WOMANKIND WORLDWIDE IMPACT REPORT 2020/2021

STILL HERE, STILL STRONG

Women's movements overcoming adversity

Womankind Worldwide

EQUAL • RESPECTED • PROUD

Image on cover: Lagazi women's group in Nwoya, Northern Uganda, supported by National Association of Women's Action in Development.
PHOTO CREDIT: SARAH WAISWA FOR WOMANKIND WORLDWIDE

> WE KNOW THAT IT DOES NOT TAKE EVERYONE ON EARTH TO BRING JUSTICE AND PEACE, BUT ONLY A SMALL, DETERMINED GROUP WHO WILL NOT GIVE UP DURING THE FIRST, SECOND, OR HUNDREDTH GALE.
>
> *Clarissa Pinkola Estes, writer and psychoanalyst*

Image on the left: Members of the Kigaaga Oil Refinery Women's Development Association in Hoima, Uganda, supported by National Association of Professional Environmentalists
PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

Womankind is committed to an intersectional approach to our work. In this report the term 'women' encompasses women and girls in all their diversities and includes women and girls who identify as cis, trans, non-binary and gender non-conforming.

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PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

Image on the right: Milly, member of Ribbe Aye Teko women's group in Amuru, Uganda, was supported to claim her land rights by National Association of Women's Action in Development.

THROUGH IT ALL, WOMEN'S MOVEMENTS MARCH ON!

I am writing this introductory letter at a time of immense fear for women. We are all watching the dreadful scenes in Afghanistan with the Taliban regaining power and rolling back hard-won rights of the last 20 years. Since 2002, Womankind has partnered with several women's rights organisations there to champion women as political and community leaders. **This is a true moment for solidarity and for demanding women's rights,** that were so strongly fought for, should not be lost. A real test to women's movements who are, with determination, rallying to support.

The word 'unprecedented' has been used again and again to describe this last year. COVID-19, the resurgence of the Black Lives Matters movement, the UK aid cuts, the decolonisation debates, to mention just some, have all impacted upon Womankind, and women's rights organisations. However, through all this adversity women's movements have adapted their ways of working and have responded to those most in need. **Movements have proved to be resilient and flexible.**

COVID-19 has disproportionately impacted upon women and girls, with women's rights organisations experiencing an increase in demand for their services at a time when resources have been reduced and their capacity stretched to the limits. At times of crisis violence against women and girls increases and this is true with COVID-19. Women are also hit harder by the economic fall out of the pandemic. With schools and childcare facilities closing, care for children and sick relatives has fallen to women, taking them out of the job market and halting their sources of income. Further they have been at greater risk of the infection as they make up some 70% of the global health workforce. However, you will read of how Womankind partners have adapted and responded to the pandemic magnificently (pages 24 & 25).

Funding for women's rights has always been low but this has been affected during the pandemic with funds being redirected to the crisis. This has been further exacerbated by the cuts in the UK aid budget. **However, out of crisis innovation can flourish.** Through very generous supporters Womankind has been able to establish our Womankind COVID-19 Resilience Fund offering flexible funding to our partners. 42 unrestricted grants were made which helped pay for what was most needed, from rents of offices to providing emergency food relief, from increased spaces in safe houses to holding governments to account on addressing the needs and priorities of women in their responses to COVID-19.

Despite funding cuts, we were heartened to see some funders recognise that women's movements are a proven way forward for making lasting change. In the last year Womankind and 6 of our partners were awarded a grant from the Government of

the Netherlands to support a five-year, three country, multi-million-euro programme - Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) (see page 27).

During the last year trustees, staff, partners and stakeholders have been working together on Womankind's strategy for the next 10 years. This has been a time to reflect on our previous strategy that placed the support of women's movements centre stage. Through our work, we have continued to deepen our intersectional approach, which recognises there are many different and overlapping kinds of discrimination that hold people back – including race, sexuality, gender identity, religion, disability, ethnicity and class or caste. Many of the Womankind COVID-19 Resilience Fund grants amplify this intersectional approach.

The re-emergence of Black Lives Matter prompted us to reckon with the colonial roots of aid and inspired our anti-racism pledge which we are now bringing to life. Our strategy moving forward is rooted in addressing all forms of oppression to tackle gender injustice and we see that working with movements is the most effective way to shift power and achieve lasting change.

It is 26 years since the world leaders and women's rights activists imagined a progressive blueprint for women's rights in Beijing. Over the years significant progress has been made. However, recently we have seen a regression, for example the increasing anti-LGBT legislation around the world. We cannot let the vision die. **Now is the time to reignite ambitions, spurred on by bold commitments made this year at the Generation Equality Forums.** Womankind is not daunted by the challenges and is ready to stand in solidarity and work with women and girls globally remaining true to our founding principles and values in 1989.

Maggie Baxter, Chair of Trustees

Image on the right: Women for Human Rights coordinating emergency food packages as part of their COVID-19 response in Nepal.

PHOTO CREDIT: WOMEN FOR HUMAN RIGHTS.

OUR IMPACT

2020/2021 AT A GLANCE

The last year has been a challenging one for women and girls. As our partners have adapted to rapidly changing contexts we've supported their resilience. We've also continued our work on strengthening women's movements to create stronger, fairer societies.

25,125
individuals were directly supported through our projects with partners.

We adapted during COVID-19 and continued to mobilise for women's rights. We convened over
460
attendees at online events.

The influence of women's movements is far reaching. Last year
16,368,412
individuals were indirectly impacted by our work.

In an unprecedented year we responded by supporting our partners on the frontline, providing
£1.25 MILLION
in flexible funding through the Womankind COVID-19 Resilience Fund.

We collaborated with partners to
HOLD LEADERS TO ACCOUNT
using national advocacy to connect the national to the international to ensure that the voices of diverse women and girls inform decision making.

PHOTO CREDIT: ATIENO MUYUYI FOR WOMANKIND WORLDWIDE.

Image on the right: Participant at the Young Feminist Convening in Kenya.

Betrice demands justice and an end to the forceful land evictions at a community dialogue in Katatyer village, Northern Uganda, hosted by National Association of Women's Action in Development.
PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

OUR IMPACT

2016–2021 STRATEGY AT A GLANCE

In the last five years we have renewed our focus on strengthening women's movements to deliver impact and realise the rights of women and girls. Together, with our partners we have influenced policies, shifted attitudes in communities and advocated for structural change to support the rights of women and girls.

288,671

individuals have been directly supported through our projects with partners.

When women unlock their power the impact ripples through the community. Through our work we have indirectly reached

39,596,912

Alongside partners we contributed to the feminist evidence base with

27 PROJECTS

that included research and documentation so that women's experiences can no longer be ignored by decision makers.

Women's movements are strongest when they are diverse. We've expanded our intersectional approach with

32 PROJECTS

reaching women most excluded.

We 'passed the mic' to Global South women's rights organisations, supporting

22 PARTNERS

into international advocacy spaces.

We joined the global 16 Days of Activism against Gender-Based Violence campaign and amplified the work of

33 PARTNERS

advocating to end violence against women and girls.

Charity is a peer educator telling her friends about the dangers of FGM through support from National Association of Women's Organisations in Uganda.

PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

Participants sharing ideas at the Young Feminist Convening in Kenya.
PHOTO CREDIT: ATIENO MUYUYI FOR WOMANKIND WORLDWIDE.

OUR VISION FOR CHANGE

All women and girls have the right to have a say over decisions that impact their lives. All women and girls have the right to a fair and secure standard of living. All women and girls have the right to live free from violence.

Yet too many women have these rights violated. Womankind and our partners are determined to change that.

Image above: Women farmers supported by Women for Human Rights in Nepal.

TOGETHER WITH WOMEN'S MOVEMENTS WE WILL CHANGE THE WORLD. WE WILL SHIFT THE POWER.

We will achieve rights for all women. We work across five focus countries **(Ethiopia, Kenya, Nepal, Uganda and Zimbabwe)** with incredible women-led partner organisations to make change happen by focussing on:

- Ending all forms of violence against women and girls.
- Realising women's full economic rights and control over resources.
- Women having equal influence in decision making and ability to exercise political power.
- Strengthening women's movements at national and international levels.

WE DO THIS BECAUSE:

- Globally 1 in 3 women experience violence in their lifetime and during COVID-19 lockdowns domestic abuse helplines saw demand for their services increase by five-fold.
- Women spend at least twice as much time as men on unpaid care and domestic work.
- Just 25% of parliamentarians worldwide are women.

LAST YEAR WE WORKED WITH PARTNERS ON:

- 12 projects with a focus on ending violence against women and girls
- 6 projects with a focus on advancing women's economic rights
- 5 projects with a primary focus on championing women's participation and leadership
- 3 projects with a primary focus on movement strengthening*

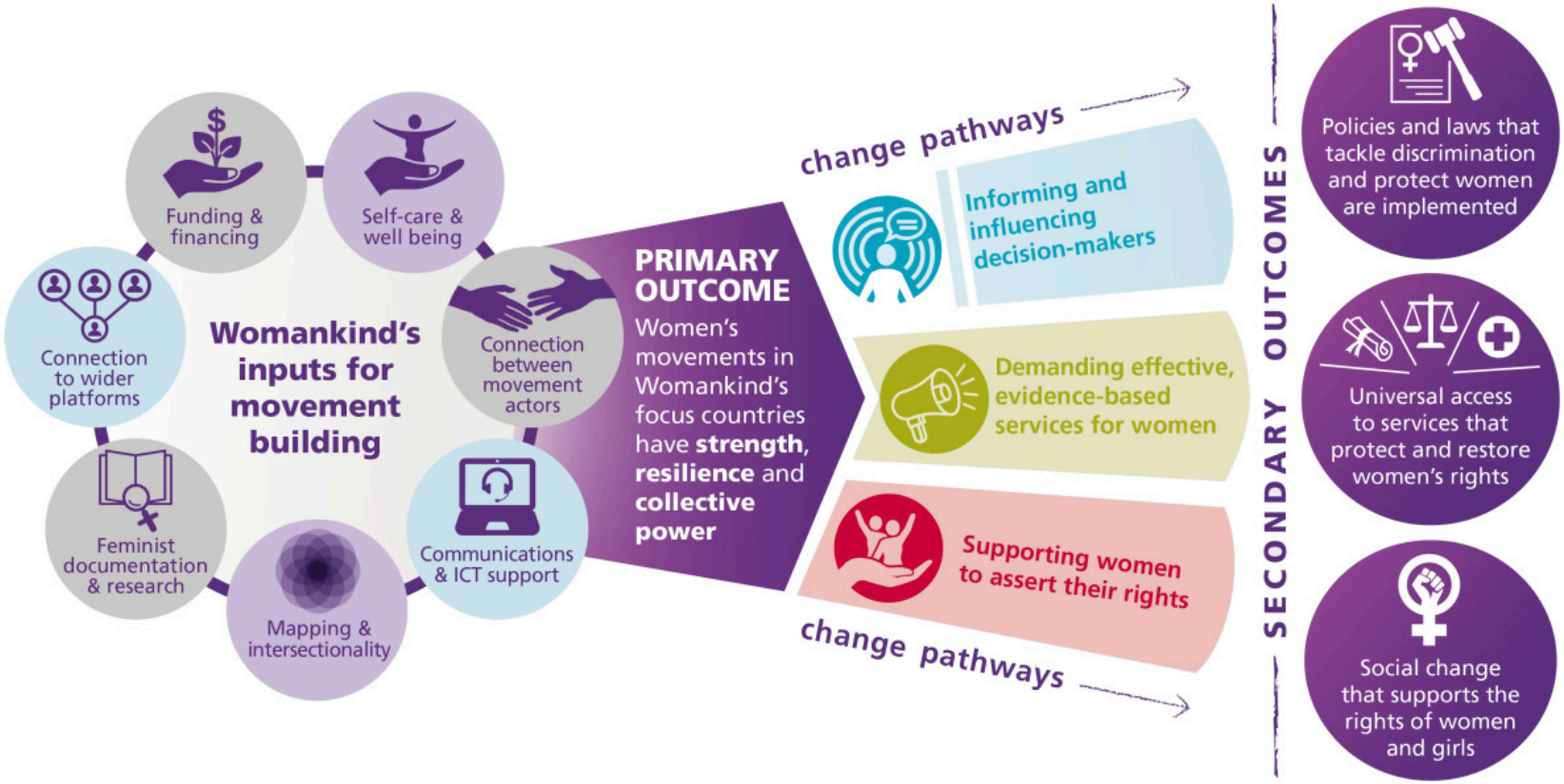
* this includes the £1.25m given to 42 partners via Womankind COVID-19 resilience grants

OUR VISION FOR CHANGE

Women's movements have the power to change the world, yet they are often under resourced and unable to harness their full power. Through extensive consultation we identified 7 key pillars needed to strengthen women's movements and we use them to guide the ways we work with our partners.

Image above: Laxmi Ghalan, president of Mitini Nepal at a protest in Nepal.

OUR THEORY OF CHANGE



MOVEMENT STRENGTHENING THROUGH THE YEARS

Women's movements are the key to securing rights for women and girls. In 2016 we shifted our strategy to focus on working with partners to strengthen women's movements. Now, as this strategy comes to an end we highlight how we've strengthened movements and the impact they have had in creating change.

The 2013 Constitution of Zimbabwe saw huge gains for the women's movement as 80% of their demands were included. However, this win was short lived as promises were not upheld. The need for an enduring women's movement to secure promises made and claim women's rights was clear. We worked with **Women's Coalition of Zimbabwe (WCoZ)** to position the women's movement ahead of the 2018 elections.

WCoZ developed a feminist analysis tool which they used to inform election and advocacy strategy. They formed alliances with diverse stakeholders and created campaigns to champion women's leadership.

The work resulted in a number of successes for the women's movement including a Gender Parity Pledge signed by 14 parties and training of over 300 women political candidates. Through strengthening leadership at community and national levels the women's movement has been strengthened to advocate for women's rights.

Homophobia in Uganda is rife. Instigated largely by government officials, public myths and misconceptions fuel discrimination and violence towards LGBTQI+ people. In 2018 we worked with **Freedom and Roam Uganda (FARUG)** to close the information gap and document the lived experiences of lesbian, bisexual and queer (LBQ) women.

Through a report and documentary FARUG produced insights on the political, social, economic and health experiences of LBQ women. It was the first national study of its kind. Engaging with diverse LBQ women in the research helped re-politicise the LBQ movement. As more women spoke up, they encouraged the development of an advocacy plan to further the rights of LBQ women on the national stage.

Women's movements are threatened at a time when they are needed the most. Women's rights activists often face threats or intimidation to stop them doing their work. In 2019, we worked with six partners in Uganda across a number of activities to strengthen the women's movement by supporting safe spaces for activists to carry out their work.

Our partner **MEMPROW** addressed the deepening generation rift by holding spaces for intergenerational dialogues. This safe space allowed participants to challenge their thinking, respect diversity and hear from women of different identities. Creating safe spaces allowed women from across the movement, especially those most marginalised, to have their voices heard. It developed understanding and provided a space to grow. A diverse and unified movement is then better able to plan for women's rights.

Despite promises made for women's rights 26 years ago in the Beijing Declaration and Platform for Action, there remain many gaps for all women and girls to access their rights. In 2020/21, we supported and collaborated with partners to engage in the formal review process by writing reports on the status of women in their communities and put forward recommendations on what needs to be done to address the gaps.
Partners were able to mobilise diverse groups of women to reflect on the changes, creating shared understanding, solidarity and including more marginalised groups. For example, in Kenya, Women Challenged to Challenge's work on sharing the experiences of women with disabilities helped to strengthen FEMNET's report at the Africa regional review. They highlighted that women with physical disabilities were unable to participate in meetings held in inaccessible spaces including at the African Union, and successfully put pressure on the AU to change the meeting room so women with physical disabilities could attend. This broadened understanding of the differing needs and experiences of women and created greater solidarity in the women's movement.

Illicit financial flows and tax injustice undermine women's rights. Extractive practices leave countries in the Global South lacking the resources they need to fund public services such as schools and infrastructure. The inequality that tax injustice creates impacts many different marginalised groups and requires a global response.

We are working with the **Global Alliance for Tax Justice (GATJ)** to advocate for tax justice and the redistribution of resources. Through working with a coalition of non-governmental organisations we increase our collective influencing power and ability to make changes to international frameworks. We work with other organisations to ensure the specific impacts on women and girls is taken into account.

Image on the right: Sally Dura, National Coordinator of the Women's Coalition of Zimbabwe.

PHOTO CREDIT: WOMEN'S COALITION OF ZIMBABWE.

ENDING VIOLENCE AGAINST WOMEN AND GIRLS

2020 saw a sharp increase in violence against women and girls. The need for strong, resilient women's movements who respond and work to tackle the root causes of violence has never been clearer. Last year we worked with partners to make girls' voices heard, support communities and call on decision makers to prevent violence against women.

In Kenya, girls living in informal settlements can be subject to sexual violence and abuse. Silenced by stigma they are often left without support or access to justice. In 2019/20, **Polycom Development Project** encouraged girls to break their silence. Girls anonymously shared their issues by posting written notes in 'Talking Boxes' and were then supported by mentors.

The Talking Boxes were also used as a tool to collect data on the extent to which girls face these abuses. In three years, over 4000 girls' stories have been collected proving urgent intervention is needed. The testimonies helped Polycom to develop a report which they have used to influence policy makers. They have called for an amendment to the Sexual Offences Bill which would specifically protect girls from sexual violence. The report has generated media interest and pledges from MPs to take up the cause in parliament.

Over the last 30 years extensive work has been done by women's movements to eradicate female genital mutilation (FGM) and child marriage in Kenya and Uganda. Laws to eliminate the practice have been put in place but implementation remains weak.

In 2020/21, **the Federation of Women Lawyers (FIDA Kenya) and National Association of Women's Organisations in Uganda (NAWOU)** worked to strengthen girls' ability to advocate for change in their communities. Through training mentors, nurturing girls' leadership and supporting them to develop awareness raising campaigns, they begun to see attitudes change in their communities. Mentors went on to hold girl-only safe spaces where girls were trained in their rights and gained the confidence to speak out and demand support from parents and teachers. When young women and girls have the knowledge and confidence to advocate for themselves, they can shape decision making and resist harmful practices.

All around the world women and girls experience violence, yet too often prevention of, and response to, the violence women and girls face is inadequate. Each year women's movements use the 16 Days of Activism against Gender-Based Violence to raise awareness, advocate and secure commitments from power holders to end violence against women and girls. In a year when violence against women rose exponentially due to COVID-19, this moment of action was more significant than ever.

In 2020, we supported the advocacy of six partners, who were able to reach more people with their campaigns and demand change. **Ethiopian Women with Disability National Association (EWDNA)** used radio shows to increase understanding of domestic abuse to include financial abuse. Their shows reached government officials who committed to address the lack of opportunities for women with disabilities.

HEAR HER SPEAK : GRACE

Before I was introduced to Polycom last year, I could not stand and talk in front of people but then one day they came to our school and ran lessons on how to be confident and courageous. After that, when Teacher Chris called us girls together and asked who would volunteer to speak in front of people, I raised my hand. That is how I became the talking box ambassador. Polycom have supported me in my role by always encouraging me to not be afraid and to have confidence in myself and my abilities.

As the talking box ambassador at my school my responsibilities are to encourage girls to use the talking box to share their problems with the mentors. Whether their problems are with a teacher at the school, or at home or with each other. Especially if you have a burning thing that you cannot tell the teachers or your friends, you can write it down and post it in the talking box and then you can be helped.

In the past when students had problems, they had to tell the female teachers and only sometimes would they help. The Talking Boxes project has helped me speak up for myself and other girls at my school. We feel safer with the talking boxes, where girls who are dealing with something can write a note and put it in the box and the mentors respond. We feel like our privacy is respected.

Grace was supported by Polycom Development Project. Through their Talking Boxes project they're helping girls break the silence on sexual violence. On page 14 find out how they used talking boxes to gather evidence and advocate for a change in law to protect girls from violence.

Image on the right: Grace supported by Polycom Development Project, Kenya.

PHOTO CREDIT: SARAH WAISA FOR WOMANKIND WORLDWIDE.

ADVANCING WOMEN'S ECONOMIC RIGHTS

Limited income and loss of livelihoods continue to impact women. Last year we worked with partners to ensure more women have control over resources such as land and livelihoods.

Like in many countries, when women leave prison in Zimbabwe they face stigma and have very little support to reintegrate making it difficult to earn a living and contributes to them reoffending. In 2020, **FEMPRIST** worked with women ex-prisoners to help them start small businesses and increase their financial independence.

Through support with their businesses and psychosocial support, women have been able to rebuild their self-esteem and reintegrate into the community. To date none of the 40 women supported by FEMPRIST have reoffended. They have financially contributed to their families and communities, breaking down stigmas about women ex-prisoners. Some of the women are engaging local leaders to ensure women-ex prisoners can better reintegrate in the future.

In Uganda land grabs have affected over 300,000 women, leaving them without a home and without livelihoods, as many use their land to grow crops. Since 2019, **National Association of Professional Environmentalists (NAPE)** and **National Association for Women's Action in Development (NAWAD)** have been supporting women to demand their rights while training women with the skills they need to pursue alternative sources of income.

Through the UK Aid Match scheme, women have been trained in a number of alternative livelihoods including; kitchen gardening, bee keeping and craft making, using sustainable methods that conserve the environment. The training has meant women have been able to generate income, providing some financial survival despite the challenges they face with land grabs. The women have also been able to withstand the financial effects of COVID-19 which constrained incomes for many informal workers.

Around the world some big corporations carry out human rights abuses that impact women and girls. For the last few years we have supported partners to engage in international spaces to promote a UN Binding Treaty on Business and Human Rights. This year in lieu of international travel four partners used the moment to engage national power holders.

In 2020, **Young Women's Leadership Institute (YWLI)** in Kenya engaged young feminists who spoke about the sexual exploitation of women and girls on flower and tea plantations. YWLI held town hall events where women and girls spoke about their experiences and were informed about the Binding Treaty. They galvanised support for the treaty and influenced the government to push for the treaty. They have unified the women's movement behind this cause and have gained the support of some MPs.

HEAR HER SPEAK : AJOK

Before knowing NAWAD, I was living a difficult life, my husband made all decisions and he never allowed me to interact with other women in the community. I was not allowed to join the women's village savings groups. I did not have many friends in the village. I was depending on my husband for everything yet he did not provide for me and my children. He was very rude to me and tough if he saw me associating with women in the community. He could even beat me up sometimes.

It was very painful, I felt powerless and not of any benefit to society. I learnt about NAWAD in 2017 when I went to fetch water at the well. I heard women taking about NAWAD. I attended a meeting and decided to join the Lagazi women's group. I feel very happy, because of the trainings I have attended from NAWAD. I can now advise women in the community on land issues. I have been empowered to work hard and earn money as a woman.

NAWAD trained me in bee keeping and mat making. I am now very confident, and I am not afraid anymore to talk to my husband because I am also earning some money to support the family. And I now educate other women on land rights in the community. I can now easily take up leadership positions due to my built confidence and knowledge.

Since I met NAWAD I have been able to start to save with the Lagazi women's group. I used my savings to buy goats. I now have 3 goats and I am planning on starting poultry. I plan to expand on my goat rearing and poultry business.

NAWAD is important because it brings togetherness in women and it empowers women to work and become independent. It also encourages women to know their rights.

Ajok has been supported by National Association for Women's Action in Development (NAWAD) and been trained in alternative livelihoods and land rights. Learn more about why this training is important amidst land grabs in Uganda on page 16.

This two-year project, Participation and Opportunities for Women's Economic Rights (POWER) is funded by the UK Government's UK Aid Match scheme.

Matching your donations with UKaid

Image on the right: Ajok supported by National Association for Women's Action in Development, Uganda.

PHOTO CREDIT: NATIONAL ASSOCIATION FOR WOMEN'S ACTION IN DEVELOPMENT.

CHAMPIONING WOMEN'S PARTICIPATION AND LEADERSHIP

2020 highlighted the need for policies that centre the rights of women and girls. We continued to work with partners to make sure women's voices are heard. We know that when diverse women are meaningfully engaged in decision-making - women, girls and whole communities benefit.

In 2015 Nepal adopted a new constitution giving women the right to proportional representation in all levels of governance. Yet despite the quotas there is a lack of women in decision-making roles and those that are, often lack knowledge of the system and how to make change.

To bridge this gap, since 2019 Women for **Human Rights (WHR), Feminist Dalit Organisation (FEDO)** and **TEWA** have supported elected women to fulfil their role through a 3 year UK aid funded project. Over 150 elected women participated in leadership training covering a range of topics including; gender-based budgeting, power analysis, gender-based violence, and leadership skills. Before this, these elected women had received no training on how to lead effectively in support of women's rights despite being in positions for months or years. The training has given the women the skills and confidence to meaningfully engage in decision making and promote the rights of women and girls.

Nepal has established thousands of community-led groups to manage natural resources and forest products. Yet Indigenous women are largely excluded from these groups resulting in restricted access to resources, livelihoods and traditions important to their cultures.

In 2020, **Nepal Indigenous Women's Federation (NIWF)** supported women to better understand their rights to be involved in these groups. The women now have a clear understanding of international laws and the benefits of joining the groups. Prior to the training the women believed only men could be community representatives but now they put themselves forward as community leaders. When women know their rights, they can have their voices heard in decision making spaces. This is particularly important for marginalised women who face greater barriers to accessing information.

COVID-19 has disproportionately impacted women and girls, and many government responses have failed to address the needs of women and girls and meaningfully engage women's rights organisations in national responses.

In 2021, **Women's International Peace Centre** was supported by Womankind Worldwide and Gender Action Peace and Security (GAPS) to carry out research on the impact of the pandemic on women and girls in Uganda. They found that gender inequalities were being exacerbated by the pandemic. And although women's movements were at the forefront of community response they were still excluded from decision making in the pandemic response. The research provided evidence on the impacts of COVID-19 and the need for meaningful feminist leadership. It is being used to advocate for the full participation of women's movements in the COVID-19 response.

HEAR HER SPEAK : ROMANSI

I belong to one of a marginalised Indigenous people called 'Dhimal'. I do not have a home and land to cultivate the grain.

Our ancestors used to collect the firewood from the jungle and sell them in the market, they weave the clothes by using cotton and use colour from plants to dye clothes. They were dependent on the land and natural resources as a source of life and survival.
I also used to sell firewood in the village and earn the money so I could feed my children and educate them. I have three daughters.

But the government of Nepal introduced a policy which has restricted our ability to enter the jungle to collect firewood, herbs, plants which we used for our livelihood. The policy made these activities illegal. The policy snatched our livelihood. My husband's income was not sufficient for our expenses. I had to pay for my daughter's education, food, clothes, medicine for everything. Sometimes we had to sleep without food.

One night my youngest daughter cried and asked me, "Mother, why we are so poor that we do not have food to eat? How long do we have to sleep with empty stomach?" That night I could not sleep, I only cried. One day, I saw a gathering in my village. I went there and saw some Dhimal women were talking about training opportunities. I felt that it was important for me to learn about Indigenous rights, rules and the regulation of the community forest. After getting the training, I became more aware on rights of Indigenous women on natural resources. I made Dhimal women actively participate in the campaign. I actively raised their voices in Community Forest User Group and District Forest Office for our rights on natural resources. As a result of our campaigning, the local government has given us permission to collect firewood.

That day we went to collect the firewood and I sold it for NPR 3075. It was a big amount for me and for my family. I bought meat, grain, vegetables for my family. As I reached home my daughters were very shocked to see food. My youngest daughter was the happiest. I can't forget my daughters' bright face on that day.

Romansi has been supported by Nepal Indigenous Women's Federation (NIWF) to understand her right to participate in governance bodies and speak up for her community. Learn more about the project on page 18.

Image on the right: Romansi supported by Nepal Indigenous Women's Federation, Nepal.

PHOTO CREDIT: NEPAL INDIGENOUS WOMEN'S FEDERATION.

STRENGTHENING WOMEN'S MOVEMENTS

Women's movements are the drivers of change in their communities. Last year we continued our work with partners to strengthen movements so they can secure women and girls' rights.

Over the years there has been a disconnect in the Zimbabwe women's movement which has left it less able to address issues that affect women and girls, such as gender-based violence. In 2020, **Women's Action Group (WAG)** wanted to strengthen the women's movement by addressing leadership, one of the key challenges the movement faces.

WAG trained 90 community champions on issues in the community and how it impacts women. The women have begun demanding accountability from decision makers on key issues such as water supply and gender-based violence. The community champions are now taking up decision-making roles in their communities. Through mobilising women in rural areas in this way they have been able to join forces with the wider women's movement, diversifying and strengthening it.

Women's movements are strongest when they are diverse. **Ethiopian Women with Disability National Association (EWDNA)** have been using their feminist documentation on women with disabilities to broaden understanding and inclusivity of the women's movement.

They've used the research to engage government officials, advise schools and health ministries and influence community leaders who are adapting the ways they engage with women with disabilities. Through their outreach, EWDNA have engaged more women with disabilities and broadened the women's movement. The more women with disabilities have their voices heard the more influence they will have in demanding their rights.

Women's rights organisations play a key role in securing women and girls' rights, yet they are often excluded from decision making and policy spaces. Advocacy work is woefully underfunded or funded in a restrictive way that limits impact. **Her Voice Fund** is a Womankind initiative that provides flexible funding to women's rights organisations and activists in the Global South to enable them to carry out advocacy work.

The fund has already been used to support partners with national, regional and international advocacy for example at Beijing +25 events, UN Binding Treaty, and some of the Womankind COVID-19 Resilience Grants.

The fund is important for movement strengthening as it allows women's rights organisations to set their own agendas and work strategically to influence policy and secure women's rights. As the fund focuses on supporting marginalised women it has the potential to enrich, diversify and therefore strengthen movements.

HEAR HER SPEAK : SOKULUHLE

Low self-esteem was the problem for me. I had fear in me coupled with my disability, I didn't have the courage to stand in front of people and speak out on issues affecting me as a young woman with disabilities. I didn't believe in myself but the training has changed my life for good. I went on to discover that I can make it in life, and I am now a confident person.

Facilitating at WAG's cascading trainings has helped me a lot. I can lead and I can speak out as a young woman with disability. After the training I realised that I can do anything in life. I then mobilised and trained fellow women with disabilities in my own community on transformative leadership. I have noticed an increase in knowledge among the women that I have trained. They are now aware of their rights as equal citizens and they are reporting issues of gender-based violence, water problems and other issues affecting them to the relevant authorities in our community.

I managed to get a position in the district COVID-19 taskforce, representing persons with disabilities. My role is to cascade information on COVID-19 from the taskforce to persons with disabilities. I am also advocating for COVID-19 information to be inclusive, for example, the information should be accessible in braille and sign language to accommodate those with visual and hearing impairments. I have also managed to partner with organisations working in the rural areas so that they can disseminate information to people with disabilities in rural areas.

The confidence that I acquired from the WAG trainings has helped me to achieve more. In other words, the project has opened opportunities for me and wonders are just following me.

Sokuluhle has been supported by Women's Action Group on leadership training, increasing the capacity and influencing power of the women's movement in Zimbabwe. Learn more about this project on page 20.

Image on the right: Sokuluhle supported by Women's Action Group, Zimbabwe.

PHOTO CREDIT: WOMEN'S ACTION GROUP.

ISSUE SPOTLIGHT

RESOURCING WOMEN'S MOVEMENTS FOR A FEMINIST FUTURE

Women's movements are key drivers of change in their communities, playing an integral role in securing and preserving rights for women and girls. They work together locally, nationally, regionally and internationally to deliver services, influence social behaviours and hold leaders to account. Yet, despite being critical to change, women's movements are woefully under resourced and often excluded from decision-making spaces. For women's movements to fully harness their power and be most effective, there must be a concerted global effort to change.

A changing landscape for women's rights

The last year has been particularly challenging for women's rights. COVID-19 has deepened existing inequalities leaving the most marginalised women and girls at greatest risk of the gendered impacts of COVID-19.

At the same time space and freedoms for organisations to mobilise and claim rights has continued to close. Exacerbated by the pandemic, totalitarian governments have used COVID-19 as an excuse to monitor, shut down and exert violence on those promoting human rights. Groups that oppose human rights have been organising at all levels of decision making. At the international level they have gained increasing influence inside the UN aiming to undo hard won human rights. All while authoritarian governments seek to undermine international bodies that hold them to account by pulling out of them and removing funding.

Defiance in the face of adversity

Against this increasingly vicious and hostile background, women's movements continue to rise. Despite working conditions being harder they have become more flexible and more determined to challenge human rights violations.

As things have got harder for women around the world, women's movements have not folded. Instead, they have become more defiant, insistent on holding governments to account. In Uganda earlier this year the government set to introduce the Sexual Offences Bill which criminalises consensual sex acts between people of the same sex. **Freedom and Roam Uganda (FARUG),** were vocal about their opposition to the bill, speaking out even with the potential for violent reprisals. It is this grit and determination that women's movements are made of.

PHOTO CREDIT: ALEX MASSEY FOR WOMANKIND WORLDWIDE.

Image on the right: Women at the International Women's Day global strike 2020.

Funding for feminist futures

As the world looks at how best to rebuild after the pandemic and with threats like the climate emergency worsening, we must forge a new path. A path that values and encourages women's movements.

Women's movements have the expertise and commitment but for them to flourish they must be properly resourced. Currently, less than 1% of development aid and foundation grants reach women's rights organisations directly. With even less going to organisations that work with more marginalised groups and those based in the Global South.

In the last year the outlook has become more dire with reports of donors pulling funding, and the impacts of the UK aid cuts yet to be felt in their entirety. Funding for women's rights remains unacceptably low. This must change.

PHOTO CREDIT: AKINA MAMA WA AFRIKA.

From commitments to action

Bold commitments were made at the Generation Equality Forum earlier this year, as $40 billion was committed to tackling gender inequality. But questions remain on whether these are new commitments and how these funds will be allocated. We continue to join others to advocate for the money to be flexible and to reach women's rights organisations in the Global South.

No longer will the status quo suffice. Now is the time to disrupt power. Now is the time for action.

A new dawn

At Womankind, we're committed to shifting the power to our partners in the Global South. We're not perfect, we know there is more work to do. We continue to listen to and be informed by our partners. The Womankind COVID-19 Resilience Fund and Her Voice Fund are examples of our desire to ensure better quality funding reaches the organisations on the frontlines.

Now the international community must step up. As anti-rights actors mobilise, we must work more closely together. As they infiltrate international spaces and water down human rights frame works, we must reinforce the hard-won rights of women and marginalised groups. And as they threaten and harass human rights defenders, we must hold strong and protect those most at risk.

As we look towards our new strategy at Womankind, we will dig deeper and work closer with women's movements. With you standing alongside, together we can secure a feminist future for all.

Image on the left: Speaker at the Uganda Feminist Forum.

WOMANKIND COMMUNITY

OUR PARTNERS

In the last year women's rights organisations have been on the frontlines of the COVID-19 crisis. Seeing huge increase in demand for their services, while facing limited resources they worked quickly to adapt working practices and support the needs of women and girls in their communities. The Womankind COVID-19 resilience grants were flexible funds that partners could use in the way that best suited the needs of them and their communities. Here two of our partners talk about what the fund meant for them.

PHOTO CREDIT: FREEDOM AND ROAM UGANDA.

Image on top: Staff from Freedom and Roam Uganda who have supported in COVID-19 response.

COVID-19 elevated LBQ women's need for emotional, financial and nutritional support. At the same time, social distancing and isolation measures for many LBQ women are reminiscent of the time, when they were closeted and isolated. For some LBQ women, COVID-19 may even have contributed to them having to again be closeted, since many of them were forced to move back in with homophobic family members or relatives.

As LBQ women, the staff at FARUG face the same hardships but at the same time have to work harder than ever with fewer means than ever to respond to the needs of its members. After months of lockdown, it was not just the financial but also emotional capacity of FARUG that is depleted. FARUG therefore utilised the resilience grant to focus on self-care initiatives for its staff such as a staff day out and a staff wellness night in and out of office to prevent burnout, and to build up capacity to continue the crisis response for the foreseeable future.

We were also able to relocate frontline staff and peers who have faced attacks and house evictions as a result of continuing to serve their community during the pandemic. From the grant, we gave them financial assistance to move to new and safer neighbourhoods so that they can feel safe and at ease as they continue their work.

We would like to extend our thanks to the entire Womankind team for being the only partner that provided unrestricted emergency support to LBQ women in Uganda. The resilience grant has achieved a lot and helped us a great deal to continue serving LBQ women in Uganda even during situations of the worst and harshest lockdowns.

Freedom and Roam Uganda (FARUG) is an organisation that works with lesbian, bisexual, trans and queer women in Uganda.

PHOTO CREDIT: SAJANA SHRESTHA FOR WOMANKIND WORLDWIDE.

Image on top: Women supported by Saathi in Nepal.

The COVID-19 pandemic has brought forth unforeseen challenges that have taken a toll on people's lives everywhere. The social, economic and emotional impact is immense and perhaps immeasurable. During the first lockdown in 2020 Saathi in Nepal faced immense and sudden unanticipated challenges in providing continuous support services to survivors of violence.

The generous support from Womankind helped us to cope with these challenges by upgrading our operational capacity of women's shelters with the basic minimum required infrastructure for quarantine purposes. As the existing shelters of Saathi lacked adequate space to accommodate new survivors with a quarantine facility, a provisional emergency safe space was set up. It operated at Saathi's head office and served as an isolation centre for new entrants during the lockdown period. The Womankind Resilience Fund helped us to create this temporary safe space, with adequately equipped quarantine and isolation wards that followed all safety measures to contain the contagious virus. We were also able to hire short term support staff (cook, warden, counsellor) for the provisional shelter.

New survivors resided in the temporary safe space for 21 days before shifting to our regular shelter facility. This minimised the possibility of spreading COVID-19 to the survivors already living in the shelter.

Setting up of provisional shelter with isolation facilities during the lockdown contributed immensely allowing us to continue support services without any disruption even during the strictest lockdown. It was also helpful in gaining the trust of the survivors as well as ensuring the safety of those residents already in the shelter homes.

Saathi is an organisation in Nepal addressing the different forms of violence against women and girls.

WOMANKIND COMMUNITY

OUR SUPPORTERS

In a year unlike any other our supporters have remained steadfast in their commitment to women and girls' rights. Although many have had to adapt to the changing times, their creativity and tenacity has allowed us to continue our work in a time of great need for women and girls globally. Here are a few highlights.

LOCKDOWN FUNDRAISERS

Whilst many of us were in the midst of the first national lockdown, Katie embarked on a fantastic fundraising initiative. She got out her sewing machine and began making masks for her friends and family, asking them to contribute £5 to Womankind in return. She managed to raise an incredible £720, in other words, over 140 masks! Thank you Katie for using your skills in support of our work.

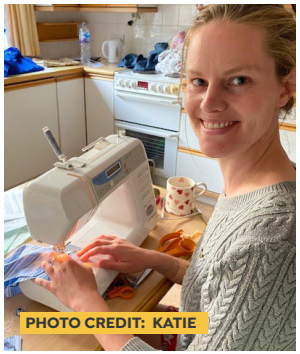


Image on top: Katie sewing masks.

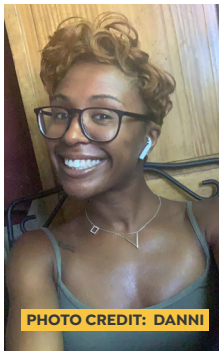


Image on top: Danni, virtual London Marathon runner.

Image on left: Scott, virtual London Marathon runner.

INTERNATIONAL WOMEN'S DAY FUNDRAISERS

This IWD, we launched our '25 Challenge'. We encouraged our supporters to take on a challenge relating to the number 25 to draw attention to the fact that women make up just 25% of parliamentarians worldwide. In March, when the temperatures were certainly not soaring, Angela joined the challenge, taking 25 cold water dips over 25 days. She managed to raise £300! Thank you to Angela and all our fundraisers for your enthusiasm and commitment.

Image on top: Angela, took on the challenge of 25 cold dips to fundraise for Womankind.

Image on top: Amany, virtual London Marathon runner.

VIRTUAL GALA BIDDERS

On March 8 2021, we celebrated International Women's Day by holding an online auction for the 'city'! Despite not being able to hold our in-person Gala event which has become a must-attend event for the UK's leading banks, equity firms and law firms, the online auction was a tremendous success; thanks to unique auction items, donations from attendees and sponsorship we raised over £115,000!

VIRTUAL LONDON MARATHON RUNNERS

In October 2020, we had 3 intrepid runners take part in the Virtual London Marathon. They completed their 26.2 miles in Cairo, Los Angeles and London. We are in awe that they managed to achieve this in a year of such uncertainty. Collectively, they raised a fantastic £8,251. Thank you for your incredible effort Danni, Amany and Scott!

Funding for feminist futures

This year marks the first year of **Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME).** The **€10 million project** is funded by the Netherlands Ministry of Foreign Affairs and will run over five years.

Six Womankind partners, Ethiopian Women's Disabled Association, Siqqee Women's Development Association, FIDA Kenya, Women Challenged to Challenge, Forum for Women in Democracy, and National Union of Women with Disabilities of Uganda across three countries are involved in the consortium together with Womankind. Partners will challenge unequal power relations in Ethiopia, Kenya and Uganda by strengthening and diversifying women's movements. A strong, diverse and unified women's movement is better equipped to push for policies that champion women's leadership and tackle sexual and gender-based violence.

Legacy

Last year alone, Womankind received £248,273 from gifts left in wills. At a time of great uncertainly, this income was vital for the stability of Womankind.

Mary is one of 353 supporters who have chosen to remember Womankind in their will. She reflected that, thanks to the welfare state and the women's movement in the 1970s, she was able to enjoy greater freedoms and rights than her mother. When asked why she chose to remember Womankind in her will, she said

"I want these same things for every woman on this earth and that is why I began to support Womankind (...) and that is why I am leaving them a bequest in my will. And I have asked my daughter to continue my support when I am gone. This work must go on."

We are forever grateful for the generosity and commitment of our legators and pledgers. Their impact on our work is invaluable.

Image on the left: Mary, legacy pledger.

INCOME AND EXPENDITURE

For every £1 we spent:

78P

Goes to our programmes, policy & advocacy work

16P

Is invested into fundraising

6P

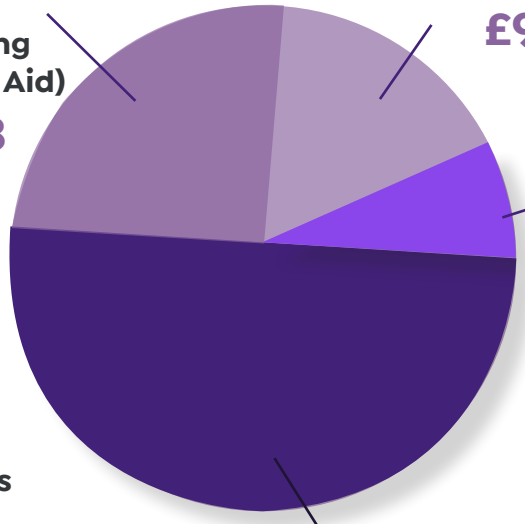
Goes to governance and support costs

For every £1 invested in fundraising Womankind generates

£ 6.39

Income:

TOTAL: £6,275,485.52



26%
Individual giving (including Gift Aid)
£1,601,923

15%
Other (including legacies & events)
£943,221

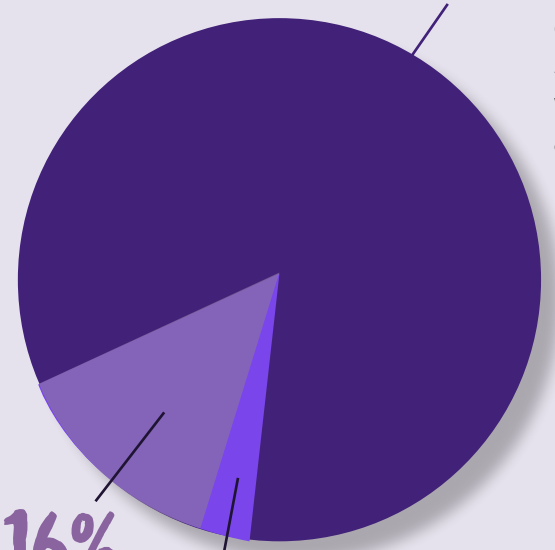
7%
Trusts, foundations and major donors
£448,978

0%
Investments and other trading activities
£3,964.91

52%
Institutional grants (including the Government of Netherlands)
£3,277,398.61

Expenditure:

TOTAL: £6,228,527.00



78%
Ending violence against women, advancing women's economic rights, strengthening women's participation and leadership.
£4,888,490

16%
Cost of generating income
£981,650

6%
Governance and support costs
£358,387

THANK YOU

OUR PARTNERS

ETHIOPIA

Addis Continental Institute of Public Health (AC-IPH)
Association for Women's Sanctuary and Development (AWSAD)
Association of Women In Boldness (AWiB)
Centre for Accelerated Women's Economic Empowerment (CAWEE)
Ethiopian Women Lawyers Association (EWLA)
Ethiopian Women with Disability National Association (EWDNA)
Setaweet
Siiqqee Women's Development Association (SWDA)

KENYA

Federation of Women Lawyers – Kenya (FIDA Kenya)
Minority Women in Action (MWA)
Polycom Development Project (Polycom)
Women Challenged to Challenge (WCC)
Young Women's Leadership Institute (YWLI)

NEPAL

Feminist Dalit Organisation (FEDO)
LOOM
Mitini Nepal
National Indigenous Women's Federation (NIWF)
Nepal Disabled Women's Association (NDWA)
Saathi
Sankalpa - Women's Alliance for Peace, Justice, and Democracy
Tewa
Voices of Women Media (VOW Media)
Women for Human Rights (WHR) Nepal

UGANDA

Centre for Domestic Violence Prevention (CEDOVIP)
Freedom and Roam Uganda (FARUG)
Forum for Women in Democracy (FOWODE)
Women's International Peace Centre (WIPC)
Mentoring & Empowerment for Young Women (MEMPROW)
National Association for Women's Action in Development (NAWAD)
National Association of Professional Environmentalists (NAPE)
National Association of Women's Organisations in Uganda (NAWOU)
National Union of Women with Disabilities of Uganda (NUWODU)

ZIMBABWE

Deaf Women Included
Female Prisoners Support Trust (Femprist)
Musasa
Pakasipiti
Women and Land in Zimbabwe (WLZ)
Women in Politics Support Unit (WiPSU)
Women's Action Group (WAG)
Women's Coalition of Zimbabwe (WCoZ)
Zimbabwe Chamber of Informal Economy Associations (ZCIEA)
Zimbabwe Women Lawyers Association (ZWLA)

PAN-AFRICA/REGIONAL

African Women's Development and Communication Network (FEMNET)
Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI)
Strategic Initiative for Women in the Horn of Africa (SIHA)

THANK YOU

OUR SUPPORTERS

All donors and participants at the Womankind Online Auction
Alison Jaques
Bain Capital
Christian Aid
Clare Waight-Keller
Coates & Seely
Comic Relief
Evan Cornish Foundation
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Freshfields Bruckhaus Deringer LLP
Funderbirds
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Goldman Sachs International
Helen Carter
Hunan London
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Marcus Lyon
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Stella McCartney
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Yasmine Bassili

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Baroness Helena Kennedy QC
Dr Kate Young

Judith, land queen and chairperson of Ngwendo United Women's Group in Buliisa, Western Uganda, supported by National Association of Professional Environmentalists
PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

Kigyayo camp women's group is made up of women displaced from their land. Now through the group they save together and grow crops in Hoima, Western Uganda, supported by National Association of Professional Environmentalists

PHOTO CREDIT: ESTHER MBABAZI FOR WOMANKIND WORLDWIDE.

Womankind Worldwide

EQUAL • RESPECTED • PROUD

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