\$ 3,074,010</u></u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Accounts Payable	\$ <u>51,453</u>	<u>36,098</u>
Total Current Liabilities	<u>51,453</u>	<u>36,098</u>
 NET ASSETS:		
Without Donor Restriction	477,485	277,940
With Donor Restriction (Note 5)	<u>2,190,701</u>	<u>2,759,972</u>
Total Net Assets	<u>2,668,186</u>	<u>3,037,912</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u><u>\$ 2,719,639</u></u>	 <u><u>\$ 3,074,010</u></u>

GENDER AT WORK, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021
(STATED IN UNITED STATES DOLLARS)

	<u>2022</u>	<u>2021</u>
Net Assets Without Donor Restriction:		
Support:		
Interest Income - operating	\$ 960	\$ 829
Contract/Fee Income	1,031,152	549,680
Grant Income	287,257	100,732
Net Assets Released From Restrictions		
Restrictions satisfied by payments	975,185	494,480
Total Support without Donor Restriction	<u>2,294,554</u>	<u>1,145,721</u>
Other Income:		
Foreign Exchange Gain (Loss)	<u>(5,502)</u>	<u>12,972</u>
Expenses:		
Program Services	2,032,564	1,322,478
Management & General	56,943	22,488
Fundraising	-	-
Total Expenses	<u>2,089,507</u>	<u>1,344,966</u>
Increase (Decrease) in Net Assets		
Without Donor Restriction	<u>199,545</u>	<u>(186,273)</u>
Net Assets With Donor Restriction:		
Support:		
Grant Income	405,949	2,543,300
Write-off of Funding	(35)	-
Net Assets Released From Restrictions		
Restrictions satisfied by payments	<u>(975,185)</u>	<u>(494,480)</u>
Increase (Decrease) in Net Assets		
With Donor Restriction	<u>(569,271)</u>	<u>2,048,820</u>
Increase (Decrease) in Net Assets	<u>(369,726)</u>	<u>1,862,547</u>
Net Assets, Beginning of Year	<u>3,037,912</u>	<u>1,175,365</u>
Net Assets, End of Year	<u>\$ 2,668,186</u>	<u>\$ 3,037,912</u>

See accompanying notes to financial statements

GENDER AT WORK, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021
(STATED IN UNITED STATES DOLLARS)

	<u>2022</u>	<u>2021</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Increase (Decrease) in Net Assets	\$ (369,726)	\$ 1,862,547
Adjustments to reconcile increase/decrease in net assets to net cash provided (used) by operating activities:		
Depreciation & Amortization	-	-
(Increase) Decrease in Assets:		
Prepaid Expense	16,456	(35,712)
Grants Receivable	1,177,492	(1,929,729)
Increase (Decrease) in Liabilities:		
Accounts Payable	<u>15,355</u>	<u>22,305</u>
NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	<u>839,577</u>	<u>(80,589)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
(Increase)/Decrease-Guaranteed Inv. Certificates	<u>1,671</u>	<u>(5,808)</u>
TOTAL CASH FROM INVESTING ACTIVITIES	<u>1,671</u>	<u>(5,808)</u>
NET INCREASE (DECREASE) IN CASH	<u>841,248</u>	<u>(86,397)</u>
Cash, Beginning of Year	<u>514,292</u>	<u>600,689</u>
Cash, End of Year	<u>\$ 1,355,540</u>	<u>\$ 514,292</u>

See accompanying notes to financial statements

GENDER AT WORK, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2022
(STATED IN UNITED STATES DOLLARS)

	Program Services	Management & General	Fund- Raising	Total
Sub - Grants and Agreement	\$ 405,174.00	\$ -	\$ -	\$ 405,174.00
Insurance	-	2,991.00	-	2,991.00
Accounting & Audit	7,991.00	23,278.00	-	31,269.00
Bank Charges	3,403.00	105.00	-	3,508.00
Communications	3,745.00	-	-	3,745.00
Computer Expense	4,489.00	1,527.00	-	6,016.00
Consulting	1,132,594.00	20,901.00	-	1,153,495.00
Office Expense	1,578.00	(1,547.00)	-	31.00
Publications	6,967.00	448.00	-	7,415.00
Salaries & Benefits	210,849.00	4,822.00	-	215,671.00
Travel	90,905.00	2,621.00	-	93,526.00
Meeting Facility Rental	333.00	1,797.00	-	2,130.00
Other Costs	164,536.00	-	-	164,536.00
Total	\$ 2,032,564.00	\$ 56,943.00	\$ -	\$ 2,089,507.00

See accompanying notes to financial statements

GENDER AT WORK, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2021
(STATED IN UNITED STATES DOLLARS)

	Program Services	Management & General	Fund- Raising	Total
Sub - Grants and Agreement	\$ 184,856.00	\$ -	\$ -	\$ 184,856.00
Insurance	-	2,983.00	-	2,983.00
Accounting & Audit	8,390.00	5,328.00	-	13,718.00
Bank Charges	1,392.00	208.00	-	1,600.00
Communications	1,590.00	196.00	-	1,786.00
Computer Expense	1,637.00	30.00	-	1,667.00
Consulting	863,952.00	7,032.00	-	870,984.00
Office Expense	826.00	(233.00)	-	593.00
Publications	23,742.00	-	-	23,742.00
Salaries & Benefits	131,498.00	6,944.00	-	138,442.00
Travel	31,455.00	-	-	31,455.00
Other Costs	73,140.00	-	-	73,140.00
Total	\$ 1,322,478.00	\$ 22,488.00	\$ -	\$ 1,344,966.00

See accompanying notes to financial statements

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE

Gender at Work, Inc. is a non-profit international collaborative organization established and incorporated under the District of Columbia laws on June 9, 2003. Gender at Work's mission is to strengthen organizations and build cultures of equality and social justice within those organizations. In order to achieve its mission and goals, Gender at Work developed a long-term vision document called Compass 2020.

The organization's main programs include:

Power Up! (PU!): Women Advocate for Bodies, Voices and Resources (2020 - 2025)

Gender at Work, as part of consortium of three women's rights organizations, works together with Just Associates (JASS, as lead organization) and YayasanPemberdayaan Perempuan Kepala Keluarga (PEKKA), a national women-headed family empowerment network in Indonesia) to build, organize, mobilize and transform power in three strategic areas:

- Prevention and elimination of sexual and gender-based violence against women and girls (Bodies agenda).
- Strengthening women's leadership and women's participation in (political) decision-making (Voices agenda).
- Strengthening women's economic strategies for economic resilience and stability, including access to and control of resources and land (Resources agenda).

Power Up! works with 50 partners in 17 countries, including women's human rights defenders (WHRDs) and women's rights organizations (WROs) particularly those that represent constituencies that have been structurally excluded in their communities and social movements. Power Up! is a five-year program supported by the Dutch Ministry of Foreign Affairs' (MFA) grant instrument, the Power of Women Fund.

IDRC - Improving Gender Responsive Research Outcomes: An Action-Research Project with Networked Economies

Since 2016, a Gender at Work team has been working alongside the Networked Economies (NE) program area of IDRC, on an action research project that intended to understand how researchers and organizations improve capacity and interest in designing and implementing gender-sensitive research. Furthermore, it sought to find out what is required to facilitate this improvement in research organizations.

Gender at Work is currently implementing Phase 2 of the programme.

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

Gender at Work will provide mentorship and capacity building for grantees of IDRC that focus on Cyber Policy and Covid-19 global south AI and data innovation program to improve Gender-Responsive Research Outcomes and gender equality workplace norms.

IDRC Climate Change:

In response to the IDRC's commitment to promoting and advancing gender-transformative research in climate change adaptation, as reflected in its call for proposals, "Accelerating Climate Action: Social Equity and Empowerment of Women and Girls", Gender at Work proposed a three-year Gender Action Learning and mentoring project to support the Climate Change team and its grantees, with a specific focus on the six research teams (Argentina, DRC, Nigeria, Benin, Nepal and Bangladesh) implementing research projects.

Gender at Work developed five activity areas for 2020: Face to face meetings with the teams; peer learning meeting; quarterly support meetings; team co-ordination and liaison with IDRC; understanding learning process and outcomes.

IDRC AI4D

In collaboration with partners from Women at the Table and Ladysmith Collective, Gender at Work is overseeing a three-year gender support project for IDRC's Artificial Development for Intelligence in Africa (AI4D) initiative. With an overall objective of ensuring that gender and inclusion considerations are well integrated into AI4D programming and outcomes, the project aims to (i) strengthen the capacity of AI research partners and leaders to apply gender equality and inclusion considerations in AI research while also (ii) deepening an understanding of gender equality and inclusion considerations in AI innovations and research. G@W supports partners to do this by engaging in capacity strengthening via mentoring and training and is providing support to all 15 hubs and labs within AI4D, tailored to their specific needs and interests. The team is also overseeing an 18-month gender action learning process with four hubs, developing technical learning resources, delivering knowledge synthesis webinars, and has attended in-person events in Dakar and Kigali to facilitate conversations around gender and inclusion in AI.

IDRC E&S

Gender at Work, in partnership with Ladysmith Collective, is supporting the Education and Science Program Division in a three-year project aimed at deepening its gender equality and inclusion commitments. The key objectives are to develop internal capacities to strengthen gender

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

transformative research (GTR) agendas, develop external capacities of partners in GTR, support program-level peer learning, and position knowledge and evidence for uptake and influence. Following a needs assessment process, G@W is focusing its support on partners in the Gender in STEM, Teacher Professional Development at Scale, Future of Work, and Science Granting Council Initiative projects, as well as an upcoming EdTech programme. Interventions to date include responsive mentoring, peer learning approaches, technical support, knowledge synthesis, and in-person workshops in Ghana and Panama. Interested E&S staff are also engaged in a staff learning programme aimed at building a collective narrative of strong GEI programming for E&S and feeding insights and opportunities into broader organizational change efforts at IDRC.

Oxfam Solidarite - Gender Action Learning Programme in Burkina Faso, DRC, Mali and OPT

Gender at work is supporting Oxfam Solidarité country staff and partners to incorporate a strong gender lens in their internal operations and programmes in four countries: Burkina Faso, Mali, Democratic Republic of Congo and in the Occupied Palestinian Territories. In each of these countries, Gender at Work is undertaking a Gender action Learning programme with mostly rural /farmers' organizations. The GAL processes undertaken are part of DGD-funded multi-year program (2022-2026) that strives to increase the agricultural income generated and managed by women small-scale farmers and producers.

Institute of Development Studies (IDS), Sussex - 'Countering the Backlash: Reclaiming Gender Justice'

Countering the Backlash: Reclaiming Gender Justice' is an action research project designed to create the knowledge needed and identify opportunities for women's rights organizations and other gender justice defenders to counter the backlash and address the erosion of gender objectives within development policy and practice. IDS will carry out engaged research, generate new thinking, and build capacity across networks and strategic partnerships with women's and other human rights organizations, activists, academics and policymakers, both regionally and globally. Gender at Work has been contracted as a partner in this programme under the Strands on 'Voice' and 'Policy and Practice'.

Oak Foundation - Empowering CSOs in Jharkhand

The project aims to strengthen civil society organizations in Jharkhand through capacity and leadership building to catalyze social change.

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

Gender at Work is supporting 30 organizations in Jharkhand, including members of two networks - Ibtida (a network of grassroots organizations working on women's rights and gender equality) and Jharkhand Anti-trafficking network and Samvad, a local organization that works to advance indigenous rights.

UNICEF

Contract 1 Capacity Building for UNGEI

UN Girls' Education Initiative (UNGEI) is a unique collaborative focused on increasing the collective impact of bilateral, multilateral, and non-governmental organizations and networks on advancing gender equality in education, in line with the Sustainable Development Goals (SDGs).

This programme is designed to advance UNGEI's goal in two ways. First, by reinforcing the capacity of the Global Advisory Committee members for strategic and operational planning for UNGEI to effectively contribute to the implementation of the gender and education commitments outlined in Education 2030. Second, strengthening the Global Partnership for Education (GPE) countries' capacity to integrate gender throughout the education sector planning process more effectively will contribute to their ability to develop equitable and inclusive sector plans. Both work streams have been jointly managed and implemented by Gender at Work and the UNGEI Secretariat and involve UNICEF and GPE staff as technical resources.

Contract 2: Capacity Development and partnership building for the UNGEI partnership

The purpose of this assignment is to support and strengthen UNGEI's strategic leadership in promoting gender equality in and through education through policy dialogue, capacity building and mobilizing intergenerational partnerships.

Gender at Work is advancing UNGEI's goal by:

- Supporting members of the UNGEI Global Advisory Committee, Youth Advisory Council and UNGEI Youth network, and the Steering

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

- Committee to respond effectively to changing opportunities and challenges in the post COVID context;
- Strengthening the capacity of UNGEI partners for transformative leadership for gender equality in education;
- Facilitating effective and collective learning processes with global and national education stakeholders to build gender responsive
- education systems by integrating gender equality into policy dialogue and advocacy, and programme planning and implementation
- Accompanying UNGEI partners in Gender Action Learning processes.

Gender at Work will provide technical support in the development and application of gender analytical frameworks, organizational change methods for strengthening systems and movement building, and feminist, participatory and reflective learning approaches.

UN Women CSSR

The Secretary-General's System-wide Strategy on Gender Parity Strategy (GPS) was launched in September 2017. The key objectives of the GPS are to reach gender parity at the highest levels by 2021 and at all levels across the UN system by 2028, as well as to create a more diverse, conducive and inclusive organizational culture. Specifically, the Strategy sets targets for the equal representation of women and men with commitments in the following areas: leadership and accountability; senior appointments; recruitment, retention, progression and talent management; creating an enabling environment; and mission settings. The Focal Point for Women in the UN System, housed within UN Women commissioned Gender at Work and CRTDA in Lebanon to undertake a review process that looked at the overall progress on the implementation of the Secretary-General's System-wide Strategy on Gender Parity (including the different areas of the Strategy such as leadership and accountability, senior appointments, mission settings etc.) and suggested recommendations for strengthening implementation and stronger monitoring. This entailed working with other parts of the UN system including the Secretariat, peacekeeping missions and special

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

political missions, UN funds and programmes as well as specialised agencies in both Headquarters and field locations. The overall objective was to strengthen transparency and accountability regarding the implementation of the Strategy. The final output of this consultancy was hundreds of interviews, and a significant report written by Gender at Work and submitted to the Secretary General by UN Women.

UN Women: 'Investing in Adolescent Girls and Young Women's Leadership and Voice in the HIV Response'

This is an initiative of UN Women and PEPFAR with support from Gender at Work - an online training workshop for young African women HIV activists.

New HIV infection rates among adolescent girls and young women (AGYW) in high prevalence countries are staggeringly high. In 2020, adolescent girls and young women in Sub-Saharan Africa, aged 15-24, accounted for 25% of HIV infections in 2020 despite representing just 10% of the population. In this region, adolescent girls and young women are twice as likely to be living with HIV compared to adolescent boys and young men of the same age.

Through its country offices and local partners UN Women identified 185 adolescent girls and young women in 15 African countries to participate in a leadership development and mentoring process. UN Women reached out to Gender at Work given its previous experience designing transformative leadership development processes and participatory feminist learning opportunities in different settings. Gender at Work designed the curriculum, and delivered the workshops for the 185 young women in 15 African countries, and designed guidelines for their mentorship programme.

UN Women MSC Nepal

In 2022, G@W partnered with The Story Kitchen (TSK) to undertake research as part of Hamro Sahakarya (Our Collective Action), a UN Women Nepal initiative to promote social norms change funded by the Government of Finland. Using storytelling to inform research, programming and action, the five-year initiative aims to increase understanding pathways and factors that lead to changes in social norms, which in turn can influence transformative shifts towards increased

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

gender equality and social inclusion. For the baseline assessment, Gender at Work and TSK worked with community-based peer researchers to gather 1,000 stories from storytellers of all ages and from varied socioeconomic and ethnic backgrounds in five districts of Nepal.

Oxfam Novib

Contract 1 Gender Action Learning (GAL) Process with Oxfam FAIR staff and FAIR partners in El Salvador

The GAL process in El Salvador contributes to the Oxfam global FAIR-Even it Up (FAIR: Fiscal Accountability for Inequality Reduction) program. The FAIR-Even it Up program unites the fiscal justice work of Oxfam and partners in over 40 countries. Knowledge and learning are at the core of the FAIR Theory of Change. A FAIR Knowledge and Learning Agenda identifies key learning questions connected to Oxfam's fiscal justice work. The second FAIR knowledge & learning cycle includes a learning area exploring how to integrate gender into fiscal justice work. The GAL process in El Salvador with the Oxfam FAIR staff and partners is a way for the teams to take a practical step integrating gender equality in their FAIR work. Lessons learned from this process will be shared with other FAIR teams across the Oxfam confederation through platforms such as the monthly FAIR-Even it Up Forum call and the FAIR Newsletter.

Contract 2 Gender Action Learning with Oxfam Palestine partners

Gender at Work is supporting the implementation of Gender Action Learning programme for Oxfam partners and communities to contribute to the "Promotion of inclusive agricultural growth to ensure improved living standards and resilience of vulnerable communities in Area C of the West Bank". As part of the GAL process, Gender at Work will facilitate a series of workshops with Oxfam partners and the communities to allow a participatory gender diagnosis, design of change experiments, peer learning and the gathering of stories of change. Remote coaching and follow up in between workshop are also expected. For each workshop, a report documenting the process and the learnings for the participants and for partners and Oxfam will be made be available.

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

Oxfam America - Gender Action Learning

Gender at Work has been working with Oxfam America in two-year long gender action learning which brings together transparency organizations with women's rights organizations in an effort to strengthen advocacy for gender justice in extractive revenue transparency in Vietnam and Zambia. This builds on our past work on gender justice in the extractive sector in Dominican Republic and Zambia.

HSRC

The Human Sciences Research Council (HSRC) has sub-contracted Gender at Work to participate as a member their consortium fulfilling an IDRC tender aimed at strengthening the Capacities of Science Grant Making Councils in Africa, in Gender and Inclusivity. These councils are key to advancing intersectional gender transformation, as central role players in national systems of innovation. In the African region, during SGCI-1, SGCs have begun initiating institutional change through introducing gender transformative policies and grant-making practices, although this work is in many instances nascent and requires further support. Gender at Work is responsible implementing a central part of the methodology - namely facilitating a participatory process of action learning and reflection, to build on and strengthen SGCs' work initiated during SGCI-1, towards advancing gender and inclusivity in STI. Our work is framed by the key question: what will it take for SGCs to more fully develop and implement policy commitments around gender and inclusivity? Gender at Work is supporting the participating Councils to engage with this question using our adaptation of Ken Wilber's Integral Framework, as an analytic tool, for reflecting on individual and systemic answers to this question. We have facilitated peer learning meetings across three cohorts of participating councils, an ongoing online learning forum, a number of seminars and 1:1 Council accompaniment sessions.

Education International

Contract 1 ECE

A cohort of twelve (12) current and emerging women leaders from Education International (EI) member organisations participated in an online gender action peer learning initiative focusing on women's

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

leadership in the early childhood education (ECE) sector, with funding from the Open Society Foundations (OSF) to Education International. The workshops were facilitated by Associates from Gender at Work (contracted by EI). Using a gender action peer learning approach, Gender at Work Associates engage organisational staff, members and leaders in a customised, participatory process of co-creating strategies focused both on individual and systemic change.

Contract 2 SRGBV

In 2021-22, Education International (EI), with the technical support of Gender at Work (G@W) and financial contribution from the National Education Association (NEA, USA) implemented a nine-month learning cycle to build further momentum among education unions in Africa to take-action to end School-Related Gender-Based Violence (SRGBV). This initiative built on the previous skills, experience and commitment gained by EI member organisations in the Africa region, and the EI Africa Regional Office as part of the 'Education Unions Take Action to End SRGBV' programme (2016-2019). The initiative sought both to enable participants to update their understanding of how SRGBV was affecting their members and learners in the context of school closures and reopenings and to enhance the skills of union leaders to identify new strategies to address these challenges, particularly through the use of online platforms and encounters.

SOAS/UNDP

A joint UNDP-SOAS-Gender at Work course that was designed to train UNDP Resident Representatives to integrate knowledge and understanding of Gender Equality into their work. SOAS was the lead institution receiving the funds, and G@W took the lead on design and implementation in partnership with SOAS. The programme: 'on the premise that gender equality is critical to unlocking complex challenges and is foundational to the attainment of the 2030 Sustainable Development Agenda, this course will bring to bear cutting edge feminist thinking, emerging strategic pathways to the analysis and problem solving that are central to the work of the UNDP senior leadership team at the country level, while also paying attention to the particular opportunities and challenges inherent to being a leader in the UN system'. The course drew on the real-life work challenges and contexts that the RRs and DRRs face every day, and built on their own experiences of what works, supporting leader to build their own 'action plan' of change on

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 1 - ORGANIZATION AND PURPOSE (continued)

leadership for gender equality, and to facilitate collaborative problem-solving with key constituencies. It consisted of webinars, one-on-one accompaniment, plenary sessions, small group work, learning labs, and a platform built by G@W to hold all the course materials. A certificate was issued to participants by UNDP.

Urgent Action Fund

The Urgent Action Fund contracted Gender at Work to support the Senior Learning and Impact Officer (and relevant staff) to assess UAF's existing MEL system and to identify areas for capacity building and strengthening to foster and improve continuous learning, documentation and real-time evaluation consistent with feminist principles. Gender at Work undertook the following tasks: conducted a participatory needs assessment with UAF stakeholders; worked with a small self-selected cohort of stakeholders to validate findings and co-create recommendations; developed a MEL Framework and workplan; and produced a guidance document on practical tools and resources on feminist MEL.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Organization's financial statements are prepared on the accrual basis of accounting. Therefore, revenue and related assets are recognized when earned rather than when received and expenses and related liabilities are recognized when obligations are incurred rather than when paid.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Organization considers cash on hand, cash in banks and cash invested with a short-term maturity of three months or less to be cash equivalents.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Property and Equipment

Property and equipment are stated at cost. Expenditures for maintenance and repairs are charged against operations. The cost of property and equipment is depreciated over the estimated useful lives of the related assets using a straight-line method of depreciation. Depreciation expense for the years ending December 31, 2022 and 2021 was \$0 and \$0, respectively.

Financial Statement Presentation

The Organization's financial statement presentation follows the Not-for-Profit Entities topics of the Financial Accounting Standards Codification. As such, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Contributions

Contributions received are recorded as Contributions with Donor Restrictions and without Donor Restrictions. Contributions received with restrictions that expire within the same fiscal year are recorded as Contributions without Donor Restrictions upon receipt.

Reclassifications

Certain amounts for the year ended December 31, 2021 have been reclassified in the comparative financial statements to be comparable to the presentation for the year ended December 31, 2022. These reclassifications had no effect on increase in net assets.

Functional Allocation of Expenses

The costs of providing the various programs and activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Income Taxes

The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income taxes has been made in the accompanying financial statements.

Uncertain Tax Positions

Management has determined that the Organization does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements and related disclosures.

The Organization's federal Form 990, Return of Organization Exempt from Income Tax, are subject to examination by IRS, generally for three years after they were filed.

Fair Value of Financial Instruments

The carrying value of cash, investments and accounts receivable and payable approximates fair value due to the short maturity of these instruments.

Concentration of Credit Risk

The Organization rarely, but occasionally, will have amounts on deposit at financial institutions that exceed the \$250,000 FDIC insurance limit. The Organization believes there is no significant risk with respect to these deposits. There was a deposit that exceeded the federally insured limits at December 31, 2022 by \$1,105,540.

Marketable Securities

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets in the accompanying statement of activities.

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 3 - GRANTS RECEIVABLE

Grants receivable consist of the following at December 31, 2022 and 2021.

	2022	2021
JASS - Power Up!	\$ 874,496	\$ 2,089,935
Oak Foundation Phase 2	-	94,888
IDRC NE 2	13,940	12,309
IDS	84,001	136,884
IDRC A14D	190,987	-
Oxfam Novib El-Salvador	<u>-</u>	<u>6,090</u>
Total	<u>\$ 1,163,424</u>	<u>\$ 2,340,916</u>

NOTE 4 - GRANT INCOME WITHOUT DONOR RESTRICTION

Grant Income Without Donor Restriction for the years ended December 31, 2022 and 2021 is as follows:

	2022	2021
IDRC	\$ 223,675	\$ 27,832
OXFAM SOL	49,578	-
GFW	-	40,000
JASS	9,100	32,900
OTHERS	<u>4,904</u>	<u>-</u>
Total	<u>\$ 287,257</u>	<u>\$ 100,732</u>

Note 5 - NET ASSETS WITH DONOR RESTRICTION

Net Assets with Donor Restriction for 2022 are available for the following purposes: (See also Supplementary Information)

Specific Grant Programs

Oak Foundation Phase 2 (GMLT)	-	\$ 61,068
IDRC NE Phase 2	-	71,948
IDRC A14D	-	252,309
IDS	-	94,196
JASS Power Up!	-	<u>1,711,180</u>
Total		<u>\$ 2,190,701</u>

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

Note 5 - NET ASSETS WITH DONOR RESTRICTION (Continued)

Net Assets with Donor Restriction for 2021 are available for the following purposes: (See also Supplementary Information)

Specific Grant Programs

Oak Foundation Phase 2 (GMLT) -	\$ 142,369
IDRC NE Phase 2 -	221,773
IDS -	156,214
Oxfam Novib El-Salvador -	18,935
JASS Power Up! -	<u>2,220,681</u>
 Total -	 <u>\$ 2,759,972</u>

NOTE 6 - INVESTMENTS

The fair market value of investments held by the Organization on December 31, 2022 was \$181,165 and \$182,836 at December 31, 2021. The Organization's investments produced interest income of \$960 and \$829 during the years ending December 31, 2022 and 2021, respectively.

NOTE 7 - FAIR VALUES OF FINANCIAL INSTRUMENTS

FASB ASC, Fair Value Measurements, provides guidance for using fair value to measure assets and liabilities. Under Fair Value Measurements, fair value refers to the price that would be received from the sale of an asset or paid to transfer a liability in an orderly transaction between market participants as of the measurement date. Fair Value Measurements clarifies the principle that fair value should be based on the assumptions market participants would use when pricing the asset or liability and establishes a fair value hierarchy that prioritizes the information used to develop those assumptions. Under Fair Value Measurements, the Organization categorizes its fair value estimates based on a hierarchical framework associated with three levels of price transparency utilized in measuring financial instruments at fair value. Classification is based on the lowest level of input that is significant to the fair value of the instrument. The three levels are as follows:

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities that the reporting entity has the ability to access at the measurement date. The types of financial instruments included in Level 1 are highly liquid instruments with quoted prices;

Level 2 - Inputs from active markets, other than quoted prices for

GENDER AT WORK, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022 and 2021

NOTE 7 - FAIR VALUES OF FINANCIAL INSTRUMENTS (continued)

identical instruments, are used to model fair value. Significant inputs are directly observable from active markets for substantially the full term of the asset or liability being valued; and

Level 3 - Pricing inputs significant to the valuation are unobservable. Inputs are developed based on the best information available; however, significant judgment is required by management in developing the inputs.

At December 31, 2022 and 2021 all of the Organization's investments were categorized as Level 1 investments. The value of these investments at December 31, 2022 and 2021 was \$181,165 and \$182,836, respectively.

Note 8 - Liquidity and Availability

Financial assets available for use for general expenditures within one year of the Statement of Financial Position date comprise the following:

Cash and cash equivalents	\$ 1,536,705
Accounts receivable	1,163,424
	<hr/>
Financial Assets Available to meet cash needs For General Expenditures within One Year	<u>\$ 2,700,129</u>

Gender At Work, Inc has a policy to structure its financial assets to be available and liquid as its obligations become due. As of December 31, 2022, Gender at Work had financial assets equal to approximately 1.3 years of operating expenses.

NOTE 9 - EVALUATION OF SUBSEQUENT EVENTS

The Organization's management evaluated subsequent events through November 13, 2023 the date of the auditor's report and concluded that no events or transactions occurred during that period which require recognition or disclosure.

SUPPLEMENTARY INFORMATION

GENDER AT WORK, INC.
SCHEDULE OF FUNCTIONAL EXPENSES BY PROGRAM
FOR THE YEAR ENDED DECEMBER 31, 2022
(STATED IN UNITED STATES DOLLARS)

	JASS Power Up!	Oxfam Novib- El-Salvador	IDS	IDRC A14D	IDRC NE	OAK Foundation	ISRC /IDRC	EI	Oxfam America	IDRC	Oxfam SOL	UN Woman (fee for service)	UNGEI	Other Programs (fee for service)	Total
Sub - Grants and Agreement	\$ 250,735.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,832.00	\$ 16,223.00	\$ -	\$ -	\$ -	\$ 106,400.00	\$ 9,984.00	\$ -	\$ 405,174.00
Accounting & Audit	6,932.00	-	1,059.00	-	-	-	-	-	-	-	-	-	-	-	7,991.00
Bank charges	-	10.00	80.00	-	-	1,231.00	52.00	40.00	25.00	-	-	1,022.00	20.00	923.00	3,403.00
Communications	-	-	-	-	-	596.00	-	-	168.00	-	-	-	-	2,981.00	3,745.00
Computer supplies and services	3,912.00	-	-	-	-	-	-	-	-	-	-	-	-	577.00	4,489.00
Consulting	87,099.00	11,379.00	53,679.00	120,773.00	134,456.00	20,297.00	69,534.00	26,899.00	48,280.00	37,352.00	26,478.00	97,837.00	80,657.00	317,874.00	1,132,594.00
Meeting Facility Rental	-	-	-	-	-	-	-	-	-	-	-	-	333.00	-	333.00
Office Expenses	-	-	-	-	-	-	153.00	-	-	-	-	-	-	61.00	214.00
Printing & Publications	1,200.00	-	-	-	-	184.00	-	413.00	-	-	-	-	-	5,170.00	6,967.00
Salaries and benefits	111,960.00	1,137.00	7,200.00	-	-	24,471.00	155.00	1,173.00	-	-	-	24,563.00	7,258.00	32,932.00	210,849.00
Supplies	-	-	-	-	-	1,175.00	46.00	-	-	-	138.00	-	5.00	-	1,364.00
Travel and accommodations	-	-	-	-	22,308.00	28,670.00	1,128.00	-	3,169.00	1,603.00	10,281.00	1,085.00	19,805.00	2,856.00	90,905.00
Other Costs	47,663.00	6,374.00	-	9,528.00	16,401.00	4,677.00	5,762.00	4,027.00	3,366.00	5,667.00	2,052.00	16,464.00	3,379.00	39,176.00	164,536.00
	<u>\$ 509,501.00</u>	<u>18,900.00</u>	<u>\$ 62,018.00</u>	<u>\$ 130,301.00</u>	<u>\$ 173,165.00</u>	<u>\$ 81,301.00</u>	<u>\$ 98,662.00</u>	<u>\$ 48,775.00</u>	<u>\$ 55,008.00</u>	<u>\$ 44,622.00</u>	<u>\$ 38,949.00</u>	<u>\$ 247,371.00</u>	<u>\$ 121,441.00</u>	<u>\$ 402,550.00</u>	<u>\$ 2,032,564.00</u>

GENDER AT WORK, INC.
SCHEDULE OF CHANGES IN DONOR RESTRICTED NET ASSETS
FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021
(STATED IN UNITED STATES DOLLARS)

	OAK Foundation Phase 2 (GMLT)	IDRC NE Phase 2	IDRC A14D	IDS	Oxfam Novib El-Salvador	JASS Power Up!	Total
Balance –Beginning of Year - 2021	\$ 170,647	\$ 344,374	\$ -	\$ 168,514	\$ 27,616	\$ -	\$ 711,151
Write Off of Funding / Adjustment	-	-	-	-	-	-	-
2021 Additions	-	-	-	-	-	2,543,295	2,543,295
Satisfaction of Program Restrictions	(28,278)	(122,601)	-	(12,300)	(8,681)	(322,614)	(494,474)
Balance –Beginning of Year - 2022	\$ 142,369	\$ 221,773	\$ -	\$ 156,214	\$ 18,935	\$ 2,220,681	\$ 2,759,972
Write Off of Funding / Adjustment	-	-	-	-	(35)	-	(35)
2022 Additions	-	23,340	382,610	-	-	-	405,950
Satisfaction of Program Restrictions	(81,301)	(173,165)	(130,301)	(62,018)	(18,900)	(509,501)	(975,186)
Balance - Year End 2022	\$ 61,068	\$ 71,948	\$ 252,309	\$ 94,196	\$ -	\$ 1,711,180	\$ 2,190,701

See Accompanying Notes