

Funding Leadership and Opportunities for Women: FLOW 2012 – 2015

flow
funding leadership and
opportunities for women



Ministry of Foreign Affairs of the
Netherlands

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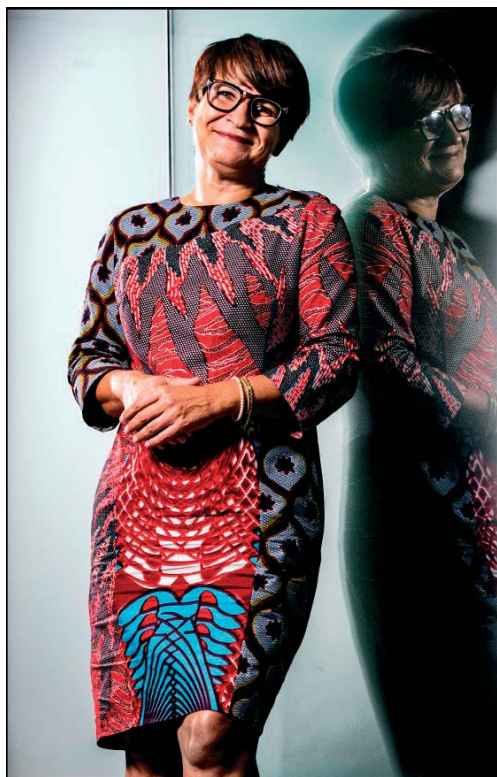
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Photo cover: BREAKTHROUGH – ‘Health-workers walk a fine line within their communities: *They work tirelessly as enablers, driving a community to access the services they're entitled to, and forever striving to empower themselves and the people they work with to lead better lives. But they're also subject to a pardah system that restricts their own movement, their rights and their choices. We think the challenges health-workers face are far removed from ours. We think the obstacles are theirs alone. Do we have it in us to display even a fraction of their strength?’*
Source: Breakthrough



Preface



Dear reader,

Why are women's rights a key pillar of Dutch development policy? After all, in many countries gender equality is still regarded as a strictly social matter and gender equality policy as something that exclusively benefits women and girls, and their development as individuals. Yet nothing could be further from the truth!

For years, economists have been telling us that if women participated in the economy on an equal footing with men, the world economy would expand over the next decade by 25% – the equivalent of the economies of China and the US combined! If, on the contrary, we fail to improve the position of women worldwide, we have no chance of achieving the development goals that the international community has adopted. These figures show that female talent is indispensable. That is why I have incorporated gender goals into every aspect of Dutch foreign policy, whether in regard to trade, international security, water or the environment. Worldwide, our Dutch ambassadors are working actively to achieve these goals, through programmes and diplomatic contacts.

The Netherlands supports civil society organisations that champion women's rights. The most extensive and best-known example is the Funding Leadership and Opportunities for Women programme. We also provide funding for the national action plan Women, Peace and Security, as well as the Leading from the South programme for Southern women's funds. In response to the new US administration's decision to cut funding for reproductive health, I have launched She Decides – a new initiative to promote sexual health and family planning. The reactions worldwide are a reflection of people's strong commitment to equal rights, and of how effective global cooperation can be when it comes to the crunch.

On my travels around the world, it is always a great pleasure to meet with activists – women and men who work day in, day out, to secure equal rights in countries where this cannot be taken for granted. People who campaign for the prosecution of violence and other forms of injustice against women. People who give young women prospects for a better future, with the power of choice and a sense of fulfilment.

Such are the people interviewed in this book. They describe what they have achieved with the support of FLOW. I am proud that the Netherlands has helped to make their work possible.

Happy reading!

Lilianne Ploumen, Minister for Foreign Trade and Development

Foreword



Dear reader,

In 2012 the Dutch Ministry of Foreign Affairs created a new fund, Funding Leadership and Opportunities for Women (FLOW), a successor to the MDG3 Fund. In the four following years the 34 awarded grantees have worked tremendously with their partners and sub-grantees on improving gender equality and women's rights worldwide. They have protested, lobbied, influenced, trained individuals and organisations and in short worked really hard on equal rights and opportunities for women and girls. Each FLOW 2012-2015 project focused on at least one of the three thematic priorities:

1. **Security:** by combating violence against women and actively involving women in processes of peace, security and reconstruction;
2. **Economic Self-reliance:** through giving women a say in food security, employment and property rights and access to safe drinking water;
3. **Political participation:** activities focused on the participation and representation of women in politics and public administration.

FLOW is a fund from the Dutch Ministry of Foreign Affairs that is managed by a consortium of PwC and Femconsult. The Ministry is the main donor and responsible agency for this fund. The consortium manages the implementation and monitoring of the projects.

Now that FLOW 2012-2015 has ended, we as fundmanagers, wanted to take the opportunity to present all FLOW 2012-2015 grantees and their work a final time. Therefore we have designed this publication in close cooperation with all organisations. Most of the content comes directly from their hand and has only been (slightly) edited or paraphrased by us.

FLOW facts:

- 34 projects
- 108 countries
- Total budget: € 85.5 million
- Project duration: 2012-2015

This publication does not represent a full overview of all the work of FLOW 2012-2015 and the results achieved. These multi-year projects are so extensive that in order to give a full and comprehensive overview, each organisation could fill a book on its own. Therefore for this publication, we have made a selection of the most distinctive and interesting activities and results that can be shared in public.

A lot has been achieved so far and we are very proud to share this with you. I hope you will be inspired!

On behalf of the FLOW 2012-2015 team at PwC and Femconsult,
Anton Koonstra, PwC Partner, Industry leader Consulting Public Sector
The Hague, February 2017

Reader's guide

Every section on a project contains the same elements. For some of the elements a bit of background information might be convenient.



Pie charts – The FLOW 2012-2015 team has designed 15 Common Indicators, every grantee reported on one or more of these indicators, depending on which indicator fitted with their work best. These quantitative data were then assembled per country. In this publication you will find graphic representations of the results on some of these indicators per project and per country for the whole project period. However, not all projects are deemed suitable for such a quantitative representation, therefore for some projects we do not present this data.



Quotes – The quotes are gathered from the grantee's final report and/or other correspondence with the FLOW 2012-2015 team. The quotes are coming from the staff of the project directly or from beneficiaries, this is indicated at each quote



Pictures – All pictures have been submitted by grantees or have been taken at project visits by the FLOW 2012-2015 team. Therefore each of the pictures shown belongs to the organisation on that particular page. We have tried to add as much as possible the specific information on the content of the picture and the owners of the pictures, yet we were not able to retrieve this from all pictures.



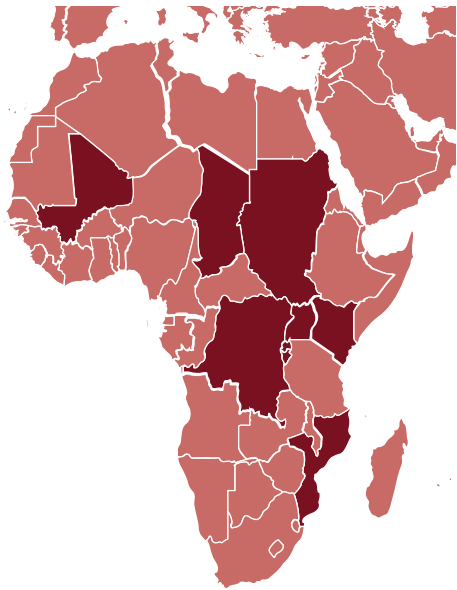
Partners – The partners included in this publication are either the implementing partners and/or local partners derived from the final report of the grantees of FLOW 2012-2015. This list is not exhaustive.



Terminology - Within this publication we avoid to use too much terminology related to the women's right sector, yet some terms are so commonly used that these cannot be avoided as an abbreviation. Please find below a short list of these most commonly used terms.

- CSW – Commission on the Status of Women
- (S)GBV – (Sexual) Gender Based Violence
- LGBTIQ – Lesbian, Gay, Biseksiual, Transgender, Interseksual and Queer people
- UNSCR 1325 - UN Security Council Resolution 1325 on women peace and security
- VAW(G) – Violence against Women (and Girls)
- WHRD - Women Human Rights Defender

Agency for Cooperation and Research in Development



Project name: Pan Africa Women's rights Programme
Theme: Security, Economic Self-reliance and Political Participation
Countries: Burundi, Chad, DRC, Kenya, Mali, Mozambique, Rwanda, South Sudan Republic, Sudan and Uganda

Contact details:
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The work of the Agency for Cooperation and Research in Development (ACORD) focused on alleviating harmful cultural practices that deter women's rights. For this purpose they developed gender and women's rights responsive tools across their project countries as well as ample opportunities for capacity building, sharing and learning lessons among their partners. Most of the project's target countries have good provisions for gender equality in national constitutions and policies with many progressive new laws adopted during the last couple of years. Still implementation remains a different story, especially in rural areas. Factors that hamper implementation include persistent patriarchal norms, harmful cultural beliefs and practices, as well as gaps in resources and capacities.

ACORD has worked on improving this situation, both by lobby and advocacy as well as by work on the ground directly with their partners.

Work with partners

ACORD's well-established methodology to promote community peace in post-conflict situations has been adapted for the FLOW project to specifically address VAWG through the so-called men-to-men methodology. In partnership with FEMNET, ACORD produced a 'masculinities manual' that talks to men on women rights and the roles they play and ways in which they can be more positive in advancing the rights of women.

Implementing Partners:

- **Burundi:** Association pour la Promotion de la Fille Burundaise (APFB), MUREKERISONI.-
- **Kenya:** FAWE, FEMNET, FIDA, Fahamu, PAFO, Civil Society Organisation Network and WIFIP (Women in Fishing Industries Programme).
- **Rwanda:** Rwanda men resource centre (RWAMREC)
- **Uganda:** Akina Mama wa Africa, AWEAPON (Parliamentarian network and women's Parliamentarian Forum in the Great Lakes Region), International Land Alliance, ICGLR.
- **Global:** 3ProRights for Public Interest, AU, ICGLR, COPAGEN, Urgent Action Fund, Lawyers without Borders.

For example, in Northern Uganda, men who were already participating in peace committee activities were among the first to be directed towards men-to-men sessions and commissioned to start dialogue sessions with fellow men aimed at addressing sexual violence practices, women's land ownership and access to economic rights. In the course of a year, this helped successfully mediate 25 cases of GBV as well as 35 land conflicts.

Improving livelihoods

ACORD has trained 412 women groups in economic self-reliance and entrepreneurship, reaching out to numerous women pastoralists, small scale farmers, SGBV survivors, slum dwellers and women's organisations who are actively applying the acquired skills to improve livelihood security.

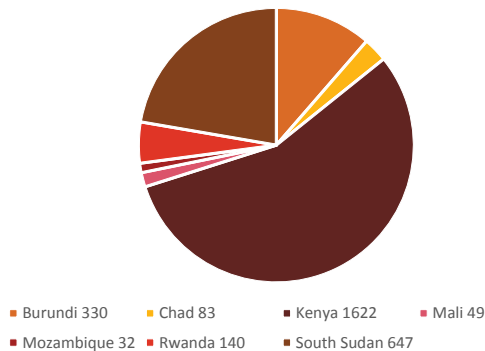
The men-to-men network of Sebekoro, in rural Mali, here pictured in the council hall of the Mayor's office in Sebekoro with the local ACORD team. The network, comprising at first 14 members, was very successful in its sensitization activities and now comprises 48 members, all volunteers committed to advocate for women's rights and equality. Men-to-men groups continued to be formed even, experiencing near exponential growth in Mali.



It was reported 969 new members in the FLOW programmes's final year (203 in Sénou, 547 in Sabalibougou and 219 in rural areas of Kita).

Reach ACORD - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/coaching) and are applying this in informal or formal leadership.



For example, in Mozambique, 36 women smallholder farmer leaders were trained in entrepreneurship development, conservation agriculture, agro processing, trade and marketing and business management. During the training participants got the chance to learn conservation techniques for maize and beans, drying up vegetables and making chips from orange pulp sweet potato etc. They also practiced jam production from locally produced crops. Moreover, participants practiced price calculation based on production costs. They carried replicas and went back home to disseminate their skills peer-to-peer, maximizing the multiplier effects.

In Uganda, 10 women's groups have been trained in saving and small enterprise

development and have improved in management of the Village Loans and Savings Associations. Many group members have since started income-generating activities such as small shops, and have also promoted social cohesion in their communities.

In Burundi women's associations were trained and now run income-generating small businesses like restaurant, bakery, soap making, secretary services, and tailoring.

Lobbying for women's land rights

As enhancing women's land rights is key for their economic self-reliance, ACORD tried to ensure that voices of all relevant stakeholders, but in particular women and other marginalized groups, are heard in the policy debates on land within the African Union (AU). Their report "Putting Small-Scale Farming First" was launched at AU level in January 2014 and used in national and continental lobby and advocacy.

ACORD led in the design and publication of the Non State Actors' 10 joint policy

"Women's rights and equality are issues that are relevant to both men and women and affect the whole community, they need to be treated as such, discussed widely, and defended by both men and women. When men as well as women are engaged together to bring forward equality and prevent GBV, real change can happen and can affect positively households as well as communities as a whole"

– ACORD Programme Management

"The most important lesson learned during the implementation of our FLOW project is that in patriarchal societies where all power and decisions are usually in the hands of men, it is important to analyse thoroughly power relations and adjust programming to take most advantage of the situation as it is in order to change it. In this specific case of fighting against VAW, GBV and practices that are harmful to women and their best interests, targeting men to become agents of change has been an extremely successful strategy. Men have been very willing to participate to trainings and sensitizing sessions and have for the most part shown genuine interest and commitment in taking forward messages of respect for women's rights and integrity within their communities. The fact that men are central members of the community in the localities we targeted means that they have the power to be heard by and persuade other men in their communities, which led to encouraging results in terms of attitudes towards VAW and GBV and a reduction of cases of such violations observed."

– ACORD Programme Management

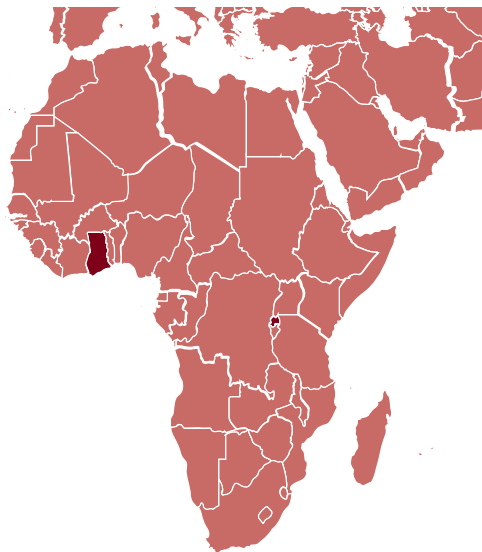
recommendations -signed by 120 organisations across Africa- which called on African Governments and donors to increase support to small holder farmers. ACORD subsequently played a critical role in contributing to the development of the AU's implementation strategy and road map to achieve the 2025 vision on Comprehensive Africa Agriculture Development Programme

(CAADP). Concerns for women farmers and climate change were integrated into the final declaration and governments recognised the need to deepen the integration of gender and land issues through country agriculture investment plan reviews and the implementation of the AU Land Policy Initiative.



Women recipient of micro-loans: Clarice had a tailor workshop with 5 sewing machines in Nakuru. She received skill training from ACORD. Due to the support she was able to become a partner of the tailor who earlier employed her, they moved to a bigger shop, and she earns enough to pay her bills and school fee for her children and is even able to save a little.

Action Aid



Project name: Women's Food Security

Theme: Economic Self-reliance

Countries: Ghana and Rwanda

Contact details:

Name: Ms Christina Kwangwari

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Christina.Kwangwari@actionaid.org

The project organised 5,600 rural women smallholder farmers into groups and empowered them to demand their rights in four local rights programmes in Rwanda and Ghana, thereby contributing to increasing food security in a sustainable way.

Women have been trained in strengthening their leadership skills, both in formal leadership positions and in the household and communities, such as claiming access to:

- productive resources such as fertile lands,
- reduction on unpaid care work,
- participation in community meetings,
- credit management and appropriation,
- land use and maintenance.

At community level, women now know where to direct their demands and have the confidence to engage with duty bearers at different levels. As one political leader in Rwanda observed: *“Women in the village meetings and any other levels are not mere spectators... they really know how to present their issues, and as leaders we must listen”.*

“At international and regional level, the project has contributed to enhanced awareness and visibility of the issues affecting food security and the burden of unpaid care work.”

– Action Aid Programme Management

“Women’s empowerment is a primary positive outcome of the project in and of itself as women’s own understanding of the causes of their vulnerabilities has improved and they have strengthened skills and social networks to be able to address them. Women’s empowerment is one of the building blocks that has enabled women to take up positions of leadership.”

– Action Aid Programme Management

Implementing Partners:

- **Ghana:** SONGTABA, BONATADU (Bonatadu Nahira Taaba Development Union), Widows and Orphans Movement (WOM), Grameen Ghana (ended in 2013).
- **Rwanda:** Faith Victory Association (FVA), Rwanda Women’s Network for Rural Development’s (RDF), Resseau De Femmes.

“The introduction of Climate Resilient Sustainable Agriculture techniques such as indigenous seeds and organic pesticides has meant that women no longer have to spend money on expensive chemical fertilisers or foreign seeds.”

– Action Aid Programme Management



Increased agricultural production

The project also aimed to support women to produce a surplus of food for sale. At the end of the project, 47% (164) of the surveyed women indicated that they were producing a surplus for sale (56.5% in Ghana and 40.3% in Rwanda). This brought a number of secondary effects from the sale of food, as women were able to purchase health insurance, pay school fees, and provide for other household needs. There is also evidence that in addition to benefitting from improved availability of food, families also benefitted from increased diversity in their diet including milk from cow and goats and eggs from poultry provided.

In addition to the primary positive effect of improved food security, the introduction of Climate Resilient Sustainable Agriculture techniques such as indigenous seeds and organic pesticides has meant that women no longer have to spend money on expensive chemical fertilisers or foreign seeds. There is evidence that these and other CRSA practices such as terracing, mulching, crop rotation, cover crops and composting have a positive impact upon the local environment.

Unpaid carework of women

Time spent by 2,700 women (1,500 in Ghana and 1,200 in Rwanda) on unpaid care work are significantly reduced as a result of low cost pilot interventions such as community-run childcare centres, household rainwater storage, community tree lots for firewood and community sensitization meetings.

At international and regional level, the project has contributed to enhanced awareness and visibility of the issues

affecting food security and the burden of unpaid care work. The evidence from the project areas in Rwanda and Ghana on the impact of childcare centres and community sensitisation on unpaid care work and CRSA was documented in policy briefs and used in policy dialogue with for example the AU and NEPAD. This project has enabled ActionAid to build an evidence base demonstrating that unpaid care work is one of the main barriers to women enjoying their access to social, political and economic rights, and to test and pilot an approach to improving women's economic self-reliance through reducing unpaid care work and strengthening CRSA.

Women's leadership in Ghana

A total of 845 women in Ghana who received leadership training have applied their leadership skills in formal and informal community leadership positions, from churches and school committee positions, to district platforms and water user committees, to village and unit committees. As a result of women taking up leadership positions, women reported that they have participated in decision making around the use and sale of community property, land use and maintenance, and community water sources.

“The most significant positive unintended effect of the project is that the women's group in both Ghana and Rwanda transformed themselves into informal savings and loans schemes, and later helped their members make linkages with local financial institutions”

– Action Aid Programme Management

The biggest demand that women's groups made to the authorities was access to fertile land for farming. Women also assumed leadership positions at higher levels, such as district assembly representatives. For example, one woman in Ghana was representing her area in the district assembly and hoped to run for a parliamentary seat in the future; she attributed her success to the FLOW project.

Savings and loans credit

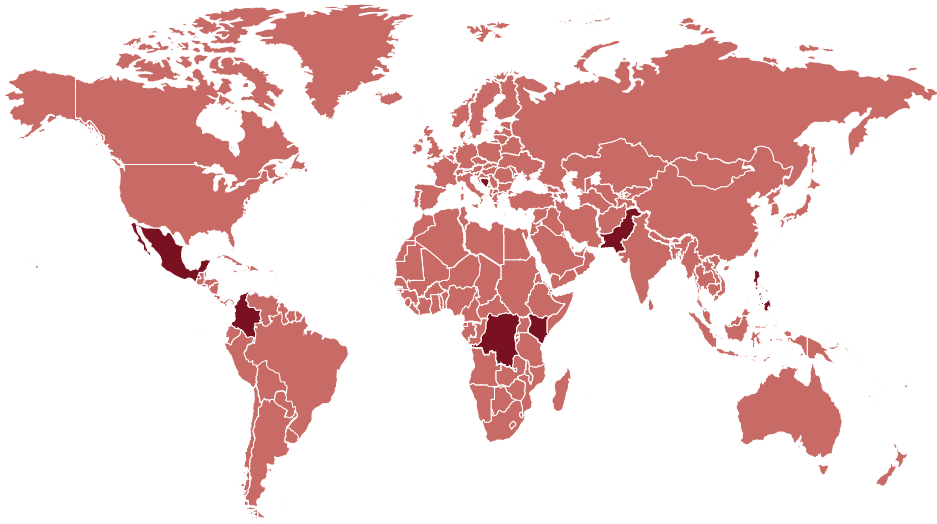
The most significant positive unintended effect of the project is that the women's group in both Ghana and Rwanda transformed themselves into informal savings and loans schemes, and later helped their members make linkages with local financial institutions. Groups were supported to make weekly monetary contributions in a savings fund and social

fund that increased their individual and collective financial capacity to purchase health insurance, buy animal medications, farming inputs and pay for family emergencies. In Rwanda, this has facilitated their good relationship and linkage with local financial institutions that enables them to access credit. So far four women groups in Nyanza have secured a loan from a financial institution.

Further, 100% of women groups have received legal registration certificates enabling them to access other opportunities like small loans from National Savings and Credits Cooperatives (SACCOS) and Rwanda Business Development Fund (BDF) that mostly prioritizes women economic initiatives.



Association for Progressive Communications



Project name: Women leaders who combat technology-related violence: Defending a safe, secure environment for women and girls
Theme: Security and Political Participation
Countries: Bosnia and Herzegovina, Colombia, DR Congo, Kenya, Mexico,

Pakistan, Philippines.

Contact details:

Name: Ms Anriette Esterhuyzen
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When the Association for Progressive Communication (APC) and their partners began working on this topic in 2009 with support from the MDG3 grant, there were only a handful of organisations making the connection between information and communication technologies (ICTs) and VAW. Their FLOW project interventions have been instrumental in creating visibility and putting technology-related VAW firmly in the public space and on national, regional and global development agendas.

There is an increased attention by UN bodies on technology-related VAW including

from ITU, UN Women, UNESCO and special mandate holders of the Human Rights Council. APC developed an online platform where technology related VAW cases can be reported. Even though this mapping platform itself was less successful than foreseen -with 1279 new cases being reported- the research report on these technology related VAW incidences serves as relevant evidence for the grantee, its partners, and also policy makers and service providers.

The project contributed to building women's leadership in internet governance and ICT

“Our work has expanded to countries beyond the 7 FLOW implementing countries and our partnerships with women’s rights, internet rights and sexual rights organisations have multiplied. The resources and 4-year duration of the project allowed APC and our partners to build a constituency, advocacy agenda and a global network that works to end technology-related VAW.”

– APC Programme Management

Implementing partners:

- **Bosnia Herzegovina:** One World Platform for South East Europe Foundation.
- **Colombia:** Colnodo
- **DR Congo:** Si Jeunesse Savait.
- **Kenya:** KICTANet, International Association of Women in Radio and Television.
- **Mexico:** CIMAC (Women’s Information Centre and Journalist Network), Social TIC, Social 2.0, CIDHAL, COCOFEM, Ideas, A.C, DDESER, Mesoamerican Network of Women’s Human Rights Defenders.
- **Pakistan:** Bytes for All.
- **Philippines:** Foundation for Media Alternatives.
- **Global:** Tactical Tech Collective.

“We would not have launched such a pioneering research in Pakistan without the support of this project. Our publications (...) are testament to the kind of unique work FLOW has allowed us to do and set the benchmark when it comes to research on online violence against women in Pakistan” Bytes for All, Pakistan.”





policy-making processes. More than 122 women leaders became actively engaged and they have developed or joined part of national networks which include police, lawyers, judges, academics and other civil society actors who are concerned with internet rights and policy. Evidence from policy processes over the past 4 years shows that language has been incorporated to reflect gender concerns, for instance the 2015 Human Rights Council resolution “Accelerating efforts to eliminating all forms of violence against women: eliminating domestic violence” recognises that VAW can include acts such as cyberbullying and cyberstalking, both expressions of online VAW; and the 2013 57th CSW Outcomes Document highlighted for the first time the need for states to promote technology as a means for women’s empowerment and to develop mechanisms to combat the use of ICTs and social media to perpetrate VAWG.

Take Back the Tech!

The global Take Back the Tech! (TBTT) yearly campaigns, which attracted high numbers of participants to numerous off-

and online campaign activities, has received global recognition for its work to create an online culture that ensures women are able to use the internet safely and securely to advance their rights. TBTT! has become a reference point for feminists, journalists, and women’s human rights defenders globally on women’s internet rights and actions against technology-related VAW..

- **Facebook** spotlighted policy changes and platform improvements in consultations with feminist activists from Africa, Asia, Europe and the Americas in Jan-March 2016. These meetings were planned in late 2015, and are a result of direct pressure from the Speech and Safety Coalition and APC to include women from the “Global South” in Facebook consultations. APC members, staff and Take Back the Tech campaigners were invited in every region.
- **Twitter:** listed the Take Back the Tech campaign as a trusted collaborator for offensive speech and online harassment issues and they have approached feminist activists in Mexico to be special reporters in early 2016,

“Today, as a result of the consistent, far-reaching and deep work that the FLOW Fund allowed us to undertake, there is a global and increasing focus on preventing and responding to technology-related VAW (now commonly referred to as online VAW).”

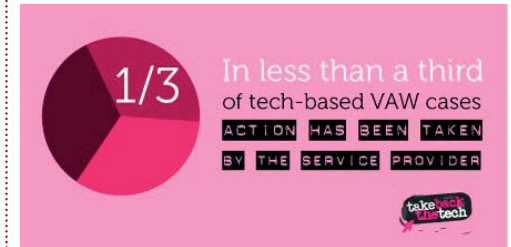
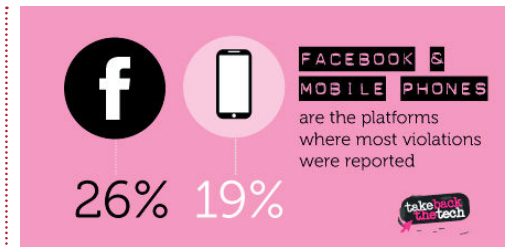
– APC Programme Management

and through that, have the ability to immediately escalate events related to technology-related VAW on their platform.;

- **Youtube:** invited Take Back the Tech to have special reporter status at YouTube, to more quickly channel urgent requests.

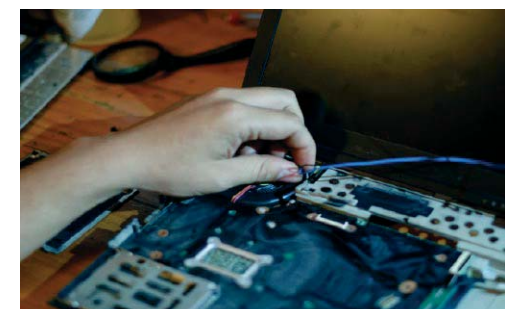
Commission on the Status of Women (CSW) 59 – March 2015

At the CSW59, APC staff advocated in New York for the reprioritisation of Section J of the Beijing Platform, which addresses women and the media. Take Back the Tech! launched a campaign encouraging women’s rights organisations and activists to rally around Section J. APC and its partners are pushing for greater recognition of the ways in which the internet and other ICTs can contribute to the improvement of women’s lives and their ability to exercise their rights, but also for acknowledgement of the need to address problems such as technology-based violence against women. Over one week, #SectionJ tweets had an impressive reach of just over 1.9 million with more than 4 million impressions. In person, APC participated in two high-level panels, two panels and a side event. They also launched the final findings from their multi-country research on technology-related VAW, which reveals a lack of access to justice for survivors.

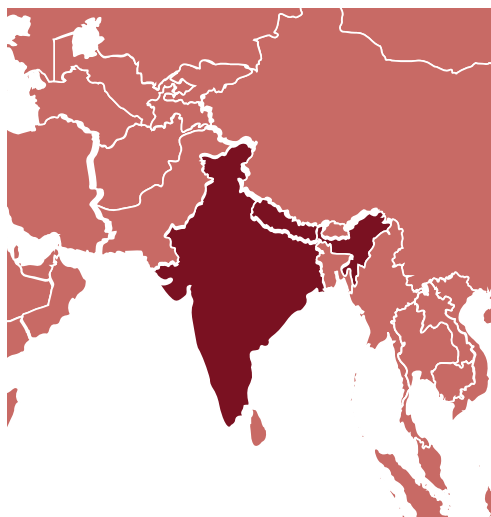


“Implementing the FLOW project allowed us to consolidate and build on the successes of the MDG3 project with existing and new partners, expanding on the body of knowledge on technology-related VAW, articulating its positioning within a strong women’s human rights framework.”

– APC Programme Management



Breakthrough



Project name: Promoting Safety and Security for Women

Theme: Security

Countries: India and Nepal

Contact details:

Name: Ms Sonali Khan

E-mail address: sonali@breakthrough.tv

The approach of Breakthrough on tackling VAWG has two main components: they actively involve men and boys and they use popular culture and interactive informal techniques (for example theatre) to work with the women and men involved.

Domestic violence is a widespread problem in India and Nepal. Women are still hesitant on taking action and registering a complaint with law enforcement agencies in instances of domestic violence. They prefer talking it out with the husband and make him understand with the help of family and community members. The culture of 'silence' is perpetuated and women are asked to be tolerant.

During the course of the project period, 37,293 rights advocates have been trained cumulatively (of which 49% are boys). Many men and boys have openly come out to engage with the issue of VAWG, both on social media as well as on the

ground, in villages and districts, where the project is being implemented. Men and boys are increasingly taking action to stop VAWG in spheres where they have an influence indicating a clear shift in the prevailing cultural norms. Also an increased percentage of girls and women have continued to demonstrate leadership by breaking stereotypes and taking initiatives to stop instances of violence and sexual harassment.

Interactive methods

Several tours were undertaken with the Video van, a van that travelled around villages and from which street plays and hand puppets shows are hosted. The public is actively involved and plays a role in the performance. This provides a low threshold to enter and participate for the people on the streets, this way they can think and talk about issues like sexual harassment and violence through games and informal talks.

“The impact we are most proud of are a cultural shift in attitude with greater people believing that there is no justification for domestic violence, an increased acknowledgement that domestic violence is a public issue and linking of it to the larger issues of violence against women (VAW).”
– Breakthrough Programme Management

This is especially helpful in reaching rural areas and small villages throughout Nepal and India.

“Seeing the theatre, I came to understand that our children (especially boys) learn what we show them. If we want to give good upbringing to our boys and girls we have to change ourselves first.” – A man from Nagar Chaungwa GP

Another example of Breakthrough's use of social media is the #Askingforit Campaign. Working towards a multi-channel campaign addressing sexual harassment, Breakthrough came up with the powerful idea of addressing the apathetic bystander with the cliched (and problematic) point-of-view: “She's asking for it.” The communication strategy behind the campaign, was to hold up a stereotypical phrase (asking for it) that is symptomatic of deep-rooted gender bias, and use it to both condemn the act of blaming the

Implementing Partners:

- **Nepal:** Institute of Human Rights Communication (IHRICON), Legal Aid and Consultancy Centre (LACC), Sancharika Samuha (SAS), SAATHI.
- **Global:** Communication Initiative Network (The CI), International Centre for Research on Women, Research Partners - Catalyst Management Services.

victim and also demand a positive action from the bystander. Within three months of launch in March 2015, campaign activation for #Askingforit was rolled out in three languages across 12 cities in 5 states in India. According to the website the campaign has reached close to 150,000 people through on-ground activations and 0.5 million people through digital media across India.





Bus stop activations were the first point of outreach for the #Askingforit campaign since a survey conducted by Breakthrough revealed that women and girls were more vulnerable and susceptible to sexual harassment while waiting for transport at bus stops. The campaign began with making Char Bagh bus station in Lucknow a ‘No Sexual Harassment’ zone. Mahila Samman Prakoshth, a government department partnered with the initiative and set up a help desk at Charbagh bus stop to make it a sexual harassment free zone.

Working on early marriage

The #Selfies4school campaign launched in partnership with the Vodafone Foundation was an attempt to foster dialogue on early marriage (that is largely perceived to be a rural problem) and promote action to keep adolescent girls in school, enabling them through knowledge and life skills and making them productive members of society. The campaign talked of how education is a positive step in preventing a girl from getting married before she is physically and

mentally prepared for it. The campaign asked audiences to show support by posting a selfie on the campaign page and for every selfie shared, Vodafone Foundation supported the education of 10 girls for a year.

- The campaign, apart from a global digital presence, connected with working women and professionals across India’s namely, Bangalore, Mumbai and Delhi to start conversations and foster dialogue around early marriage.
- 6500 Selfies from on-ground activation (Delhi, Mumbai, Bangalore)
- Total approximate footfall during the campaign (Delhi, Mumbai, Bangalore) – 2,50,000

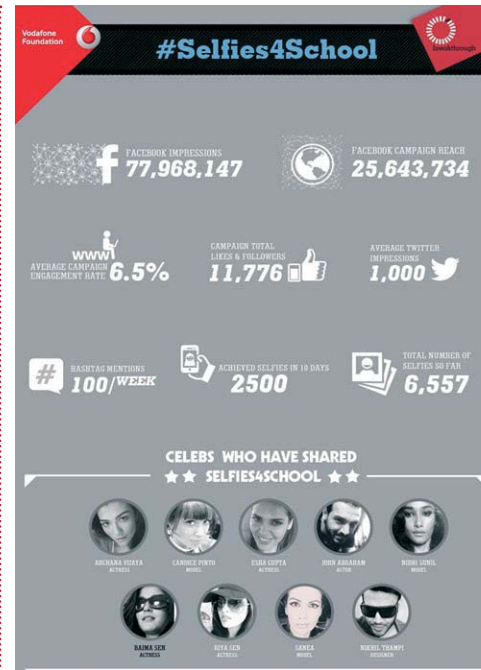
Digital reach is shown in the following infographic on the right.

Spreading the word

Breakthrough embarked on a new strategic direction with a focus on launching integrated online and offline campaigns to amplify the messages. Knowledge products were systematically developed in the form of innovative case studies, tool kits and papers which have been made available online, offline and through

“For domestic violence to stop, men who are violent must be empowered to make different choices. Every time a man’s voice joins those women in speaking out against violence, the world becomes safer for us all.”

– Breakthrough Programme Management



mobile devices. Breakthrough’s proven strategy and methodology were scaled up through the Breakthrough Institute that offered a customized course focussing on combining popular culture and mass media to accelerate social change, especially in the areas of gender, sexuality and human rights. The course was also offered to NGOs in India and other neighbouring countries including Bangladesh, Nepal, Pakistan, Afghanistan and Vietnam to enable them to plan and launch social change campaigns at scale.

A strategic partnership with UNICEF is helping to scale up Breakthrough’s work on gender based violence and early marriage in non-Breakthrough states. Together, the two partners have conducted national-level trainings of 38 highly experienced and effective UNICEF community service organisation partners from 14 states to challenge early marriage in their respective

“FLOW has helped Breakthrough to create the champions of change: social change actors who will find VAWG unacceptable and also to turn the tide from denial to demand and provoking thinking of stakeholders and service providers on support services.”

– Breakthrough Programme Management

districts. A partnership with the Ministry of Women and Child Development, Government of India enables Breakthrough to disseminate its films and messages across national television. In Haryana, partnerships have been formed with the Department of Education, Health, Women and Child Development that has allowed Breakthrough to work closely with 180 government schools and frontline health workers to work on gender biased sex selection.



Central American Women's Fund



Project name: Women's Labour Rights Agenda

Theme: Economic Self-reliance

Countries: Argentina, Chile, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay and Uruguay.

Contact details:

Name: Ms Claudia Samcam

E-mail address: claudia@fcmujeres.org

The FLOW project contributed to the renewed vitality of women's labour rights movement in Mesoamerica and the Southern Cone by supporting 59 grassroots women's groups and three networks (REDCAM, MSN and CONLACTRAHO) through grantmaking, capacity building activities, peer exchanges, and fostering the participation in policy dialogue spaces at the national, regional and international level.

Working on labour rights

Through the construction of collective labour rights agendas, women's labour rights movement and women workers strategized and build five national, three regional and one Latin America agenda to advance the human rights of women working in the domestic sphere, the

maquilas, sewing workshop and home based facilities. Both at national and regional level there is greater coordination between the organisations, which now are jointly responding to threats and challenges by advocating with a common agenda. The interventions of the project partners and beneficiaries have contributed to the ratification of the ILO Convention 189 and recommendation 201 in the project countries Argentina, Chile, Costa Rica, Nicaragua, Paraguay and Uruguay.

The FLOW project has contributed to greater local, national and international visibility of the situation of the labour rights of women workers in the maquilas, sewing workshops and home-based facilities. The large media coverage and diverse campaigns for instance "Stop workplace violence; employment

"Thanks to the fund we have gone to places where no one goes, there are domestic workers everywhere, and thanks to the fund today we have a computer, thanks to the fund we have been able to help a lot of workers in need (...) we never could have become what we are today, a union of three people that grew to a union of nearly two thousand people"

– Leader of domestic workers, Argentina

Consortium Partners:

- **Semillas** - Sociedad Mexicana Pro Derechos de la Mujer A.C., Mexico;
- **Alquimia** - Fundación Colectivo Alquimia Fondo para Mujeres, Chile;
- **Fondo de Mujeres del Sur** (FMS), Argentina;
- **Movimiento de Mujeres Trabajadoras y Desempleadas "María Elena Cuadra"** (MEC), Nicaragua.

Implementing Partners:

- **Costa Rica:** ASTRODOMES.
- **Canada:** AWID.
- **Mexico:** International Network of Women's Funds, CONLACTRAHO, ProDESC, CAT, CACEH.

"Public recognition of the leadership of women's labour rights advocates and reduced tolerance to violation of women's rights in domestic work sector and the maquila, sewing workshop and home based facilities sectors."

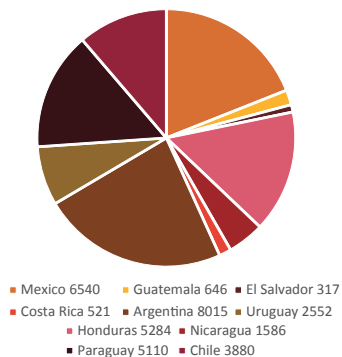
– CAWF Programme management



Ms. Michelle Bachelet, President of Chile signing the ratification of the ILO Convention 189, in presence of Domestic Workers Leaders, and grantees of the program

Reach CAWF - Economic Self-reliance

Number of (new) women leaders having an increased capacity and now are active in demanding (or enforcing implementation for) improved (women's) labour rights (e.g. safer working conditions, adoption of relevant ILO resolutions, advocacy for domestic workers)



yes, but with dignity” have increased the general awareness on women’s labour rights and increased public recognition of the leadership of women’s labour rights advocates and reduced tolerance to violation of women’s rights in domestic work sector and the maquilas, sewing workshops and home based facilities.

Cooperation with the private sector

Project interventions also focused on improving the (corporate social responsibility) policies and practices of international brands and manufacturers in the garment sector by putting on the public agenda the gender specific issues and problems faced by women workers in this sector. The Maquila Solidarity Network

(MSN), partially together with the Fair Labour Association, was instrumental in bringing together major international apparel brands and manufacturers to identify which actions brands could take, individually and collectively, to support the demands in the Women’s Agenda. All participating brands have agreed to discuss the demands in the Agenda within their companies, to strengthen their auditing methods to better detect violations on issues highlighted in the Agenda and to report back on those issues on which they were prepared to take action. Four brands (Adidas, Dallas Cowboys, Fruit of the Loom and Gap) are actively involved in the coordinating committee, also including MSN and the Fair Labour Association, that will take this work forward in the future.

Cooperation with Levi’s

Levi’s Strauss, which was represented by a senior Vice-President, has spoken publicly in support of the Women’s Agenda. Engagement between MSN, Colectivo Raiz and Levi’s in 2012-2014 on a corrective action plan at a Levi’s supplier factory in Aguascalientes, Mexico resulted in workers receiving copies of their collective bargaining agreement that had previously

“When the resources are put in the hands of self-led women’s organisations, change is possible and is a reality. Since these women are the ones facing discrimination, exclusion and violence, are also the ones to better define the strategies to address these and to demand to the society the full recognition and respect of their human rights.”

– CAWF Programme Management

been denied them, labour rights training for management personnel and 40% of the workforce in that factory, and compensation for back pay owing due to the employer’s failure to pay workers for their half-hour lunch break. Levi’s has also committed to facilitate dialogue on an on-going basis between Colectivo Raiz and the supplier.

Setting up unions of women sewing workers

In Chile, women sewing workers in home based facilities, grouped in CONATRADO agreed to set up a precedent, creating a union of these workers although it could not be officially recognized. Under the counselling of a labour lawyer, they developed their statutes according to their situation as unrecognized workers, and managed to create the first union of sewing workers in home based facilities in the region, SINTRATEDO, in January 2015. Later they created a second union, SIMUTED, in the region of Coquimbo. These

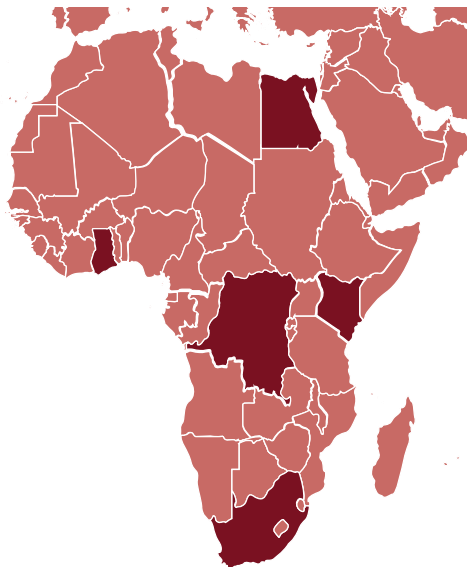
unions define women sewing workers in home based facilities as dependent workers, which is setting a legal precedent. The ultimate goal is to move forward in being reincorporated into the Chilean labour code so that their labour rights are recognized.

“FLOW is... concrete solidarity with women and their movements.”

– CAWF Programme Management



Centre for Conflict Resolution



Project name: Implementation of the participation pillar of the UNSCR
Theme: Security and Political Participation
Countries: DR Congo, Egypt, Ghana, Kenya South Africa

Contact details:
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The Centre for Conflict Resolution (CCR) has organised capacity-building workshops for key African institutions and organisations that engage in social reconstruction, peacebuilding, and peacekeeping. This allowed them to increase their capacity regarding issues of gender equality, institutional transformation and the importance of UNSCR 1325. The workshops and CCR's overall support to participating institutions enabled these institutes to take concrete actions to address gender equality at institutional and programme level. Many of the trained institutions developed greater gender sensitive policies and programmes, and promoted the equal participation of women in peacebuilding initiatives.

Institutionalising gender equality

Participation to the workshops of CCR has

resulted in Uganda Peoples' Defence Forces (UPDF) Director of Human Rights to adjust its training materials to include sections on child protection, human rights, and gender in an effort to engage more men in the military to understand how these issues are related to how they conduct themselves in the field, and support male soldiers to change the way in which they relate to their female partners. Moreover UPDF has pushed for increased training including new policy that 25% of participants must be women, and for increasing the recruitment of women to 30%.

CCR's FLOW project also focused on improving institutions services on prevention of and reducing sexual and gender-based violence in South Sudan, South Africa, and Zimbabwe. Through the workshops, the participating institutions increased their knowledge of emerging

“FLOW is a platform that has provided opportunities for different actors to work together in contributing to reducing sexual violence in South Africa, South Sudan, and Zimbabwe; and for transforming patriarchy in institutions in North, West, East, and Southern Africa. The power of bringing people together and facilitating a process in which they can work towards a common goal rather than competing or working in isolation should not be underestimated.”

– CCR Programme Management

Implementing Partners:

- **Egypt:** HarassMap.
- **Kenya:** Ushahidi, Social Development Network (SODNET), UN Women office, UN Women East and Horn of Africa Sub-Regional Office, Network of National Human Rights Institutions, (NANHRI), Urgent Action Fund-Africa (UAF-Africa).
- **The Netherlands:** Community Empowerment for Progress Organisation (CEPO).
- **South Africa:** Sonke Gender Justice, Gender at Work, Sowilo Leadership Solutions.
- **Uganda:** Isis-Women's International Cross Cultural Exchange (Isis-WICCE).
- **Pan Africa:** African Union (AU) Gender Unit, and Peace and Security Department, National Human Rights Institutions (NHRIs).

“(...) empathy is a two-way street. Being able to listen to and empathise with the experience of another gender allows us to connect to the humanity of another individual as a person and relate to them on that basis.”

– CCR Programme Management



Reach CCR - Leadership and Capacity Building

Number of organisations (partner, subgrantee, other) whose capacity (financial, gender, project management, network, service delivery) has been substantially increased



“CCR’s ability to provide a forum for diverse stakeholders to share their experiences with each other, to build collaborative relationships, and to have access to knowledge and information that they might otherwise not have been able to access was instrumental for the project.”

– CCR Programme Management

technology platforms such as Ushahidi (an open-source software for information collection, visualisation, and interactive mapping). CCR has acted as a broker between actors providing violence prevention or response services and actors with a technology-focus, hereby facilitating dialogue and collaboration.

CCR has contributed to enhancing this area of work as well as the effectiveness of these platforms so that data can be actively and strategically shared.

Technology platform to combat and prevent GBV

In South Africa, the technology platform is called “Help at Your Fingertips” which is run by the TEARS Foundation in Johannesburg. CCR has strengthened the technology platform and expanded the awareness of “Help at Your Fingertips” among survivor-led organisations. The Centre’s support has enabled the TEARS Foundation to create geo-spatial maps from data recorded in the technology platform. This information has been shared with the South African Police Service in order to assist them in its efforts to increase policing in areas in which women are more at risk of sexual violence. Due to the support and partnership with CCR, the TEARS Foundation has also been able to further leverage support for the technology from the private sector. This support has allowed for the advertising of the TEARS Foundation’s emergency number on one million cell phone airtime vouchers that are printed every month and that target mainly at-risk groups in poorer urban and peri-urban areas, farm communities, and rural areas in South Africa.

Creating a regional network on women, peace and security

One of CCR’s participants in Tunisia Emma Jebblaoui, President of the International Institute of Human Development, has now taken the initiative to create a national and regional network on women, peace, and security. This network was launched in February 2016 with a conference that brought together 90 stakeholders from Tunisia and the Maghreb region, as well as from UN Women, the United Nations Development Programme (UNDP), and the European Union (EU). The conference allowed participants to share their experiences on challenges pertaining to gender and peacebuilding. Ms Jebblaoui noted that the biggest threat in the region is terrorism, together with the fact that youth are at risk of being radicalised. The International Institute of Human Development will continue to work with UN Women, the UNDP, and the EU to share experiences, make recommendations, and develop a tool to address ongoing peacebuilding challenges.

“Socialisation of both women and men is crucial to address inherent biases that result in discrimination against women.”

– CCR Programme Management

Comité de América Latina y el Caribe para la Defensa de los Derechos de la Mujer



Project name: Violence against women advocacy (in Latin America and the Caribbean)

Theme: Security

Countries: Argentina, Bolivia, Brazil, Colombia, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru, Puerto Rico and Uruguay

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Comité de América Latina y el Caribe para la Defensa de los Derechos de la Mujer (CLADEM)'s FLOW project resulted in a strengthened relationship between national CLADEM branches and female grassroots leaders. The leadership of 670 (grassroots) women and 201 WHRDs to demand a life free from violence has been strengthened during workshops, seminars, courses, virtual classrooms and forums. CLADEM has worked closely together with other women's human rights networks/activists in the region, campaigning for women's rights and on enforceability processes.

Existing alliances are reinforced and new ones created, like the Intercontinental Alliance of Women's Network for Rights and Development. Which was established in 2013 with African organisations FIDA-K and Wildaf and Asian APWLD (all three FLOW grantees) to strengthen the women and feminist movement across continents.

Legislation and litigation on women's rights

CLADEM in cooperation with other CSOs has successfully contributed to guarantee the strengthening of women's human rights through the passing of 16 laws and public

Implementing Partners:

National departments of CLADEMs in each country.

policies in 10 countries in Latin America and the Caribbean.

Laws are enacted in relation to combating VAW, increasing/safeguarding sexual and reproductive rights (treatment of abortion) and the punishment of femicide.

Moreover, CLADEM has been successful in holding States responsible for adhering to international litigation on women's rights

“FLOW is an important opportunity for women's Organisations to contribute to promoting gender equality and to demand that States fulfill their obligation to ensure the full enjoyment of human rights of women and move towards more just and democratic societies.”

– CLADEM Programme Management

“The active participation of grassroots women and human rights defenders in designing strategies for enforcement and justiciability is critical to achieving the right to a life free of violence and to build more just and democratic societies.”

– CLADEM Programme Management



Reach CLADEM - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Argentina 109	■ Bolivia 192	■ Brazil 66
■ Colombia 68	■ El Salvador 49	■ Guatemala 9
■ Honduras 64	■ Mexico 101	■ Nicaragua 51
■ Panama 74	■ Paraguay 104	■ Peru 68
■ Puerto Rico 11	■ Republica Dominicana 87	■ Uruguay 10
■ Ghana 4	■ Otros 12	

cases and won a number of legal cases concerning women's rights versus States.

A database with the litigation cases, as well as mobile application, has been developed being an easy accessible online informational instrument for grassroots women, (W)HRD, justice operators, students, professionals etc. Through training cycles with justice operators, justice sector personnel has become sensitized and are now qualified to render justice from a feminist perspective and willing to apply feminist analysis methodology in their daily work.

Litigation case LNP versus Argentina

CLADEM has been instrumental in the case LNP versus Argentina. The LNP case refers to an indigenous young woman (15 years old), who was raped by 3 young creoles (in 2003) who threatened her not to report them. After facing many obstacles including the refusal of a fair trial and acts of physical, psychological and moral violence perpetrated by the agents of the justice administration system and public health system, INSGENAR and CLADEM reported the case to the United Nations Human Rights Council for violating articles 2, 3, 6, 7, 17 and 18 of the International Covenant on Civil and Political Rights.

“The citizenry and leadership of women to demand a life free of violence has been strengthened. Added to this, the partnerships established at an intercontinental level may enhance exchanges, mutual learning, enrich the advocacy and strengthen South-South cooperation in the fight for the right to a life free of violence and the defence and promotion of women’s human rights.”

–CLADEM Programme Management

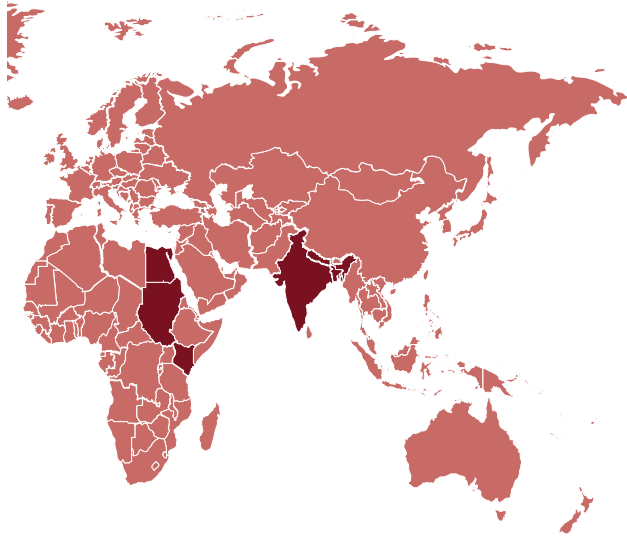
After the complaint, the local government (El Chaco) issued a report where the violations were acknowledged and the INADI (National Institute Against Discrimination, Xenophobia and Racism) as well as the Department of Human Rights issued a favourable opinion to compensate the victim, her family and the community. The State offered a material compensation to the victim and expressed a public apology to LNP, her family, and the indigenous peoples for the violations to human rights committed in the case, recognizing the international responsibility assumed by Argentina. In 2014, the case was concluded after having taken the measures and implemented every point set forth in the opinion of the Human Rights Committee on the State's side.

“We have strengthened strategies for compliance enforcement and justiciability of the rights of women, and passed laws and public policies designed to ensure the right of women to a life free of violence.”

– CLADEM Programme Management



Creating Resources for Empowerment in Action



Project name: New Voices/New Leaders: Women Building Peace and Reshaping Democracy

Theme: Security and Political Participation

Countries: Bangladesh, Egypt, India, Kenya, Nepal, Sudan and Republic of South Sudan

Contact details:

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The project of Creating Resources for Empowerment in Action (CREA) has worked at several levels to address the structural obstacles that impede women's political and public participation in the seven target countries in Africa, Asia and the Middle East. CREA has imparted tools and knowledge for strengthening women's leadership and ability to mobilize communities on issues that affect women and girls.

Women taking up political positions

Through the project the capacity of young women as well as experienced women leaders in the target countries has been built so that they can run for elections, exercise their right to vote, and engage with governance to advance gender equality and women's rights.

In Bangladesh, through courses provided by CREA's partner Naripokkho women upazila (sub district) chairpersons have improved their understanding of leadership that advances women's rights. Women vice chairpersons from Chittagong division have succeeded in ensuring creation of two new positions for female members in the district council committee. Another fifteen women trained contested in the municipal elections held in December 2015 and three of them won.

One of the winning participants, Josna Begum, Counselor of Lama municipality in Banderban, on being asked about her experience of attending the course and open forum said, *"The trainings and participation in open forums has helped me become a strong woman leader. I learned about feminist leadership, power and empowerment. I have*

"Succeeded to a great extent in strengthening women and girls' voices in their communities and in building cohorts of influential, knowledgeable and accountable young women leaders at local and national level with the necessary skills to shape effective public policy and leadership practice."

– CREA Programme Management

Implementing Partners:

- **Bangladesh:** Naripokkho.
- **Egypt:** Centre for Development Services, Association for the Development and Enhancement of Women.
- **India:** The Youth Parliament Foundation, North East Network, Reach Social Solutions.
- **Kenya:** Young Women's Leadership Institute, Women's Empowerment Link (WEL).
- **Nepal:** Forum for Women, Law and Development (FWLD), Nagarik Aawaz.
- **Sudan:** Salmah Women's Resource Centre.
- **Global:** Tactical Technology Collective.

"FLOW is a recognition of the strength and ability of women and girls to be leaders who can bring positive change, make politics more inclusive, and participate in building stable, peaceful nations, which respect the human rights of all sections of society."

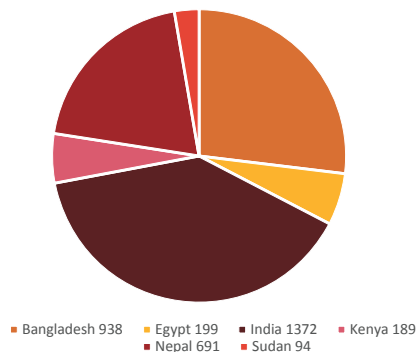
– CREA Programme Management



A participant from the graffiti workshop applying a stencil-calling woman to reject discrimination "out loud"

Reach CREA- Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



worked for prevention of violence against women, protection of children from child marriage and assisted women in getting health services. This is why people have voted for me”.

Young women promoting women’s rights

CREA has been able to help young women develop strategies for avoiding conflict and addressing VAW in their communities through capacity building, by fostering leadership, linking them with experienced women leaders, and supporting their creative campaigns and advocacy efforts. The trainings provided and mentorship of female leaders has built the confidence and abilities of young women and girls to engage in the broader push for women’s inclusion and rights.

In Egypt, at least 200 young girl leaders in 11 villages became more aware of women’s rights and have been volunteering with women leaders. They developed campaigns to promote women’s rights in their communities. For example gender equity graffiti workshops during which teaching and using graffiti art is used to highlight issues of gender discrimination and challenge social norms. During village court plays young girls organise and participate in plays to discuss the discriminatory practices in their families and communities, and invite the audience to interact with the characters. In Barsha village in Minya governorate, a club called “Panorama” has been set up by young women to empower women and girls to express themselves through theatre on the streets. Moreover, the young girls are using visual and print mediums to share their own stories and to highlight the issues in their communities, but also puppet shows are organized to help raise awareness on issue of women’s right to claim their inheritance. By using creative mediums, these girls have been able to reach at least 13,000 people.

In Bangladesh, a total of 308 young women have been able to make linkages with 130 established women leaders. The young women with support from established women leaders have led several campaigns and initiatives on preventing child marriage, providing support to survivors of violence against women, including acid attacks,

“The project has provided tools and knowledge to over 2900 young and experienced women leaders to run for elections, to exercise their right to vote, and engage with governance.”

– CREA Programme Management

raising awareness on sexual harassment, and encouraging parents to send girls back to school after dropping out. There are numerous examples of how these linkages are helping young women emerge as leaders in their communities.

One such example is that of Nuri. She was earlier a shy woman, living with her brother and father, unhappy and being constantly rebuked at home. After participating in NV/ NL trainings, she found a support system in other young women and experienced women leaders in her community. Nuri heard of an early and forced child marriage being organised; a 14-year-old girl was being married to an adult man. Nuri called the district council member, who further called the elected female ward member and the marriage was stopped. Similarly, there were other such instances, where she was able to take action with the help of women leaders.

Strengthened capacity of the implementing partners

The capacity of CREA’s partners in advocacy

“The real sense of the achievement of the project lies in the accomplishment of all this in difficult political environments across regions, and in the face of unforeseen challenges”

– CREA Programme Management

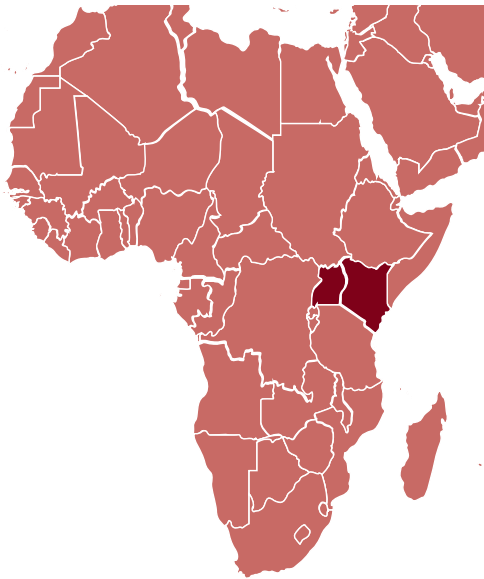
and leadership has increased by providing them with a wider knowledge set and linking them with other groups working in similar areas and in other social movements. Besides that partners’ links with national and community-based organisations were strengthened during the project, CREA also facilitated engagement between organisations in their region and/or with organisations from other countries in the global South. This contributed to fruitful South-South cooperation structures.

For example participants from Nepal were impressed by the creative advocacy work being done by WEL, the implementing partner in Kenya, through a public march and decided to organize a similar event in Kathmandu, Nepal.



Project participant X orienting women of her community in violence against women and women rights

Diakonia



Project name: Building and amplifying women's voices in economic and political development

Theme: Economic Self-reliance and Political Participation

Countries: Kenya and Uganda

Contact details:

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Food security

In Uganda the work of Diakonia focused on awareness raising activities (community sensitisation) and (skills) trainings in relation to food security and food rights.

A total of 49 female farmer groups were formed under the project and another 150 model female farmers were mobilised. The project has contributed to the following developments for the participating women farmers and groups and their families:

- increased food productivity: diversification of crops, or combining with animal rearing, improved post-harving methods and improved storage of produce,
- market access: improved business skills, research of prices, registering with market associations,

- livelihood improvement: increased food consumption, increased knowledge in relation to nutrition, increased income by selling surplus food, health of the family.

The project also linked the female farmers to government programmes like the National Agricultural and Advisory Services (NAADS) and Community Driven Development (CDD) programmes and to other CSOs. Some 579 women model female farmers/groups have been able to obtain access to NAADS (seedlings and animals, training) and 8 female farmers groups each received a CDD grant to boost their agricultural productivity through buffer stocking and selling the cereals at favourable prices at a later time in the year. Some of the participating women have organised themselves into women caucuses and development associations

“Training of women councillors in effective legislative engagement and follow up activities for the female legislators was useful. The results on women’s leadership at the local level are highly attributed to the capacity building and follow up of the female legislators that were advocating with in women’s caucuses.”

– Diakonia Programme Management

Implementing Partners:

- **Kenya:** Association of Media Women in Kenya (AMWIK), Federation for Women Lawyers (FIDA-Kenya), Women Political Alliance of Kenya (WPA-K) (partnership ended in 2013).
- **Uganda:** Forum for Women in Democracy (FOWODE), Action for Development (AFCODE).

“Building the agency of women alone is not enough. Gender equality projects must be accompanied by deliberate strategies aimed at addressing patriarchy and working with structures that hold patriarchal power is important if women’s leadership is to succeed.”

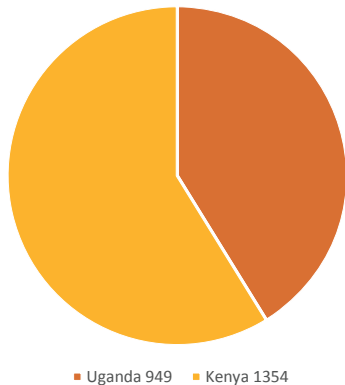
– Diakonia Programme Management



In the picture are female farmers in Amuria district testing the fine mixture of cassava and millet flour they processed using the milling machine provided as logistical support under the FLOW Project. The farmers are clad in T-Shirts with the message asking government to support female farmers for increased food production. The Shirts also have FOWODE, FLOW and Diakonia Logos.

Reach Diakonia - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



that are actively lobbying and influencing council decisions on livelihoods and food security within their districts. For instance, the women councillors influenced their councils to pass sub-county bye laws on feeding for school going children in Namutumba, Amuru and Dokolo districts.

Political participation

The project has contributed to enhanced participation of women leaders in the decision and policy making processes. Diakonia's project partners carried out capacity building programmes for women aspiring political leadership in the countries' general elections, and took several measures towards ensuring that women are nominated by political parties to vie for

political seats. In both Uganda and Kenya the capacity of women political leaders has been built, not only at national level, but also at (sub-)county level, especially in Uganda.

After the elections the FLOW project provided support to elected and nominated woman candidates to ensure that they mainstream gender equality into political participation processes, policies and legislation. For example in some Ugandan districts, women politicians have contributed to 39 motions that led to the passing of 9 gender sensitive bye-laws on prohibition of widow inheritance, of domestic violence, of early and forced marriages, promotion of girl child education, prohibition of child labour.

In both countries the partners have also been lobbying & advocating for improved legislation in the field of gender equality and women's rights, oftentimes also reviewing the bills. Successes were booked in Kenya, where these activities contributed to the passing of two gender responsive bills (Marriage Act, 2014 & Matrimonial Property Act, 2014) in parliament, and assented into laws. The project has also contributed in entrenching the culture for affirmative action in all public offices, achieved as a result of participation of the

“The FLOW project was relevant in both contexts of Kenya and Uganda as it had both political and economic relevance which is demonstrated by the fact that amplification of women's voice in all areas of focus is critical considering the patriarchal nature of the African society.”

– Diakonia Programme Management

project partners in high level public interest litigation and advocacy processes meant to entrench the at least 1/3 constitutional gender principle in Kenya.

Furthermore, in relation to the Kenyan general elections in 2013, partner FIDA Kenya filed a case in court, challenging the high nomination fees that individuals needed to pay as a pre-condition to vie for political seats. This resulted in a judgement by the court for the reduction of the fees and afforded opportunities to several women aspirants to vie for political seats, who would otherwise have dropped out of the race for the lack of fees.

County level in Uganda

In Pader district, according to Hon. Grace Lalam, Pader District parliament boasts of 25 councillors.

She asserts that even before the FLOW leadership training for women councillors, she was distressed by the gender disparity in their “parliament”. *“We are 10 female*

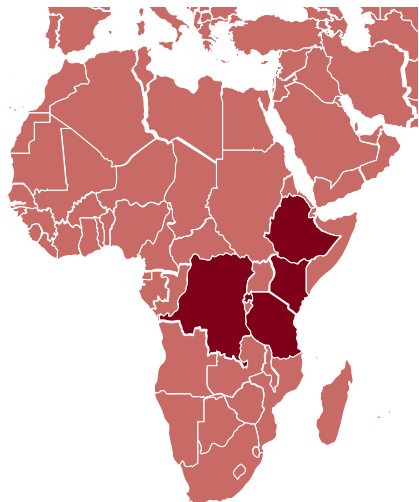
councillors (out of the 25, at district level) as such our male counterparts often use their number advantage to override us.” Grace was especially displeased by the performance of a male counterpart, the Finance chairperson at the time largely because of his poor performance in particular handling his function. After attending the training on how women councillors can effect change, based on provisions under the law of 1/3 representation, Grace took action petitioning the council for his removal after providing valid reasons. The petition was successful and thereafter Hon. Grace Lalam secured a landslide victory of 99% becoming the new finance chief of one of the most influential committees in the district council.

“FLOW is the engine driver of gender equality and women's empowerment.”

– Diakonia Programme Management



Eastern African Subregional Support Initiative for the Advancement of Women



Project name: Women and Girls Empowerment Project
Theme: Economic Self-reliance and Political Participation
Countries: Ethiopia, Kenya, Tanzania and Uganda

Contact details:
 Name: Ms Marren Akatsa-Bukachi
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The Eastern African Subregional Support Initiative for the Advancement of Women (EASSI) has provided skills trainings and (financial) resources to a total of 6428 women and girls during the Women's and Girls Empowerment (WOG) project. These women and girls formed a total of 154 groups; the project ensured that these groups have clear governance structures in place and are registered with local government. At the personal level, project activities have resulted in increased life and entrepreneurial skills of the women with:

- 64% of the beneficiaries have access to land for agriculture as compared to 16% before the project intervention.
- 90% of the beneficiaries have developed new businesses/IGA like candle or soap making, mushroom growing, bakeries

or other food and catering services, resulting in improved livelihoods.

- There was an overall 60% increase in monthly income, on average for every woman and girl.

EASSI and DSW made sure to get local government authorities on board in order to ensure ownership and sustainability, which resulted for instance in local governments offering free space for the establishment of some of the WOG resource centres and demonstration gardens, or outsourcing of catering activities to some of the women's groups. The 154 groups have engaged with policy makers and duty bearers at local government level through village councils, village health teams and Sub National local councils to improve government services.

“Empowerment is not only about changes in women and girls, but about changes in the world that surrounds them. Progress on this front can only be made if the needs of women and girls are heard and acknowledged. Thus the need to employ a range of tactics to strategically position women’s economic self-reliance on the agenda at the multiple levels at which decisions are made.”
 – EASSI Programme Management

- Consortium Partner:**
- DSW – Foundation for World Population, Uganda.
- Implementing Partners:**
- **Kenya:** Amagoro Constituency Wamama Pamoja Network, The Busia County Local Government, Busia District Local Government, Nambale Constituency Wamama Pam
 - **Rwanda:** Functional Adult Literacy; Mukarange, Buranga Bakyara Tukwatanise.
 - **Tanzania:** Misenyi Local Government, Samia Constituency Wamama Pamoja
- Network, Ujarii Wamama Pamoja Network
- **Uganda:** Kabale District Local Government, Rakai District Local Government, Katuna Women Cross-border Traders, Katuna Women Association, Bushabira bakyara kwebisaho, Ryakarimira Bakyara Tukore handicraft, Kicumbi Bafakazi, Orphans and Community Care Support, Kabale Women Cross Border Traders Association

“FLOW is women focused and empowering.”
 – EASSI Programme Management



Reach EASSI – Economic Self-reliance Capacity Building

Number of women (and men or families) that have (structurally) increased their income



■ Uganda 2881 ■ Kenya 1534 ■ Tanzania 1020 ■ Ethiopia 993

Advocating for women's rights

Advocacy has led to policy reforms for instance at the East African Community (EAC), the project informed the drafting and influenced the passing of the EAC Elimination of non-tariff barriers Act (2015). The customs union and common market protocols were simplified for easy use for the women to claim their rights while crossing the EAC borders. This has enabled WOGÉ's beneficiaries and others to freely conduct cross border businesses.

At country and district level, 14 community bye-laws on SGBV were developed and 6 of these were adopted by the respective sub-county councils. There is notably increased community responsiveness towards identifying SGBV survivors, referring them, following up reported cases and preventive measures against SGBV,

for example teenage girls in Kabale are no longer sent for water after dark. The project's impact assessment showed that overall the majority of the WOGÉ group members had their livelihoods shaped during the course of the project mainly by WOGÉ (70%), government (20%), NGO (6%) and others (4%).

Political participation

During the February 2016 general elections in Uganda, 40 WOGÉ beneficiaries were elected leaders at lower council level and sub National level hence increasing their voice in decision making. In Busia Uganda, a WOGÉ beneficiary defeated a cabinet minister to become the current woman member of parliament for the district.

Women in trade

The 440 women and girls that were trained

“The use of intercommunity competitions availed opportunities for shared learning and networking aimed at improving the quality of their products for better market access. Out of these social events, Joint group synergies for production and marketing were initiated and these help to minimize costs and enjoy the economies of scale.”

– EASSI Programme Management

as Trainers of trainers (TOTs) have become a best practice as more than 50% of them are resource persons within and beyond their districts. TradeMark East Africa (TMEA), one of EASSI's development partners has documented the success stories of WOGÉ beneficiaries who now feature on their IEC materials such as video documentaries and posters which are shared globally.

A total of 40 groups were linked to standardisation bodies such as Uganda National Bureau of Standards (UNBS) and Kenya Bureau of Standards (KEBS) in Uganda and Kenya respectively, which helped them improve the quality of their products to be able to trade beyond their borders. For collective marketing and its advantages such as better price negotiations, 3,700 WOGÉ beneficiaries were supported to join Cross border trade associations. This has further enhanced timely and reliable access to trade information and strengthened networks for market opportunities.



“Peer learning was the most effective and sustainable approach as the trained peer educators were able to reach out to a significant number of project beneficiaries in their communities at minimal costs.”

– EASSI Programme Management

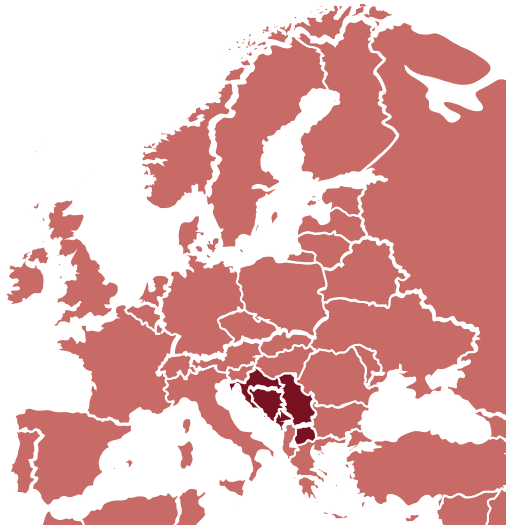
Evelyn empowered through trade fairs and Exhibitions, now earns big

I am Otiro Evelyn from Wamama- Pamoja Butula sub county Busia – Kenya. I have been trading in liquid soap which I have been buying so expensively from Busia, Uganda. I still cannot believe that one can make 40 litres of soap from very few materials. All my days of being cheated are over since I now possess the skill to produce the soap on my own. I am now a distributor to other women who trade in liquid soap. I am so grateful to EASSI for the training from which positive change has occurred to my life. I also attended the PEWOSA exhibition. The exhibition opened my eyes and ears especially when it comes to issues of branding and packaging of products, I have learnt that branding and packaging are very essential if one wants to attract customers to buy products and that if not done well, customers may not even want to look at your products. I now have very well packaged liquid soap and I produce in bulk. Through the trade fair, I was able to get many contacts and business cards which have given me many business opportunities. My life has changed as my incomes have improved greatly through WOGÉ.



Picture 23: Evelyn Wamama

Ecumenical Women's Initiative



Project name: Post-conflict communities in the Western Balkans

Theme: Security

Countries: Bosnia & Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia

Contact details:

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The project of Ecumenical Women's Initiative (EWI), one of the smaller FLOW projects, focused on the promotion of women and girls taking a leading role in the reconciliation of diverse, post-conflict communities of the Western Balkans building on a culture of peace and mutual understanding. This relatively small FLOW project invested both in capacity building and regranting of smaller grants to organisations. These grants vary in size but are generally between € 2000 and € 7000.

The project enhanced the competences of grassroots women activists in their capacity as initiators and leaders of local and cross-border peace processes, by increasing their engagement in grassroots initiatives that address issues of peace and security within diverse patriarchal communities and societies. This was done for example by:

- organizing training and exchange workshops: in which 457 women

participated;

- cross border projects: reaching 2212 women;
- community based initiatives: benefiting 3980 women.

Forced marriage in the Roma community

In Serbia EWI supported the work on ending the custom of forced marriage and raise awareness about the existence of the problem. The project "Hear about this" began with a promotional campaign in which Roma women from six different villages were invited to participate in the project activities. A 2-day seminar with the aim of educating participants on the harm that can come from arranged marriages encouraged them to gather stories from women who are themselves in arranged marriages. The participants collected stories on forced marriage within the Roma

"FLOW gave us the financial stability to develop ourselves as a strong regional women's fund and with it increased confidence and visibility to access international forums. In these spaces we were able to share and advocate on behalf of "our women" whose voices are rarely heard beyond their communities but who demonstrate unique social change models for families, communities and society at large."

– EWI Programme Management

community and presented these to villagers and institutions. On International Girls' Day, the project team were guests on the regional TV channel RTK, and spoke about

Implementing Partners:

- **Bosnia and Herzegovina:** Zlatko Saric – trainer.
- **Croatia:** Karzen & Karzen, European Society for Women in Theological Research.
- **Kosovo:** Gender training & Research Centre.
- **Serbia:** Zrnejanski Edukativni Centar (ZEC).
- **Global:** Ivo Pilar Institute for Social Sciences.

the problem of arranged marriages at a young age. The publication of the collection of stories was created as a result of the project, bringing awareness to the multiple ways that Roma women are discriminated in society. Furthermore, the publication is

"In the eyes of our grassroots women activists' groups and CSOs, international partners and donors, EWI is now considered THE regional leader in women's peacebuilding in the Western Balkans."

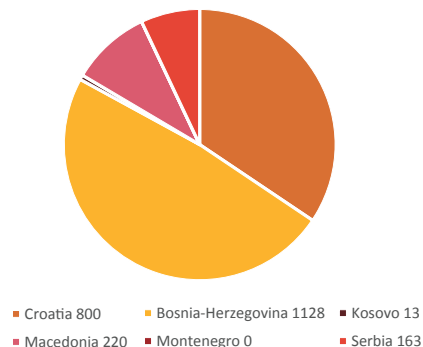
– EWI Programme Management



Participants of the project "Hear about this".

Reach EWI - Security

Number of women who newly became meaningfully involved in peace processes and/or reconstruction activities in conflict affected areas.



useful as an archived text of Roma women and their lifestyles/experiences in Serbia.

Female firefighters

The project brought together 8 volunteer fire departments from Croatia and Serbia to promote women's involvement in volunteer fire departments as a means to eliminate prejudices and stereotypes about the role of women in fire departments. They organized a panel discussion focussed on the representation of women in the "dangerous" profession of fire-fighting, the problems that they face and the possibilities for women to have equal access to the profession. Furthermore a demonstration exercise proved that women can equally accomplish what men can, which greatly influenced the participants' perception of women's capabilities. Staniši fire Department after this project recorded more and more young women who are applying for a position

in the Department. The volunteer fire department in Staniši became a community leader in the promotion of human rights and gender equality. Media promotion after the conclusion of the project created positive popular opinion, not only among the participants, but other residents of Staniši as well.

"Through this project and especially through the exercise demonstration I have become surer of myself. I would often hear people laughing behind my back because of my involvement in the fire Department. If that happens in the future it won't hurt me anymore as it did." (woman firefighter)

"I am excited about the idea of women joining fire Departments because that was not possible in my time." (citizen)

Workshops on inter-religious dialogue

In 2015 in Bosnia Herzegovina a workshop was organized on women believers and citizens for human dignity without violence. The workshop focused on the linking of basic principles and standards of international norms for women's

"The support FLOW gave us has furthered our resolve and confirmed the urgent role WOMEN'S FUNDS, like our own, play in insuring a life-line to women's organisations at the grassroots unable to access multilateral funding, yet who assert democracy where it is most threatened. WOMEN'S FUNDS are living the values of diversity and democracy."

– EWI Programme Management



rights in regards to the messages of monotheistic religions. Topics covered: Why do we need women's rights?; Dignity of people in Jewish, Islamic and Catholic religious traditions; Domestic violence in Jewish, Islamic and Catholic traditions; Anthropology of women from a Biblical and a theological perspective. Participants were informed, based on a concise introduction to women's rights in the western and eastern traditions and within women's analysis of the Koran and Biblical texts that refer to questions of women's dignity, family relations and especially violence on women. This education opened new horizons in viewing gender based relations in the family and the society that is burdened by stereotypes and even with misogynous content that are often justified by religion.

Awards for activism:

Three partner NGOs of EWI, particularly their leaders, have been internationally awarded for their arduous women's activism.

- Danka Zeli, the leader of the Grahovo Women's Association from Grahovo, Bosnia and Herzegovina, received the Women's Creativity in Rural Life Award of the Women's World Summit Foundation, an international NGO with United Nations consultative status in 2014.
- Svjetlana Timoti, the leader of the Iz kruga - Vojvodina NGO from Novi Sad, Serbia, was one of the six laureates of the Courage Award of the Women Have Wings International Foundation. She received it for her activism in the field of increasing social participation and combating discrimination of women with disabilities.
- Seka NGO from Goražde, Bosnia and Herzegovina received the 2015 Dr Alexander Friedmann Award of the ESRA Psychological Centre from Vienna, Austria. Awarded since 1994, this is the first time a non-Austrian NGO received it for providing psychosocial support and empowerment to women affected by war.

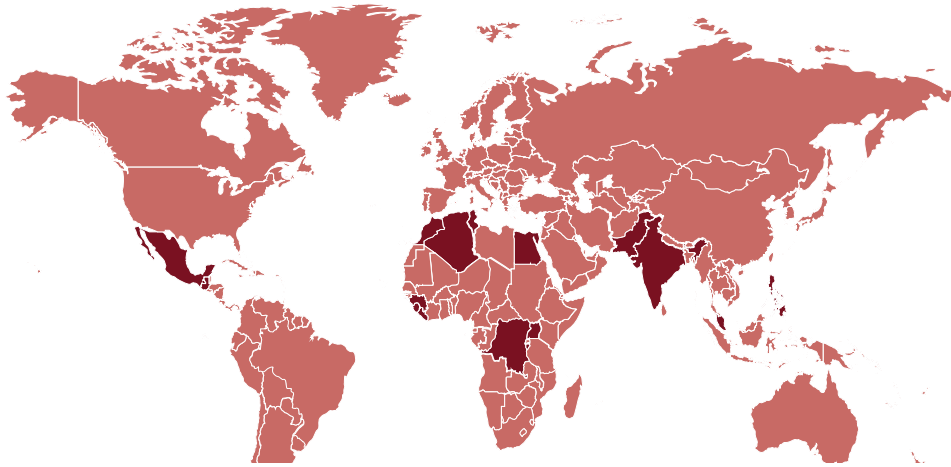
"FLOW is... stability, confidence and cultivation of women leaders to advance societal change."

– EWI Programme management



Inter-religious workshop.

Fund for Global Human Rights



Project name: Strengthening and Sustaining Frontline Women's Rights Activism

Theme: Security, Economic Self-reliance and Political Participation

Countries: Algeria, Burundi, DR Congo, Egypt, Guatemala, Guinea, India, Liberia, Mexico, Morocco, Pakistan, Philippines,

Sierra Leone, Thailand, Tunisia, Uganda.

Contact details:

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With their multi-year capacity-building programme the Fund for Global Human Rights (FGHR) has built the organisational and financial capacity of 22 women's rights organisations (instead of 20 targeted) in Sierra Leone, Liberia, Tunisia, Morocco and DRC. Furthermore, FGHR has provided 910 grants to support a total of 450 women's rights organisations to combat VAW, increase women's economic rights and political participation.

The activities of the grassroots/frontline groups and women activists supported by FGHR are geared towards structural change: advocating with their governments for new laws to advance women's rights; pressing local authorities like police and local councils to implement such laws; and

grassroots organizing that builds political will to change the status quo. The project resulted in FGHR's grantees contributing to 52 policy changes, including legislation and precedent-setting judicial remedies, on VAW (23), women's control to land and property (6), women's labour rights (9), and women's political participation (14) worldwide.

For instance Algeria passed its first-ever law punishing perpetrators of violence against women and sexual harassment, Sierra Leone passed a Sexual Offences Act that increased penalties for sexual violence, criminalized marital rape, and prohibited out of court settlements for sexual assault, and in Mexico three states passed reforms classifying femicide – the killing of women on account of their gender – as a serious crime in their state

“The substantial progress achieved by the Fund's grantees over the last four years with FLOW support – from successfully stewarding the passage of landmark women's rights legislation to chipping away at deeply entrenched and discriminatory cultural practices on the ground – is indicative of the fact that locally-rooted women's rights movements have truly started to take hold in certain regions across the globe in recent years.”

– FGHR Programme Management

Implementing Partners:

Re-granter with many sub-grantees, some examples:

- **Burundi:** AJCB, Parole et Action pour le Reveil des Consciences et l'Evolution des Mentalites (PARCEM).
- **India:** ASTHA/ASWA.
- **DRC:** SOFEPADI.
- **Guatemala:** National Committee of Guatemalan Widows (CONAVIGUA), Sinergia N'oj.
- **Liberia:** Zorzar District Women Care (ZODWOCA).
- **Mexico:** CEDEHM, Justicia para nuestras hijas, ProDESC, Centro de Apoyo al Trabajador, A.C (CAT), Tlachinollan.
- **Uganda:** National Women's Association for Social and Educational Advancement (NWASEA).

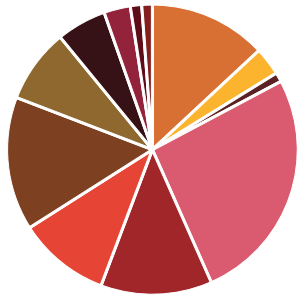
“FLOW is empowering women on the frontlines of social change across the globe to demand gender equality and assume leadership at every level of society!”

– FGHR Programme Management



Reach FGHR - Leadership and Capacity Building

Number of women assuming leadership and now active in addressing VAW/GBV



criminal code. In Uganda's new land policy women now have the right to own and inherit land through the customary system, in India the Madhya Pradesh government became the second state-level government in India to include domestic workers in the state-level welfare board for informal workers, which allows them to access pensions and social security for the first time. The government also agreed to extend minimum wage rules to domestic workers. In its new constitution, Tunisia recognized equality between men and women for the first time and became one of the few countries in its region to make a constitutional commitment to work toward gender parity in elected assemblies. An amendment bill in Pakistan increased women's representation in the Punjab Provincial Assembly from 5% to 33%. In Morocco, legal reforms reserved 27% of the seats in local councils and 33% of the seats in regional councils for women, leading women to be elected to nearly double the number of seats in 2015 than they were in 2011.

Overall in relation to FLOW priority VAW, the FGHR grantees worldwide have brought and won 2,383 legal cases to justice for individual women, 114,057 women and girls have attended training or awareness sessions on VAW. In relation to economic self-reliance, 21,536 women have gained access to property rights, 92,142 women have gained access to government work and benefits schemes, and labour rights education has enabled 10,043 women to gain access to independent unions and other collective bargaining units. In relation to FLOW's priority political participation, the FGHR grantees have helped 32,569 women obtain documents needed to register to vote and 46,456 women have attended voting rights and leadership trainings.

Combating VAW in India

FGHR grantee Jan Sahas has helped Dalit and other vulnerable women who are survivors of rape to fight back and achieve concrete justice. Established in the central Indian state of Madhya Pradesh, Jan Sahas works to empower victims to seek justice, and has provided legal support in over 5,200 cases of violence against women and Dalits, with several precedent-setting judgements from the courts. Throughout the FLOW grant period, FGHR has supported their development of a ground-breaking model for attacking the root causes of impunity,

“The Fund’s core strategy – getting resources and capacity building support to frontline women’s rights groups over the long-term – allows grantees to learn and innovate, which resulted in several exciting new strategies during the project.”

– FGHR Programme Management

with unprecedented results. At the model's core is the belief that survivors have the courage and capacity to fight injustice if they have capable legal assistance, are trained to deal with familial and societal pressures, and are able to find physical safety from further violent incidents. Using this approach, Jan Sahas and its partner lawyers have worked on 428 cases of sexual violence; of these, 308 have received a positive verdict. This 72% conviction rate stands in stark contrast to the national average of rape convictions, which remains at 27%. The high number of convictions attained by Jan Sahas in 2015 is due to the effectiveness of its empowerment model, as well as the fact that more than 40% of the cases to which Jan Sahas responded involved minors. Sexual violence cases involving minors must be prosecuted within six months after the filing of a police report as required by the Protection of Children from Sexual Offences Act, which was passed in October 2012.

As stated by FGHR in their final report the FLOW grant allowed them: *“to provide long-term support to on-the-ground women’s rights groups working on issues deeply rooted within their country’s sociocultural traditions and norms. These issues can take decades to move forward: in addition to national-level policy reform and implementation, they require a fundamental change in mindset regarding a woman’s place in society within local communities. For the frontline groups that are taking on these challenges, having reliable and flexible resources on which they can depend is critical to their long-term success. FLOW provided that patient, stable and flexible support in a way that is virtually unprecedented among government donors.”*

“Regarding capacity building and technical assistance the Fund has learned that to be most effective this kind of support must be truly desired by the organisation itself, and not primarily funder-driven.”

– FGHR Programme Management



Painting at the wall of CEDEHM office, during FLOW monitoring visit at in Mexico 2014

Fundación Puntos de Encuentro



Project name: Challenging violence and poverty: Nicaraguan and Salvadoran women as development actors

Theme: Security and Economic Self-reliance

Countries: El Salvador, Guatemala, Honduras and Nicaragua

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Fundación Puntos de Encuentro (Puntos in short) focused on collective development and sharing of an integrated approach of women's rights, linking economic, labour, sexual and reproductive rights. As a result of Puntos' capacity strengthening pillar numerous youth leaders, women's leaders and groups, journalists, public opinion leaders, teachers, artists have increased their knowledge and (advocacy) skills on concept and theories in relation to gender equality through participating in one of the many (university) courses/trainings offered under this project. Participants are implementing this newly attained knowledge and methodological tools in their advocacy work towards social change. Exchange and partnership with other feminist and social movements in

the Central American region and beyond were considerably strengthened. Through participation in networks and coordination bodies, the project's partners have been actively involved in the forefront of regional and global discussions on the feminist agenda Central America and Latin America (XIII EFLAC), engaged men in social change processes for gender justice (MenEngage), and influenced policy regarding VAW at a national legislative level. The participation of leaders of feminist organisations in the discussions and creation of the draft Decree for the creation of specialized tribunals for VAW cases in El Salvador is a clear evidence of the acceptance of women's leadership and rights.

“FLOW is the opportunity to bring about sustainable and long lasting seeds of change and to substantially strengthen those that sustain the fight for women’s rights from the ground up to a global level. The fund allows for the development of comprehensive strategies for personal and collective development of people and organisations that defend women’s rights and those of the most excluded populations in an ever-increasing hostile context.

– Puntos Programme Management

Awareness raising activities

Puntos' communication pillar focused on deconstructing hegemonic masculinity and raising awareness about VAW, prevention and attention to sexual and

Consortium Partner:

- **Las Dignas:** Asociación Mujeres por la Dignidad y la Vida El Salvador, Centre América, El Salvador.

commercial exploitation of adolescents. In El Salvador there is progress in the ability to influence on justice institutions and local governments, fostered by a combination of training processes, new public policies and strengthening of local structures such as the gender units at municipal level. The project has contributed to the initiative to demand the creation of specialized courts for femicides and to enhance coordination with government agencies regarding the elaboration of a public safety agenda for women.

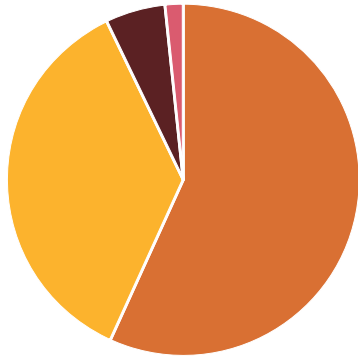
“A rising tide of religious and political conservatism, at hand with ever increasing violence and crime rates, put processes in reverse, jeopardise progress achieved and inhibit the full exercise of women’s rights and freedom.”

– Puntos Programme Management



Reach Puntos - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Nicaragua 548 ■ El Salvador 348 ■ Guatemala 53 ■ Honduras 16

Puntos has developed numerous (mass) media productions and campaigns to advocate and raise awareness on topics like sexual and commercial trafficking of teenagers, the right to live without violence and the right to control one's own body. Having one's own media outlets (La Boletina, radio) to broadly disseminate such messages, as well as strategic relations with local cable companies, local Nicaraguan and Central American radio stations was instrumental in achieving a greater media coverage when broadcasting TV and radio series.

Evaluations of such activities revealed audience increased knowledgeability on diverse human rights and especially women's rights, for example by new tools to challenge domestic power relationships and

inequalities, machismo and VAW. Surveys have shown that as a result of the campaign and media activities:

- Amongst others 90% indicates to know the 779 Law, an essential tool to defend the right for women to live without violence, and it is supported by the majority:
- Recognition on the right to sexual identity and diversity, as well as the right for homosexuals and lesbians to live in domestic partnership, has considerably risen between 2009 and 2014, reaching favourable positions up to 50%, above all among young and teenage people.

Training journalists

Puntos organised a regional programme on education in communications and gender that was aimed at both female and male journalists and communicators in the Central American region. A yearly cycle of the course was organized, containing 3 modules for a total of 88 hours. The process laid particular emphasis on providing, sharing and fostering the creation of conceptual, methodological and technical tools from a feminist approach. The legal frameworks of the countries in the region were discussed in relation to the human

“Systemic capacity building based on participatory investigation processes scaled up the learning and capacity strengthening programmes implemented, with a higher satisfaction rate on behalf of participants.

– Puntos Programme Management

rights of women. The course resulted in four campaigns, which were put in practice in participants respective countries. The course enabled participants to build their knowledge and skills, share experiences, network, and build new alliances.

The course assessment showed that change was more pronounced among male participants. At the outset they had less knowledge on the subject and were mere reticent to discuss difficult topics, by the end of the course, their level of awareness had increased, as had their commitment to the cause.

“Puntos de Encuentro made me face my worst machista prejudices as a professional in the field of journalism ... for me, it was like a completely clean slate.” male, 25 years, El Salvador.

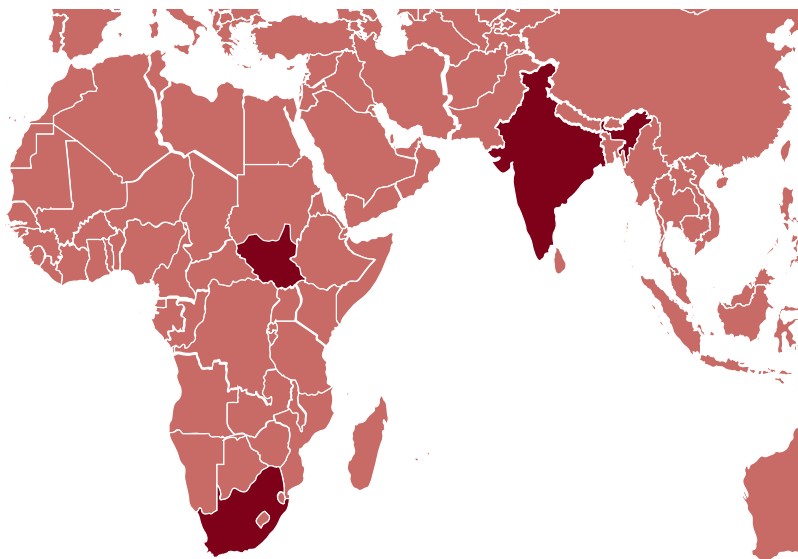
By the time the course drew to a close, most participants, both women and men, ended up defining themselves as “agents of change”. The work with communicators and journalists had a significant impact on increasing awareness to broadcast the news from a feminist-based approach. As evidence, there have been changes in the (non-sexist) language used in their communications.

“This project can be said to have contributed to strengthening women as policy bearers, vindicating their rights, which has strengthened the organised power that can continue to speak out their demands to government and society.”

– Puntos Programme Management



Gender at Work



Project name: Feminist Leadership
Theme: Security and Economic Self-reliance
Countries: India, the Palestinian Territories, South Africa and South Sudan

Contact details:
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The FLOW programme of Gender at Work focused on facilitating organisational change and Gender Action Learning (GAL) Processes, as well as networking and knowledge building globally. To work towards this goal they supported feminist leadership and organisational change in key women's and mainstream organisations. Furthermore they applied these instruments to more effectively achieve women's economic participation and address VAW.

Change on individual and organisational level

All of the participants in the FLOW programme noted that significant gains were made in gender equality and female

leadership in particular. The FLOW processes have contributed to personal and interpersonal changes among all those involved, both participants and facilitators.

Many women emphasise the importance of daring to take a stand and asserting positions for change while being aware that that change often occurs through slow and careful processes. Male participants also reported changes in their ability to express themselves, in their gender-biased attitudes and violent tendencies.

FLOW is an innovation incubator. FLOW funding enabled Gender at Work, to test our approaches in an unstable country environment and to spread the use to the Gender at Work platform beyond associate led processes – that is, beyond the Gender Action Learning Process.
– Gender at Work Programme Management

Implementing Partners:

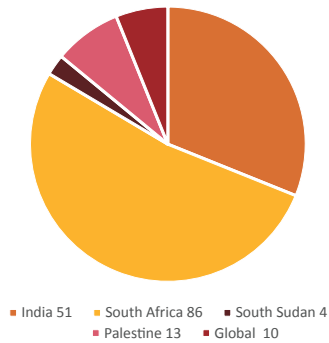
- **India:** Vanangana, Lok Samiti, Sanajani Shiksha Kendra, Sangtin Kisan Mazdoor Sangathan (SKMS)
- **The Palestinian Territories:** Birzeit University, Women's Affairs Technical Committee, WLAC
- **South Sudan:** UNYDA, NRDC, WDG
- **South Africa:** selection of key CSOs, local government authorities, trade unions, community based organisations

The end project evaluation revealed that there were three key approaches that the CSO leadership in India found most useful to use as a framework/tool for advancing gender equality in their own organizations : open working methodology, the Gender at Work's four quadrant framework and emergent learning from the participants' own specific realities.
– Gender at Work programme Management



Reach Gender at Work - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/coaching) and are applying this in informal or formal leadership.



Women who would previously have been silent, unconfident about speaking in English or about making themselves visible are now confidently speaking out as a result of confidence and experience gained in GAL:

- Rabha Bandis from South Sudan went from never speaking in English at meetings to speaking fluently and confidently by the end of the programme
- One of the older women from South Africa, who joined because her son is gay and she was struggling to deal with it, is now an advocate for LGBT rights in the church
- One of the members of the Drug and Alcohol Action Group, South Africa won a provincial award for the best Adult Basic Education Educator – and she attributes her growth in confidence to her participation in the Letsema process.

- As a result of WDG's change project in South Sudan more women are planning their own businesses and getting credit and saving.

"It is about how we can change the way we see ourselves so that we can be able to use our power and not power over, and to make decisions... I am feeling more confident compared to the time when I started the process. The process for me was a self-discovery; I felt more empowered in a way that I can look at things from different angles. I am more observant; I can think more deeply. I try to make sense of what is happening".
Grace, South African participant

Male project participants who previously would not have been interested in any kind of gender justice, –are now raising issues and questions in many different spaces: They are challenging traditional gender stereotypes that accept women and men as having different roles and status which are part of the norms that devalue women, and take action to integrate GBV prevention into day-to-day activities. to challenge such norms.

As one South African participant stated, *"[People] contribute towards 0% GBV because people link it to what they do every day. It is not just through the actions they identified at the open space meeting. They started dialogues. They realized that the conversations you have in the taxi about GBV are as important as a big forum. [...] They realize that there is a change that you can make as individuals."*

"FLOW is an enabler. It has allowed participant organisations to advance gender equality within their own organisations."

– Gender Programme Management

The project also has contributed to organisational change in the participants' organisations, demonstrating greater conceptual clarity on gender, caste, religious and class differences, awareness of power imbalances and improved self-monitoring to shift these. Overall this has resulted in the inclusion of women in organisational teams and improved conditions for women in work and training. For example in some instances asking questions has become a part of organisational culture. These personal and organisational changes have contributed to changes in the community as participants are consciously embedding feminist principles in practice and talking about these principles in the community to enhance women's participation, independence, rights and identity.

Changing lives

In South Africa Gender at Work worked with 300 diverse women and men including gay, LGBTI, youth, elderly, HIV positive, disabled people, pastors and health workers, to name a few. Participants have expressed profound transformations in their lives, including changes in abusive relationships. They speak of gaining skills, confidence, knowledge, voice and the ability to act and speak differently in relationships and in public interactions.

In India the programme's participants appreciated how the project has served to explore the possibilities for influencing their social and political rights. This gave particular attention to developing the leadership of Dalit women while bringing in feminist principles with a gender and caste perspective into the intermediary organisation's work. This enhanced the participation and leadership of Dalit women in women's organisation and

"To close the programme, we invited participants to create digital stories of each others' personal journeys. Along with giving participants a chance to learn a useful skill and honing the craft of building stories through asking questions, this process also resulted in a bouquet of engaging and inspiring life stories that we are happy and proud to share with a wider audience. As one participant put it, "I felt so proud when I saw the film that my partner made about my life – in telling my story, I realised how strong I am, how many battles I have fought and won..."

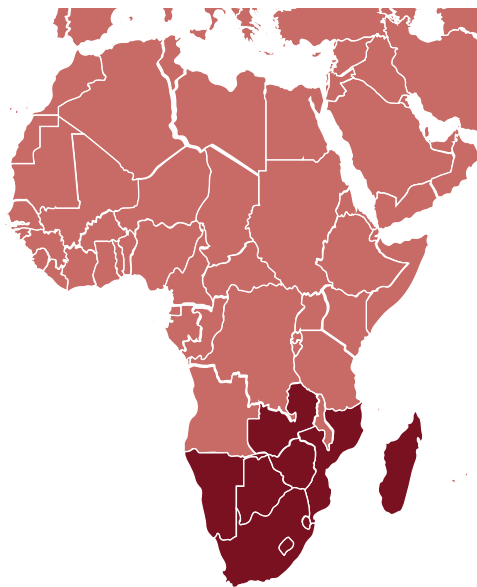
– Gender at Work Programme Management

workers' unions (which were typically male-dominated spaces).

Gender at Work has also published the book *"Gender at Work: Theory and Practice for 21st Century Organisations"* by Routledge (2016), and co-funded by FLOW, Hivos and others. This is a comprehensive global analysis and external communication of learning from experience. It clearly introduces the Gender at Work framework and uses it as an analytical lens to review eight in-depth case studies from around the world.



Gender Links



Project name: Supporting implementation of the national and local action plans to end GBV

Theme: Security and Economic Self-reliance

Countries: Botswana, Lesotho, Madagascar, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe

Contact details:

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E-mail address: ceo@genderlinks.org.za

During the FLOW project Gender Links (GL) formed 102 Centres of Excellence (COEs) for Gender in Local Government in 10 SADC countries. All councils in the programme made and implemented Gender and GBV action plans that sought to end gender inequality, eradicate injustice within their communities and promote local economic self-reliance for vulnerable women affected by GBV.

The councils, in collaboration with Gender Links, ran campaigns under the banner “End Violence: Empower Women”. At local government level female leadership was promoted and overall women’s representation in local government increased. For example Madagascar and Namibia, two countries in which GL has actively lobbied for special measures to increase women’s representation, experienced an increase in women’s

representation at the local level. Three countries have local elections in 2016 -Zambia, South Africa and Lesotho- and GL has started active 50/50 campaigns in each.

Working on economic empowerment to combat GBV

Another important pillar of the project was providing training to survivors of gender violence, promoting local economic development and ending GBV within the councils’ communities. Under the project 1350 emerging entrepreneurs were trained. 91% completed a business plan and 79% implemented their plans, contributing to an average increase in income of €29 per woman per month. Women have shown increased assertiveness within their relationships, families and communities and have suggested that the decrease in GBV and

Implementing Partners:

Local Government Associations (102 councils in the 10 project countries) and National Gender Machineries.

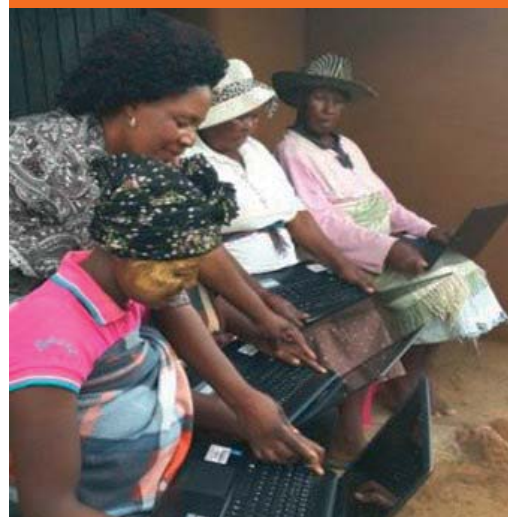
increase in respect in these relationships is due to their acquired knowledge and ability to support themselves and their families. For example, results show that 59% of the participants added new products, 54% found new markets, 48% indicated starting new businesses and 29% increased the size of their businesses, 41% opened a bank account and many have started saving as a result of the programme. The programme has broken new ground in establishing the link between economic empowerment and ending gender violence and has been able to positively link increase in economic independence to a more amicable relationship with partners; resulting in less abuse.

“Economic empowerment is a key success factor in reducing GBV: The results of the assessment show high levels of confidence building, self-esteem and gender rights recognition. Women indicated high levels status building at home, with family and their community because of the skills they had learnt, their ability to run a business, support themselves and support other women.”

– Gender Links Programme Management

“FLOW is a change maker for achieving social transformation, political and economic rights at institutional, community and individual levels.”

– Gender Links Programme Management



Councillor Mapolo Ramakhulu in Lesotho, shows women of Sebothong village Hlotse District, how to use computers. This workshop formed part of GL’s Local Government Centres of Excellence programme.

Reach Gender Links - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



“Since I started attending the workshops my business is doing well. I am not suffering abuse anymore because I am earning my own money from my business. I can buy my own food and pay school fees for the kids. I am no more abused by my husband as we made peace with my husband. This happened because now I am making money and can buy food for the house and help our children wherever I can. Our children are progressing well at school since they are no more facing poverty unlike in the past. Now I feel like I am empowered with information from Gender Links to make right decisions.” Faustina Petrus from Ongwediva in Namibia.

Women’s entrepreneurship

In 2014 and 2015, 202 women from the programme shared their business plans at the national SADC Gender Protocol@Work

Summits. One example of how summits have changed the lives of the entrepreneurs is Mafumanang Sekonyela who won the national award in Lesotho and applied for a passport for first time in her life to participate in the regional SADC Gender Protocol@Work summit in 2014. During the summit, GL arranged a study visit to the Maponya Mall in Soweto. One of the businesses expressed interest in ordering the flowers that Mafumanang makes in her business. After the summit she rushed home excited about the new market opportunity. She got big orders and had to hire two women to help her. Sekonyela now goes to Johannesburg four times a year; an empowering experience. She has opened a bank account for the first time in her life and is able to pay her kids school fees and takes care of her family.

Botswana: Lobatse works with police to end GBV

Lobatse Town Council has partnered with the Botswana Police Service to reduce GBV in the locality. The partnership provides confidential support to victims of GBV by

“Promoting gender equality at all levels of governance (state, private sector and civil society); ending gender based violence community by community and empowering women should be central in any development and business agenda.”

– Gender Links Programme Management

having focal persons at the police station trained on GBV matters. Institutions such as churches, schools, institutions, clinics, hospitals teach and sensitise people about GBV with help of police services. The community was encouraged to report any form of GBV to the police.

The local police stations now have a secluded and private office with police counsellors who deal with GBV cases directly. A front desk officer deployed at the reception, has an officer trained in GBV issues who is also the first point of contact for all GBV victims. The police stations are working with the council to improve record keeping of all the GBV cases. Support services include therapy sessions and counselling. Some instances involve referrals to local psychologists especially in cases whereby the victim has gone through the most traumatic violence. Follow up visits and calls by the police station’s GBV unit ensure continuous support to survivors. The GBV campaign has really promoted partnerships between the town council, police and local businesses.



Mavula community members in dialogue for promoting gender equality during the 30% to 50/50 campaign in Swaziland

“GL taught me how to fly. I was encouraged to encourage others and was empowered to empower myself. I want to tell everyone that they can overcome, just like I have.”

– Susan Swart, Emerging Entrepreneur from Cape Aghulas Municipality at the SADC Gender Protocol@Work Summit.

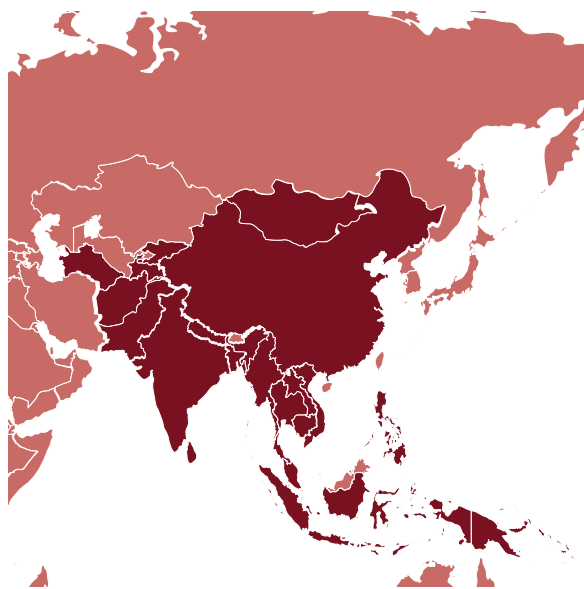
Publishing of project book

The ways in which councils have led the campaign to end violence community by community are documented in the book “Ending violence, Empowering Women in Southern Africa”. The expansion of 102 to 425 councils with COEs in Southern Africa, representing 26% of the population in the ten countries of implementation, was made possible by funding of other donors (including UN Women, EU, SIDA, Dfid, UNFPA) and can be seen as a direct spin-off of the FLOW project.



Lobatse town council joins forces with police to end gender based violence. Photo: Gender Links

Global Fund for Women



Project name: Transformative Leadership: Women at the Forefront of Systemic Change in Asia and the Pacific

Theme: Security, Economic Self-reliance and Political Participation

Countries: Afghanistan, Bangladesh, Cambodia, China, Fiji, India, Indonesia, Kyrgyzstan, Laos, Malaysia, Maldives, Marshall Islands, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, Philippines, Samoa, Solomon Islands, Sri Lanka, Tajikistan, Thailand, Timor-Leste, Tonga, Turkmenistan, Tuvalu, Vanuatu and Vietnam.

Contact details:

Name: Ms Anjali Mutucumarana
E-mail address: amutucumarana@globalfundforwomen.org

Global Fund for Women (GFW) has provided grants to 139 organisations in 26 countries in Asia and Pacific; with a specific focus on the Mekong region, as this region together with the Pacific is traditionally less supported by donors. Through its grant making GFW has strengthened the organisational capacity of 132 women's organisations in relation to their planning, fundraising, board and governance, financial management, monitoring, learning and evaluation, etc. In turn also the GFW's grantees have worked on strengthening their partners and sub-grantees capacity, resulting in an additional 1,648 organisations being strengthened. The (sub)grantees in GFW's portfolio on transformative women's leadership carried out a variety of interventions across the three thematic FLOW objectives.

Promoting women's leadership

As a result of partner APWLD's Gender and Politics Training and other activities, 166 women leaders have strengthened their leadership and political participation skills, and graduates are taking up (political) leadership roles. So far this resulted in:

- a graduate from Kyrgyzstan being elected into the local government;
- two graduates being elected and formed part of the 29 percent of women parliamentarians sitting in Nepal's Constituent Assembly;
- seven graduates running for elections in Fiji and Cook Islands.
- Graduates also undertook advocacy actions like in Nepal, where graduates successfully convinced their political party to commit 33 percent of women's representation within all party structures

just prior to the country's election in December 2013.

Partner organisations DAWN (through Open Working Groups, and as organizing partner of the Women's Major Group) and also APWLD (leading the WMG) have -together with other CSOs- been successfully lobbying and advocating on the Sustainable Development Goals and managed to get several of their advocacy points included in outcome statements and the final goals notably Goal 10 on reducing inequalities within and between countries and Goal 5 on reducing gender inequalities. APWLD also led the WMG processes around decent work and living wage, the first term has been included in Goal 8.

Consortium Partners:

- Development Alternatives with Women for a New Era (DAWN), Philippines;
- Asia Pacific Forum on Women, Law and Development (APWLD), Thailand.

Implementing Partners:

- Re-granter with many sub-grantees.

“Through FLOW, Global Fund for Women strived to create an enabling environment for gender equality. It sought to support and strengthen women's organisations that are working together and fostering leadership that will create social change. Central to this approach is Global Fund for Women's commitment to funding women's organisations that employ a rights-based approach –which was exemplified by the FLOW grantees. It is essential to fund women's organisations that utilize a rights-based approach which is built on individual and collective empowerment whereby grantees and beneficiaries become active in creating and sustaining change, rather than recipients of aid over a confined period of time.”

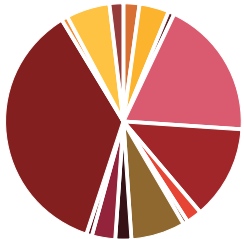
– GFW Programme Management



A community leader teaches members of an urban slum neighborhood about domestic violence in Cambodia . Through Urban Poor Women's Development, women have learned that they have the right to safety and security as well as services like running water and roads.

Reach GFW - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



Land ownership in India

Equal ownership and control over land is a cornerstone of women's economic empowerment. Land titling schemes undertaken since the 1990s particularly in Southeast Asia that coincided with the wave of global advocacy for women's human rights have opened possibilities for women to register lands in their names or jointly with their spouses. Society for Rural Education and Development (SRED) and Women's Collective, India established collective farming or farm collectives. SRED, India describes: "1,200 women have been supported to get land titles in their names. They feel empowered since they are able to make decisions on the use of the land. However, farming as an individual on a small scale is not very profitable so women

have coalesced into collective farming where they share profits proportionately among themselves." This has resulted in increased individual income for women farmers, but also significantly increased their political leverage particularly to take advantage of agricultural support services that previously excluded women as beneficiaries.

Working on disabilities in Bangladesh

Women with Disabilities Development Foundation (WDDF) in Bangladesh highlighted how GFW was the first donor for the organisation in 2010. This first grant (prior to FLOW) helped the organisation open up its office, start its work, and gain recognition and support for their efforts to expand activities to establish the rights of women with disabilities. The two core grants WDDF received under FLOW, expanded programme effectiveness and deepened impact. WDDF organized trainings, discussion groups, and regular meetings—focused on collective leadership and action. As a result, WDDF reported that over 200 women and girls with disabilities are now active in various movement activities such as speaking out against violence and discrimination in their community, engaging local leaders in conversations about violence, reporting violations or seeking referrals for legal aid. The organisation also expanded advocacy work and drafted recommendations on an anti-discrimination policy that would incorporate specific strategies to address issues that women with disabilities face. In a story of increased leadership capacity among a WDDF programme beneficiary, Rawnak did not get access to her college hostel because of her physical disability. She fought for her rights to stay at the hostel and

eventually won, receiving the opportunity to move in. She used a wheel chair to get around. Through her positive example, another nearby organisation helped to construct a ramp in front of the hostel and modified the side of the hostel for access to the restroom. Rawnak then fought for the opportunity to go to regular classes. Through her determination and awareness-raising, Rawnak noticed more acceptance towards her by hostel friends as well as college authority figures.

Formation of a Pacific Caucus

This project has also resulted in the formation of the Pacific Islands Women Caucus in 2014. The Caucus is composed of 30 Pacific women parliamentarians and women's rights activists from 9 Pacific islands. It seems to be the first of its kind

"From the perspective of a grantmaker in the FLOW project, the activities that were most effective and instrumental in achieving results were partnerships, the prominent learning component, and multi-year grantmaking."

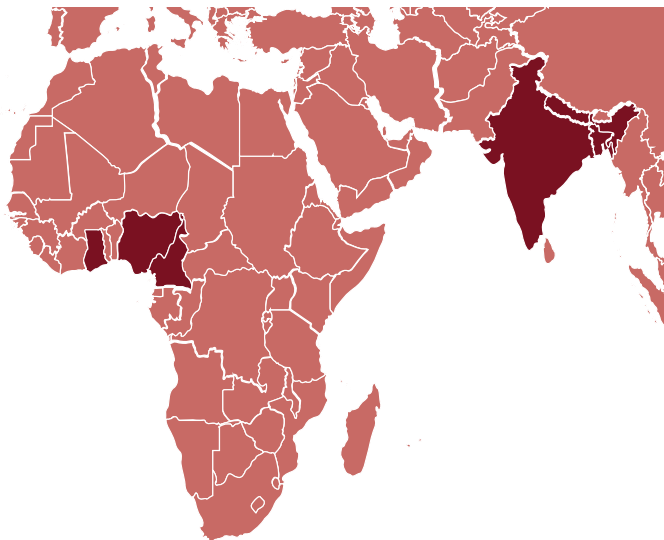
– GFW Programme Management

collective platform where elected women leaders and women's rights organisations work together to amplify the voices of women and influence political structures and decisions in the Pacific, which is considered to be one of the highlights of the project by the GFW itself.



Ms. Ram Touch, a former migrant worker in Cambodia, is now a successful mushroom farmer teaching other women how to grow and sell mushrooms so that they too can stay in their home villages. Ms. Touch can now afford her children's school fees, and her community of women who had been displaced due to land grabs are now building strong lives together. Grantee: Strey Khmer.

International Association of Women Judges



Project name: Global Leadership of Women: Translating Lessons Learned at the International Tribunals to Low-Resource Courts (GLOW)

Theme: Security and Political Participation

Countries: Bangladesh, Cameroon, Ghana, India, Nepal and Nigeria

Contact details:

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The International Association for Women Judges (IAWJ)'s project focused on translating lessons learned at the International Tribunals to low resource courts in six countries in Asia and Africa. In order to facilitate such sharing IAWJ organised five international/ regional conferences attended by women judges from the countries and international judges. Participants discussed experiences on the leadership of women judges and their role in ending impunity for GBV crimes. Specific attention was also paid to access to justice for GBV victims, the creation of victim-friendly courts, the role of the traditional justice sector in working with GBV victims, and the lessons learned from international tribunals on violence against women.

Women judges combating GBV

Women judges who attended the conference(s) briefed their judicial colleagues and other court personnel on how to improve access to justice for GBV victims, and they started leveraging their leadership and taking steps to develop and strengthen the capacity of their associations in empowering women judges and providing their members with leadership opportunities in addressing issues of gender equality and female leadership in their countries.

Steps taken by women judges towards protection of GBV witnesses, making courts more victim friendly and increasing the gender sensitivity of other court personnel are:

- Protect GBV witnesses from

Implementing Partners:

IAWJ en NAWJ members and chapters in project countries.

intimidation and assure privacy for sexual matters (e.g., making sure that judges limit inquiry into victim's prior sexual conduct, limiting harassing cross-examination, making sure that GBV victims enter courtroom after the accused, making sure GBV victim is seated to create distance and minimize eye contact with the accused, holding proceedings in camera, etc.)

“FLOW made it possible for the International Association of Women Judges to leverage the leadership of women judges to improve justice systems' responses to gender-based violence, first, by taking steps to make courts more victim friendly and, second, by engaging in outreach to thousands of people to foster a culture of support rather than blame for GBV victims.”

– IAWJ Programme Management

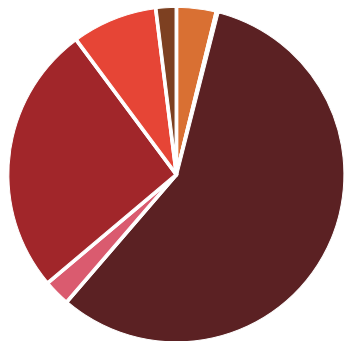
“The international and regional conferences and consultations facilitated the information exchange, networking, mentoring, empowerment, and capacity building that allowed women judges to see themselves as leaders and to implement successful initiatives in their home countries.”

– IAWJ Programme Management



Reach IAWJ - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Bangladesh 105 ■ India 4 ■ Nepal 1575 ■ Cameroon 70
■ Ghana 714 ■ Nigeria 225 ■ Other 54

- Assure gender-sensitive treatment of GBV victims seeking justice (e.g. talking to court personnel about treating witnesses with gender sensitivity)
- Get rid of bureaucratic/ procedural and cultural obstacles that hinder GBV victims' ability to get access to justice (e.g. making sure court security measures don't impose undue burdens on GBV victims and witnesses, managing cases to avoid undue delay, making sure GBV witnesses get reimbursed for court related expenses and engaging in community outreach.)
- Issue decisions that overrule traditional notions that discriminate against women/girls. For example:
 - Ruling that it was against the constitutional provision on equality to hold that widows couldn't date

other men when widowers were allowed to date other women.

- Awarding property to women upon divorce and rejecting the claim that because she brought nothing to the marriage, she wasn't entitled to any property upon divorce.
- Ruling that the tradition that women and girls could not inherit their father's/husband's estate was repugnant to natural justice and therefore, discriminatory.

A participant from Ghana: *"I must say that one area that I have been particularly sensitive about as a result of the GLOW programme is that aspect of cross examination that touches on the past conduct of the [sexual assault] victim as a means of putting her in a bad light. I have noticed that when I ask Counsel where they are heading with those questions and remind them that we are dealing with a specific incident, invariably that line of questioning is abandoned reluctantly. Previously, I would have allowed such questions as the rules of evidence do not specifically forbid them, but now I invoke my powers to control cross examination to remind Counsel to stick to the issue at stake. Again, instead of allowing parties in gender violence based offences to wait their turn in Court like all other cases, I schedule those cases for the afternoon, when I would have completed other hearings and disposed of motions".*

"Bringing together judges from different countries and from international tribunals and national courts was instrumental in deepening the judges' knowledge, strengthening their confidence, and developing national activities."

– IAWJ Programme Management

TV campaign on GBV

The Ghana Chapter of the IAWJ wrote and produced a television drama programme titled "A Call for Justice," which portrays how a mother and the justice system respond to her daughter's rape. The TV drama is based on a script authored by IAWJ and GCIAWJ member Judge Rita Agyeman-Budu, Circuit Court Judge at the GBV Court in Accra, Ghana and was aired twice in October 2014 on national television in Ghana. The broadcast covered every region of the country. Feedback from Ghana Television indicates that an estimated number of ten million viewers nationwide. Upon receiving positive feedback and repeated requests to have the drama shown again, the Ghana Chapter had the documentary performed in a local language (Akan) which is widely spoken in Ghana. Additionally, the Ghana Chapter made 100 copies of the drama for distribution (in DVD format) to select NGOs campaigning against sexual violence and to be shown at schools.

Safe courtrooms in India

In India, IAWJ member Justice Gita Mittal of the New Delhi High Court worked on creating an environment in which child victims of sexual offenses do not have to face the accused when testifying about their experience in court. As a head of the committee overseeing the Vulnerable Witness Programme, she helped develop a special courtroom to provide a safe environment to child victims during testimony where victims and witnesses of sexual assault cases can give their evidence in this special courtroom without confronting the accused. The victim or witness is able to testify from a room adjacent to the courtroom where the judge,

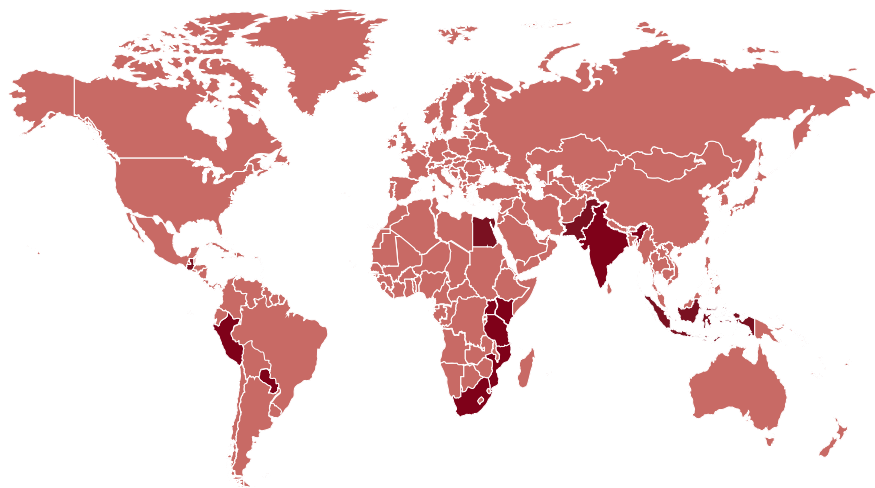
"In human rights work, judges are sometimes seen as part of the problem, but, as GLOW demonstrates, they are also part of the solution."

– IAWJ Programme Management

prosecutor, accused and his counsel are present and can observe the testimony through a video link. Three such courts were finalized by September 2014. The establishment of this courtroom was achieved because of the initiative Justice Gita Mittal took after, she claims, to be inspired by the training that informed her research, strengthened her resolve and desire to accomplish these.

Participant from Nepal: *"When I was in The Hague [attending IAWJ conference] one question asked to me was why I chose a posting in a rural area. This Dolakha District court posting is on my interest because I am chief of my office and also chief of district, hence I can do and change so many things for this district. Before this posting I did not have such opportunity. Because of my position as a chief judge in the Dolakha District court, many women have been inspired and encouraged. I have had opportunities to deliver speeches and lectures on GLOW issues. Everywhere I give a speech or lecture, I am always sharing my experience which I learned in GLOW. In my court, I am trying to make gender and victim friendly courts at low cost or no cost. Sexual violence is a major problem for women. So, I think through national judges this GLOW programme will help those rural women in many ways. I also wrote an article on sexual violence and cultural barriers to accessing to justice incorporating what I learned from GLOW".*

International Trade Union Confederation



Project name: Labour Rights for Women

Theme: Economic Self-reliance

Countries: Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania, Uganda

Contact details:

Name: Ms Chidi King

E-mail address: Chidi.King@ituc-csi.org

The long term objective of this project is contributing to structural poverty reduction by improving gender equality in the workplace and enabling the social and economic self-reliance of working women.

In the FLOW project “Labour Rights for Women” the International Trade Union Confederation (ITUC) together with WageIndicator has been working on increasing awareness of women’s labour rights, empowering women workers to improve their employment situations, improve legislation and enforcement of laws protecting women’s labour rights and improve capacity of its partners in project

management, monitoring and evaluation.

More than 34,100 women were reached, while 30,593 women joined a union. In addition, more than 3,360 women enhanced their leadership, negotiation and organising skills while 314 women were elected in leadership positions in the unions. 90 Collective Bargaining Agreements (CBAs) with gender clauses were concluded covering more than 50,000 women workers. Across the eight countries, more than 1,500 women were trained as negotiators while 348 women are now participating in CBA negotiations within their unions.

“Including women in negotiating teams has an obvious impact on the inclusion of gender specific clauses in Collective Bargaining Agreements. Training workshops on collective bargaining, and specifically on the inclusion of gender clauses in Collective Bargaining Agreements, proved to be an effective strategy in many countries.”
– ITUC Programme Management

Implementing Partners:

Wage indicator offices in the below countries

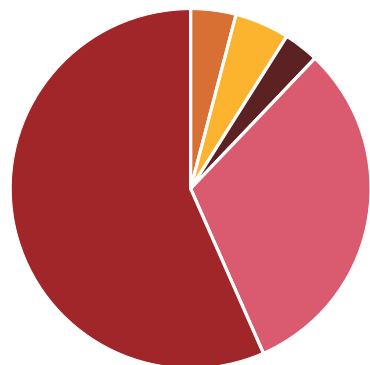
- **Argentina:** Centro de Estudios de la Nueva Economía
- **India:** Hind Mazdoor Sabha; Indian Institute of Management Ahmedabad.
- **Indonesia:** Konfederasi Serikat Buruh Sejahtera Indonesia
- **Kenya:** Central Organisation of Trade Unions
- **Mozambique:** Universiidade Eduardo Mondlane
- **Pakistan:** Labour Education Foundation
- **Tanzania:** Trade Union’ Congress of Tanzania
- **South Africa:** Labour Research Service
- **Uganda:** National Organisation Of Trade Unions

“FLOW is women having the opportunity to show more leadership in collective bargaining negotiations and social dialogue where they have an influence over the matters that concern them”.
– ITUC programme Management



Reach ITUC - Economic Self-reliance

Number of women (and men or families) that have (structurally) increased their income



■ Guatemala 10576 ■ Paraguay 12753 ■ Peru 8230
■ India 81511 ■ Indonesia 147554

Improved employment conditions

Many of the 34,100 women who were reached through this project have joined a union (30,593) and that significant results have been achieved in terms of collective bargaining agreements (CBAs) in South Africa, Indonesia, Tanzania and Uganda. This is both in terms of women negotiators trained and included in negotiation teams and the number of CBAs that were able to get gender clauses included. Particularly at local, sector and company level there have been major improvements. In Tanzania improved law empowered labour inspectors to inspect domestic work, and there is now better enforcement of maternity rights and protection against sexual harassment at work. In Uganda and Kenya, more employers comply with maternity laws. In India at district level local complaints committees were set up where women

can file sexual harassment complaints. In Indonesia specific examples of improved employment conditions included the respect of the minimum wage, short term contracts, provision of allowances (e.g. length of service, over time, meals, transportation), freedom of association in multinational companies (MNC), improved working conditions (day care, lactation arrangements, menstruation leave, specific adjustments in health insurance for women) and improved relationships between the union and management. In Tanzania a team of 25 experts on pay equity is established and 148 women took part in a public debate on pay equity. It also now has an expert campaign team on sexual harassment. Also a call was submitted to the Minister of Labour and Employment to support a new ILO instrument on GBV. The Ministry of Gender is now reviewing the Maternity Protection section of the country's labour law, about including time for breastfeeding after maternity leave.

The Mobile Judge

The Mobile Judge is a Mozambican tv-programme where workers can voice complaints about their working conditions. The most urgent cases that involved large groups of people and that were appealing or informative to a large audience were brought into the television show, where the

“FLOW is a safe space to dialogue, debate and engage in the key drivers that improve the bargaining strength of women workers and influence the increased participation of women in unions and women in leadership.”

– ITUC Programme Management

judge visited the employer and discussed the complaint on air. The show which was broadcasted 74 times, and attracted half a million to one million viewers per show. The cases that did not appear on television were still dealt with by bringing the employers and workers together in mediation. When this would not work out, the case was referred to the judiciary. The majority of cases submitted were solved. In 2013 the Mobile Judge won the Innovative Justice Award, which was handed over by HiiL, a non-profit advisory and counselling institute for legal affairs, based in The Hague. The Weekly TV show helped to increase awareness of existing basic labour rights and obligations – and thus further compliance with the law.

“The WageIndicator websites continue to improve and attract more visitors. Thanks to the FLOW project a lot of information on women labour issues was added. The sites feel like national sites for its users, which is appreciated. Ms. Berta Madime says: “The information about maternity leave was particularly interesting to me. I like it even more because it comes from ourselves – it doesn't come from a third source like it happens so often in developing countries for information of this type.” The sites assist trade unions and employers' association to do their work more effective and efficient.”

– ITUC Programme Management



International Women's Development Agency



Project name: Leadership for rural and urban young women

Theme: Political participation

Countries: Fiji, Solomon Islands, Papua New Guinea

Contact details:

Name: Ms Suzi Chinnery

E-mail address: iwda@iwda.org.au

With the support of FLOW, the International Women's Development Agency (IWDA) has built and strengthened the organisational and advocacy capacity of seven local women's rights organisations in the Pacific. These organisations have advocated for national and regional commitments to gender equality, contributing for example to thirteen legal and/or policy changes, like passing of Solomon Islands first ever Family Protection Act, and adoption of GBV Strategy and Action Plan by Jiwaka provincial government in PNG. Leadership skills of numerous, especially young, women has been strengthened, resulting in e.g. increased representation of women at local and national government level or active engagement in community/ NGO leadership. The project also focused on supporting women candidates during the elections in Autonomous Region of Bougainville (Papua New Guinea), Solomon Islands and Fiji in combination with

increasing voter willingness. The work of the project partners seems to have contributed to a rise in the percentage of women represented in parliament from 3,9% to 6,4% across project countries. For instance in Bougainville, Josephine Getsi was elected to an open seat, the first women ever. Moreover in Papua New Guinea, a country with high VAW rates, a total of 149 new WHRDs have been trained and now act as educators, advocates, counsellors, defenders and activists in their communities.

Political participation in Bougainville

IWDA's partner Bougainville Women's Federation (BWF) achieved an encouraging breakthrough towards their vision of ensuring that women's voices are heard in decision-making at all levels of society when an unprecedented number of women parliamentarians ran for and were elected

“The strategy that has been most effective in IWDA's FLOW – Pacific Women's Leadership Programme has been the programme's work to bring women's rights organisations and actors together to learn from each other and consistent build relationships over four years.”

– IWDA Programme Management

Implementing Partners:

- **Fiji:** FemLINKPACIFIC, Fiji Women's Rights Movement and Women's Action for Change (ended 2012), Fiji Women's Forum
- **Papua New Guinea:** Bougainville Women's Federation, Nazareth Centre for Rehabilitation, Voice for Change, Jiwaka Women's Human Rights Defenders.
- **Solomon Islands:** Women Rights' Action Movement.
- **Regional:** Commonwealth Local Government Forum Pacific, Pacific Centre for Peacebuilding (PCP); Pacific Young Women's Leadership Alliance (PYWLA)

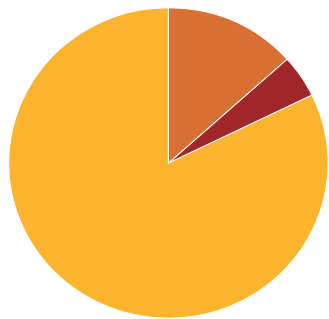
“By working to convene, support and advocate for local women's rights organisations, the FLOW Programme has been able to test the most effective pathways for strengthening women's civil and political empowerment and enabled the acceleration of the gender equality work that is a long-term commitment of partner.”

– IWDA - Programme Management



Reach IWDA - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Fiji 8981 ■ Papua New Guinea 1280
■ Solomon Islands 461

in the 2015 ABG General Election. BWF provided three regional leadership trainings, attended by 50 women, in the lead-up to the election to encourage and support women candidates.

Also two mock parliament sessions were held for them to participate in. Young women were also included in these trainings and mock sessions as a way of empowering and mentoring future leaders. Eventually, 35 women intending candidates contested the election: 12 for the open seats and 23 in the women's reserve seats. The twelve women candidates endured a lot of criticism for contesting in the open seats which men claim to be their seats.

Bougainville now has four new women

parliamentarians, included Josephine Getsi, who participated in BWF's trainings, won one of these open seats and is now the Minister for Community Development. She publicly acknowledged the support of BWF in contributing to her success and an independent research of the Australian National University attributed the workshops of BFW as contributing to this success.

Combating GBV in PNG

In the absence of effective government interventions at the community level to prevent and respond to GBV in Papua New Guinea, Women Human Rights Defenders are leading prevention initiatives and support to survivors of VAWG. During 2015, two PNG partner organisations implemented a total of 316 public awareness initiatives in Jiwaka and Bougainville to address the issue of VAWG. These activities reached a total of 1,527 people.

WHRDs in Jiwaka Province delivered trainings on Gender Based Violence and Human Rights to local communities. The purpose of community trainings is to raise awareness on GBV, human rights of women, and peace building, as well as to encourage communities to take action in making their

“The IWDA’s FLOW - Pacific Women’s Leadership Programme has confirmed IWDA’s conviction that transformative women’s rights outcomes are only possible when organisations founded on women’s rights principles work in partnerships based on feminist approaches, respect trust and mutual accountability.”

– IWDA Programme Management

communities a safer place for women. As a result of these trainings, 4 communities took

an initiative and decided to develop their own community peace and security by-laws.

MOTSIE KIHA

Prosecution Officer, Buka Urban Council

‘I look back and I see that I began from a humble accounts clerk, through to a field officer and now presently I am a prosecution officer!’



In 2012, there was a workshop at Buka Police Station for policemen and health inspectors to get a certificate in prosecution. I thought to myself that maybe it was a good time to learn about the law and prosecuting the unlawful ones in town. So I attended this course which was for about 6 weeks and then received our certificates.

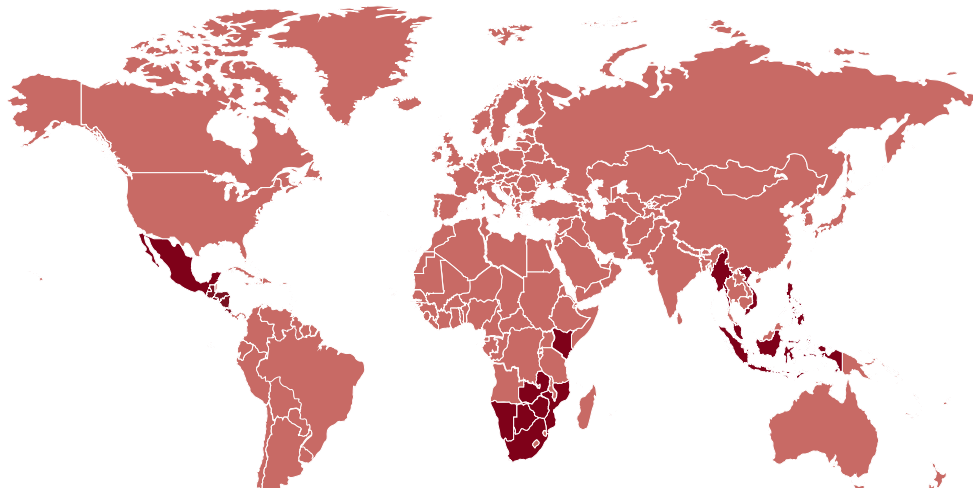
After that, attending this prosecution course really boosted me and I gave me confidence that I should try and pursue this further. So I applied for a Diploma course in Prosecution at the University of Papua New Guinea. Remembering that back in 1978 I had only attended university for two years before dropping out. And all this time it had been bothering me saying to myself, ‘You could have done better! Maybe I should I attend again and do better this time.’ So I got accepted to do the course and completed it last year, graduating in April 2015 with a Diploma in Law (Prosecution). Even after achieving this, I still wasn’t satisfied. I wanted to go further and pursue a degree. Anyway there is always time to do the degree, as the saying goes, ‘Education doesn’t stop until you are six feet under’.

“I came to realize my rights. Who I am myself in my community and in my nation... what can I do to change the lifestyle after the conflict?”

– WHRD, PNG



Just Associates Inc.



Project name: Strengthening Women's Political Leadership and Organisation for Human Rights and Development

Theme: Security, Economic Self-reliance and Political Participation

Countries: Botswana, Cambodia, Costa Rica, East Timor, El Salvador, Guatemala, Honduras, Indonesia, Kenya, Lesotho, Malawi, Malaysia, Mexico, Mozambique,

Myanmar, Namibia, Nicaragua, Panama, the Philippines, South Africa, Swaziland, Vietnam, Zambia, Zimbabwe

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Just Associates Inc. (JASS)' FLOW project has built strategic alliances and movements striving for improved WHRD rights, and has been successful in addressing inequality and violence at local, national and global level. JASS collaborated with more than 450 local organisations (including those represented by individual activists engaged in JASS' movement building efforts) with a combined estimated reach of 10,000 individual activists. JASS has been able to systematize security measures across JASS and partners, highly important given the increasing levels of violence against WHRD globally. At the individual level (woman

human rights) activists who participated in activities like Feminist Movement Building schools, political skills building workshops, writeshops, ICT trainings, self-care workshops, activist exchanges, have achieved measurable increase in agency and voice. Women who had not previously considered themselves activists, much less leaders, have gained confidence and skills to speak out and act against discrimination, and influence and engage other women and build solidarity demanding that their rights and freedoms be upheld. Results achieved by this activism vary from changing the AIDS treatment regimen in Malawi,

to addressing violence against women human rights defenders (Meosamerica), demanding right to safe abortion (Thailand, El Salvador) or to demanding peace following contested elections in Cambodia.

"FLOW was critical in supporting women's rights activists, organisations and movements on the frontlines of crises and change to be stronger, louder and safer in their social justice efforts."

– JASS Programme Management

Implementing Partners:

- **Cambodia:** Cambodian Young Women's Empowerment Network (CYWEN).
- **Guatemala:** Sinergia No'j.
- **Indonesia:** FAMM, Pekka.
- **Malawi:** MANERELA+, Women for Fair Development.
- **Mexico:** Tlachinollan Human Rights Centre.
- **Philippines:** Centre for Women's Resources (CWR), GABRIELA: Alliance of Filipino Women, National Coalition of Rural Women (PKKK).
- **Zimbabwe:** GALZ, Katswe Sistahood.

"We love this picture because it is very inspiring and empowering. In Malawi, where good laws nevertheless failed to protect HIV+ women from stigma and ensure access to quality medicines, Our Bodies, Our Lives has managed to phase out toxic antiretroviral medicine while ensuring that HIV+ women's voices and knowledge count."

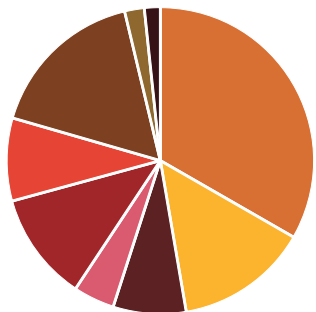
– JASS Programme Management



This picture shows HIV+ women activist leaders dancing in celebration at the launch of the, Our Bodies, Our Lives: the Fight for Better ARVs campaign in Lilongwe, Malawi in October, 2012.

Reach JASS - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



Advocating for rights

The protection and rights of WHRDs has also been put on the global agenda and a normative framework for protecting WHRD is emerging, evidenced by the UN General Assembly's adoption in 2013 of the first-ever Resolution on protecting WHRD. "Women human rights defenders frequently face violence, threats and other types of harassment. By adopting this resolution, UN Member States are sending a clear message on the importance of taking responsibility for protecting those who defend the rights of others" Norwegian Foreign Minister Børge Brende, sponsor of resolution.

Nurturing activism in Indonesia

In Indonesia, investments in activist leaders

have had distinct multiplying effect. The Indonesian Young Women's Activist Forum, FAMM-Indonesia, a network formed as a result of JASS Southeast Asia's ongoing leadership training and organizing processes, has grown into a nationwide network of 200 (young) women activists (LBT, Muslim, farm workers, factory workers and indigenous women) across 30 provinces, 80% of whom are under the age of 35. Using mobile phones and social media, FAMM routinely mobilizes thousands of women around advocacy actions, for example, protesting attempts to limit internet freedom of speech and religious fundamentalists' attempts to restrict women's movement and dress.

Overcoming issue silos and fragmentation

JASS has facilitated cross-sectoral alliances and cutting edge agendas driven from the bottom up. These alliances not only bridge geographies and issue siloes, they also cross the otherwise deep divides of class, rural-urban, ethnicity, race, religion, class, sexuality, age etc. These are concrete examples that have emerged through

"JASS gave me inspiration to become more involved in the Cambodian women's movement. I want to be in spaces where I can share my experiences. I want to learn more of other women's situation – within Cambodia and in other countries of the region and of the world. I want to know more about feminism and activism. Most of all, I want to be part of raising women's voice for peace and justice in Cambodia."

– Monirath Prak, CYWEN

support from FLOW that the JASS network is facilitating and accompanying. More than a decade of violent repression by the government of Zimbabwe has created deep fissures and fear among women's organisations and movements that might otherwise be natural allies. As an example of such tensions, a member of the Katswe Sistahood reflected, "the lesbians say, at least I am not a sex worker; the sex workers say, at least I am not sleeping with women ... little do we realize as women we are all oppressed under patriarchy."

JASS' Heart-Mind-Body political strategy is helping individuals surface and breakthrough assumptions and fears, find common ground amidst shared personal experiences, and build trust and solidarity in safe spaces. JASS' strategy of using self-care to address activist burnout is an entry point for building solidarity and collective organizing power. This has enabled greater collaboration between more mainstream women's groups such as the domestic violence community and more marginalized constituencies such as LGBTI women and sex workers.

"I still worry about asking transgender and lesbian friends to come to my community. The mothers would ask if homosexuality is contagious. This workshop helped me to understand this issue because we hide it and rarely talk about it."

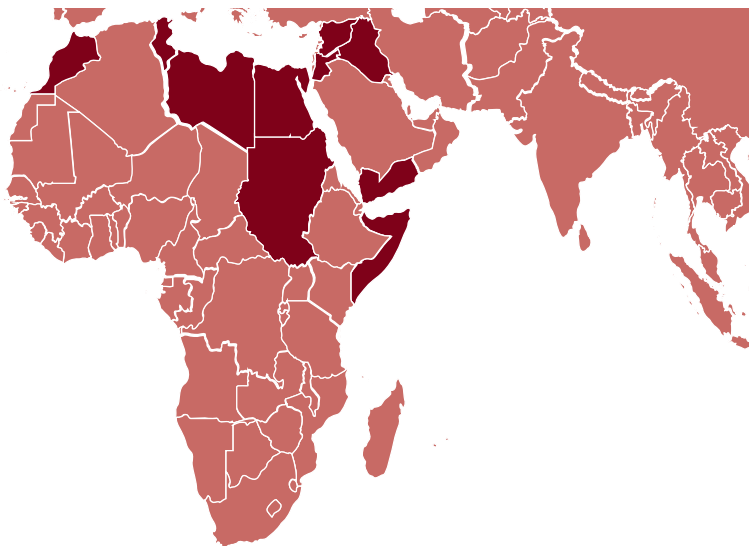
– Diana, Indonesia, FAMM

In Zambia, activist leaders are using the approach to reach out to diverse groups of young women including disabled, different socio-economic groups, HIV positive, and LBT communities through a series of facilitated dialogues (Insakas). Reflecting on the need to be more inclusive of lesbian and bisexual women, one participant in the dialogues commented: "I like the fact that the Insakas were inclusive, I felt safe, and I was happy to talk and dialogue with other young women who are different from me. And even though we are different, we have some similarities. But I hope next time we can talk more about different sexualities because it seems like this was not focused on."



This picture shows four young Indonesian women during the 2013 One Day, One Voice—an annual campaign led by JASS Southeast Asia in commemoration of 16 Days of Activism against Gender Violence.

Karama



Project name: Inclusive Democracy: Ensuring Women's Human and Political Rights throughout the Arab Spring

Theme: Security and Political Participation

Countries: Egypt, Iraq, Jordan, Lebanon, Libya, Morocco, Palestine, Tunisia, Somalia,

Sudan, South Sudan, Syria, Yemen

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Increasing political power of women

The long term objective of the project of Karama was to end VAW at all levels across the Arab world by increasing women's political power, legal rights, and participation in civil society. Karama in cooperation with its project partners has worked in the MENA region on this objective.

Examples:

- Building the capacity and support for up to 184 women candidates to run for office;
- Forging linkages with 256 Arab policy makers to cultivate their leadership and support for gender equality legislation;

- Providing voter education and political participation for 16,240 women directly and 88,900 women indirectly (social media and other communication channels) and thereby increasing the number of female voters;
- Through lobbying, advocacy, activism and advising policy makers working on law reform or enactment of 8 laws, policies, constitutional articles, or human rights agreements to eliminate discriminatory laws and promote women's safety, rights, security, and advancement;
- Amplifying 10 national coalitions and partnerships that address VAW, Armed Conflict; and

- by generating 50 media, awareness, events, or knowledge outputs establishing Arab women as leaders, experts, and strategists, and promoting equal laws, leadership, and protection from violence in Arab countries.

“At a time of unprecedented violence and disruption in the Arab region, the support of FLOW has allowed us to build lasting networks and institutions for women. From these foundations, women in the region have managed to secure greater rights, greater freedoms, and been able to make their voices heard across the world, from Tripoli to Sana’a, from The Hague to New York.”

– Karama Programme Management

Implementing Partners:

- **Egypt:** ACT, EACPE, AAW, Egypt Family and Development Association, Egyptian Women and Development Association, Heya Foundation, El Shebab, Fouada Watch, Shoft Taharosh, Feminist Union, National Council for Women
- **Jordan:** Families Development Association (FDA), Jordan's National Commission on Women, Arab Women's Organisation (OWA).
- **Libya:** Arab Women Organisation, Women's Platform for Peace (LWPP).
- **Lebanon:** ABAAD.
- **Palestine:** Women, Media and Development (TAM).
- **Syria:** Syrian Women's Forum for Peace.
- **Yemen:** Yemen Organisation for Defending Rights and Democratic Freedoms (YODRDF).

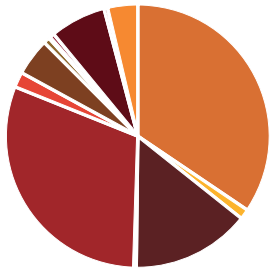
“Empowered women are women with the agency and opportunity to make and see through decisions for themselves. We have not brought women together to lead them to where we think they should be; we have been supporting them so they lead the way to where they want and need to be.”

– Karama Programme Management



Reach Karama - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



Legend for the pie chart:

- Egypt 862
- Iraq 31
- Jordan 362
- Lebanon 8
- Morocco 47
- Palestine 114
- Somalia 19
- South Sudan 5
- Syria 171
- Tunisia 11
- Yemen 92
- Libya 765
- Sudan 14

Advocating for improved laws and policies

Karama and partners have effectively advocated for improvements of women's rights in laws and policies. The project has contributed to numerous reforms, such as the issue of a ground-breaking reparations decree for victims of sexual violence during the armed conflict in Libya and at the hands of Gaddafi's regime, including that rape during wartime was made punishable with life imprisonment in Libya. In Egypt all forms of sexual harassment were criminalized with 6-month jail sentences and fines, and trafficking of women being made illegal in Egypt's 2014 constitution. In Jordan, their advocacy contributed to the reform of Article (12) so that women no longer require the permission of a

husband or male guardian in order to obtain passports for themselves or their children.

Through lobbying and dialogue, Karama partners influenced several improvements in representation levels:

- Two political parties in Egypt established a minimum base of 25% female membership following workshops in the "Vote for Women" campaign;
- Libya's Congress maintained 2012's 16.5% level protected for women in 2014's parliamentary election;
- Prior to the Saudi escalation of conflict in Yemen, the UN announced in February 2015 that all parties agreed to the 30% quota in the new upper house of Yemen's National Council.

"In countries that continue to experience violence and oppression, women have had the opportunity to reach out across their communities, to work across ethnic, political and national lines, building constituencies that now span the whole region. They have been able to make these connections and use them to their own and their new partners' advantage."

– Karama Programme Management

Arab Regional Network on Women, Peace, and Security:

One example of unanticipated outcome has been the launch of the Arab Regional Network on Women, Peace, and Security (ARNWPS). This resulted from Karama's Regional Training of Trainers on Women, Peace, and Security held in October 2013. The 80 participants unanimously wanted to continue their rich exchange, peer learning, and peer power they found by working in coalition and dialogue with each other, and they launched the Network at the conclusion of the ToT. This led to the League of Arab States' proposal of collaboration with Karama and ARNWPS for the Regional Seminar on Gender in Conflict and Emergency in April 2014. At the conclusion of this Seminar, the ARNWPS generated its Ten-Point Manifesto for international bodies and national governments, which was in turn presented to members of the UK House of Parliament and House of Lords at the Global Summit to End Sexual Violence in Conflict.

"The work FLOW has initiated is still going, the women it has supported are still fighting; the movements it has fuelled move ever forward."

– Karama Programme Management

Karama and partners also saw very positive results from actively engaging 1681 women in numerous meetings with officials from governments, the UN, and League of Arab States to push them to implement UNSCR 1325. Whereas Karama and partners formerly had to push for international institutions to allow women's participation, now women – including Karama partners – are invited to participate. For example, Karama partner Zahra' Langhi, director and co-founder of Libyan Women's Platform for Peace (LWPP), was invited to participate in reconciliation meetings in Libya. The UN invited civil society representatives to SDG meetings that were originally intended to be solely for governments.



Egyptian partner's campaign to combat VAW, pictures taken by the FLOW team during monitoring visit in Cairo, 2015



Kvinna till Kvinna Foundation



Project name: Leadership for peace and security

Theme: Security and Political Participation

Countries: Albania, Armenia, Azerbaijan, DR Congo, Georgia, Kosovo, Macedonia, Palestinian Administered Areas.

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Through FLOW Kvinna till Kvinna (KTK) supported five women's organisation in DR Congo and three in South Caucasus in carrying out several interventions to strengthen the capacity of local women as formal and informal leaders in political and peace processes.

In DR Congo, the work of partner organisations has improved the skills of female leaders. In the eastern part of the country they initiated the "Rien sans les Femmes" campaign to increase women's political participation. As a result of the campaign the Law on parity was promulgated after being on hold for many years; the Constitutional court has declared this law unconstitutional and

currently it is still under process by the National Assembly.

In the South Caucasus women running for political positions have been supported in their election campaigning, resulting for instance in female project beneficiaries having acquired leading positions at local administration in Georgia after the local elections 2014. The project has enabled coordinated regional advocacy for women's political participation in South Caucasus, leading to the establishment of the regional platform South Caucasus Women's Congress (SCWC) by the three South Caucasus organisations, a breakthrough for peacebuilding in the region.

"For Kvinna till Kvinna the crucial strategy is to find women organisations (sub grantees) which can really make a difference on the ground, and then work with them long term. Concretely this means providing funding, capacity development and opportunities for networking. The most instrumental intervention is providing safe spaces for the women's organisations to meet and exchange experiences, which is also something we have done a great deal in the FLOW project."

– KTK Programme Management

Implementing Partners:

- **Armenia:** WRC.
- **Azerbaijan:** APWR.
- **Democratic Republic of Congo:** SOFAD (core support till end of 2013), MIFA, CEDEJ-GL, AFEM, Vision Sociale (since 2014).
- **Georgia:** WPRC.

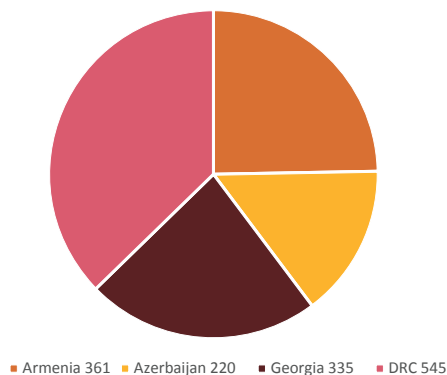
"The key elements of the project have been to empower women to take measures to participate in political and peace processes, and to develop capacity among women's organisations to increase their responsiveness toward security risks."

– KTK Programme Management



Reach KTK - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



Integrated security workshops

Another major component of the FLOW project concerned increasing women's organisations capacity and responsiveness towards security. Through a Training of Trainers programme (52 women) and integrated security workshops for a total of 741 WHRDs knowledge and skills has been strengthened on how to address security issues/threats as an equal and integral part of human rights work, how to assess and prioritise the protection requirements of their organisations, and how to develop concrete strategies to respond to external and internal threats. More than 60% of the participating WHRDs has introduced methods/tools/strategies to others and are applying it at organisational and personal level leading to their wellbeing, safety and

security. Through the ToT-programme, there are now quite a large number of new trainers who can continue to spread the knowledge and awareness about integrated security both locally and regionally.

Women's Leadership

Shabunda is a very isolated territory in South Kivu, DR Congo which has been gravely affected by the war and is still struggling with poor security and poverty. The Governor of Shabunda has been working closely with AFEM, one of Kvinna till Kvinna's partner organisations in DRC, in order to support the nomination of women administrative chiefs and deputy

“The FLOW project has given Kvinna till Kvinna the opportunity to widen and deepen our work for peace and the improvement of women's rights across the world. The fact that the FLOW programme has had no geographical boundaries has been hugely beneficial in bringing women human rights defenders together and working on many fronts improving the situation for women worldwide. Through the FLOW project women's rights have for sure moved one step ahead.”

– KTK Programme Management

administrative chiefs. The result of the joint efforts of AFEM and the Governor was that three out of eleven nominated administrative chiefs and four deputy administrative chiefs of Shabunda elected are now women. This represents an approx. 50% increase compared to the baseline of zero women leaders.

The Governor explained in an interview in November 2015, that those sub-territories which are led by women administrative chiefs have shown much better development regarding issues like fighting malaria, investing in water and sanitation etc. than those led by their male counterparts. These women administrative chiefs, as well as AFEM, have also significantly contributed to local peacebuilding. Continued attacks by local armed groups hiding in the bush still affect security to the point where it hinders farming and local trade, aside from the direct damage and violations of human

rights. Women's leadership, not only the administrative chiefs, but also engaged local women, have contributed significantly to the demilitarization of these groups.

“FLOW is a unique and very important funding opportunity for women's organisations across the world.”

– KTK Programme Management



On November 29 2014, the International Day of women human rights defenders, Kvinna till Kvinna presented a review of the state of the world's so called “femdefenders”. Leading up to this day, Kvinna till Kvinna organized a series of events. International and Swedish women's rights defenders held workshops and speeches to highlight the situation of women around the world, standing up for women's human rights in spite of threats and harassment. The week ended with a big party, where 300 people celebrated the day of women human rights defenders. This picture symbolizes a feeling of strength and solidarity between women, of what women are able to achieve when they come together in this way to share experiences and speak up for their rights

Latin-American Consortium for Gender Equality



Project name: Empowering women to fight against inequalities
Theme: Security, Economic Self-reliance and Political Participation
Countries: Brazil, Paraguay and Uruguay

Contact details:
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The three project countries witnessed an intense political agenda during the 2012-2014 period, with forces in place that negatively influenced the intended outcomes of this action, especially in Brazil with the raise of religious fundamentalism in the National parliament and in Paraguay were elections in 2013 (after the coup d'etat in 2012) led to more conservative Legislative branches, which are less permeable to women's rights.

Political participation

Elections took place in all three project countries, and the project partners have advocated forcibly in different contexts, placing political emphasis on gender quotas

and their fulfilment, gender parity in politics as a perspective of change, and transparency and accountability. For example in Uruguay, Emma Watson, as UN Women Goodwill Ambassador, handed the government the list of signatures supporting the request for parity. The entire advocacy process in the public arena has been accompanied by the political training of female candidates elected by parties or by feminist and women's movements.

In Brazil, the new National Congress elected in 2014 was more conservative than the former one, with the political participation of women remaining slightly below 10%. Also in Paraguay elections brought a more conservative government and parliament,

Consortium Partners:

- ALOP, Mexico
- CFEMEA (Centro Feminista de Estudos e Assessoria), Brasil;
- Cotidiano Mujer, Uruguay;
- CDE (Centro de Documentación y Estudios), Paraguay;
- SOS Corpo - Instituto Feminista para a Democracia, Brasil.

Implementing Partners:

- Brazil:** Brazilian Women Articulation - AMB, Cunha Colectivo Feminista, Women's Forum of Pernambuco.
- Mexico:** Inmujeres, National Human Rights Institution.
- Paraguay:** CDE.
- Uruguay:** Women's Bancada Bicameral, University of the Republic.
- Global:** National Monitoring Committee, Women's Political Network.

"The four organisations which implemented this programme were able to develop a three year strategy with great impact and were also able to interact and collaborate with other women organisations as well as political parties."

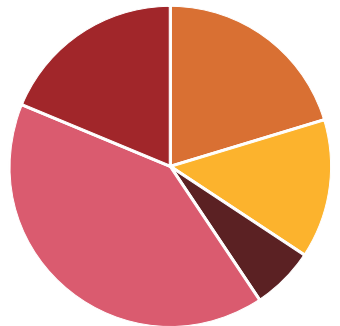
– LACGE Programme Management

"FLOW is a necessary platform to strengthen and secure equality for women and strengthen the struggle against discrimination and violence."
 – LACGE Programme management



Reach LACGE - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Brazil 1085 ■ Cfemea 747 ■ Soscorpo 338
■ Paraguay 2171 ■ Uruguay 1000

with only 1% more women in the House of parliament (now 17%), but women candidates were more visible. In this context, the partners chose to support both women presence in the electoral process and feminist demands made by women organisations. Women's presence and demands for equality were heard due to the strong women's movement promoting the inclusion of issues as VAW, domestic workers rights and abortion.

In Uruguay, the presence of women and the feminist political agenda was strengthened by the project partner and other allies all along this period. Even though the application of the gender quota in the 2014 elections was a hard test for the political system, the elections of November 2014 saw an increase of women in congress (from 12 to 21% in both chambers and 30% in

the Senate). In Uruguay, the second Frente Amplio government led by President Mujica continued to promote public policies to combat inequalities, generating a very advanced legislation in this regard. The project contributed substantially in relation to political parity and for the first time, there are five women ministers.

Fighting religious fundamentalism

In Brazil, this period was one of intense political activity. The mobilizations of June 2013, that took over 1 million people to the streets all over the country, have opened a new moment in Brazilian politics. The raise of religious fundamentalism in the National Parliament, which the feminist movement has been denouncing for the past years have finally reached society. But the reaction of the conservative groups has been strong and steady, organized and disciplined. To confront it, CFEMEA worked to strengthen and renew its mobilization and articulation strategies, and to broaden its scope of alliances.

The Free Feminist University, with its new methods for political training and political mobilization and activism, together with

“In this three year programme, more than 3000 women leaders have been trained. This training activities have widen and developed new capacities in new areas such as climate change and post-2015 Development Agenda.”

– LACGE Programme Management

the approach of the ‘How Much Your Vote is Worth’ campaign were during 2013 the main tactics to put forward the strategy of repositioning CFEMEA's work and better reach and influence Brazilian society. In the National Parliament, fundamentalists groups continued to show strength, demanding vigilance and rapid response from the feminist and other human-rights movements. The struggle for a reform in the political system, in which CFEMEA and SOS CORPO have been extensively engaged for the past ten years, has advanced significantly during 2014. SOS CORPO played a key role in the expansion of advocacy actions to promote women's rights in Legislative and Executive branches with the emergence of the Coalition for Political Reform Democratic Clean Elections.

Increasing domestic workers rights

There has been a push in all three countries for the acknowledgement of the rights of domestic workers (DW) since the beginning of the FLOW project. The progress achieved on behalf of these women has been very significant, and their leadership and autonomy in negotiations with the government has been strengthened. Paraguay and Uruguay have signed ILO Convention 189, but Brazil as yet has not. Only Uruguay has passed a domestic

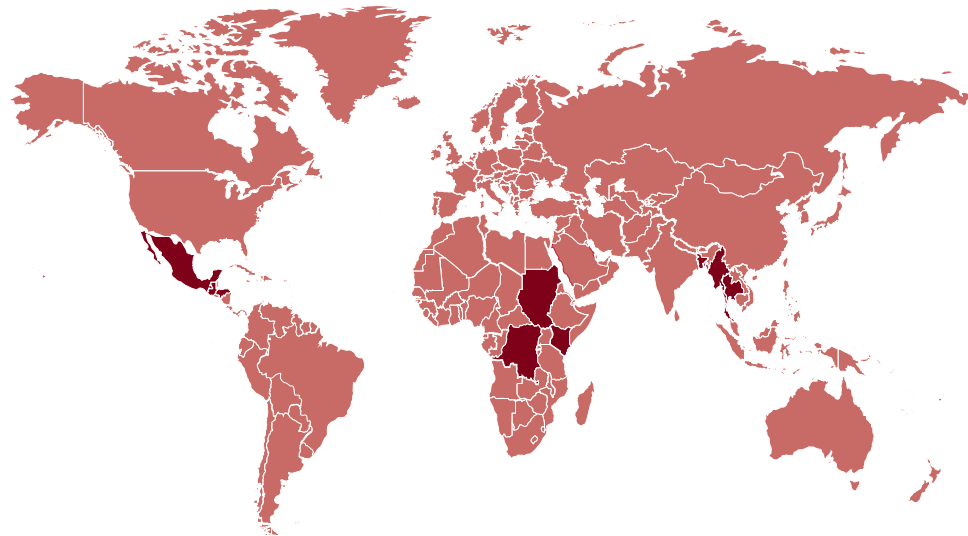
“The main contribution of the project was to let us settle parity as an essential component of democracy.”

– LACGE Programme Management

labour law, possibly the most solid one of its kind in Latin America, apart from ILO Convention 189, and its primary approaches over these past three years have been bolstering unions and working with migrant domestic workers. In all the cases, the organisational capacity of DWs and their acknowledgement of being subjects of rights have been strengthened. Today, DW organisations are directly advocating before congress and pushing for their rights. One interesting proposal has been the attempt to equate the issue of domestic work with the notion of “care”. In Uruguay, feminist organisations have placed this issue on the public agenda, and the government opened a discussion on the topic. A large network, in which Cotidiano Mujer is actively engaged, has formed around this subject in the civil society and has drafted concrete proposals. The ruling political party has appropriated it as one of its primary issues for public policy work during the next period.



Nobel Women's Initiative



Project name: Advancing Women Leaders for Peace, Justice and Equality

Theme: Security and Political Participation

Countries: DRC, Guatemala, Honduras, Kenya, Mexico, Palestinian Territories, Sudan, Burma with border activities in Thailand and Bangladesh

Contact details:

Name: Ms Liz Bernstein

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With the support of FLOW, the Nobel Women's Initiative (NWI), has strengthened the leadership of grassroots women, linked them to key policymakers, influencers and networks for direct advocacy, and amplified their voices in mainstream/social media in order to combat VAW (in conflict), promote security of women and strengthen their role in peace and security processes.

The Sister-to-Sister mentorship programme has built young women's leadership, advocacy, media, organizing and fundraising skills. One of the trainees was appointed Sudan's Youth to End Sexual Violence Ambassador.

The project also established Survivors United for Action (SUFA), a network of activists survivors of sexual violence from conflicts across the globe to ensure that the voices of sexual violence survivors are included at the (inter)national policy-making tables. During the UK Global Summit to End Sexual Violence in Conflict (2014) members of SUFA advocated for more consultation and resources for grassroots women's organisations working on these topics. The international 'Campaign to end sexual violence in conflict' has generated the much needed (public) attention on sexual violence in conflict, especially in relation to DR Congo.

"We are grateful for the leadership of the Dutch government and the Dutch people in showing the rest of the world that investing in women's political and social power really makes a profound difference, and has the potential to truly change the world. It is important to stay committed to grassroots women through sustained funding and by continuing to be a strong voice for women on the global stage."

– NWI Programme Management

Implementing Partners:

- **Canada:** Association for Women's Rights in Development.
- **Burma:** Women's League of Burma, Meikwe Myanmar, Serving Shan State Nationalities Youth, Karen Women Action Group, Partnership for Change, Partners Asia, EduNet.
- **Iraq:** Organisation of Women's Freedom in Iraq, Women's International League for Peace and Freedom, MADRE.
- **South Africa:** Inclusive Security.
- **Thailand:** MAP foundation.
- **Turkey:** ICAN.
- **Uganda:** CREA.
- **Global:** Inter Press Service, Women Nobel Peace Prize Laureates, Women Exchange, Institute of Inclusive Security, My Sister's Keeper.

"FLOW is making a world of difference to women in countries where women need it most."

– NWI Programme Management



This is Nobel Peace Laureate Leymah Gbowee (centre) and our partner from Sofepadi/ Congolese Women's Fund, Julienne Lusenge (bottom left hand corner, smiling at Leymah) in the Democratic Republic of Congo with activists working to end sexual violence and support survivors



DR Congo 2014, Julienne Lusenge being interviewed, photo by Zuzia Danielski

Fact find mission and follow up

The high-profile fact-finding missions of Nobel Laureates to DRC, Colombia, Mexico-Honduras-Guatemala, and Liberia have resulted in extensive media coverage during the field missions, followed by multi-media exhibits and documentaries, outreach to (inter)national policymakers during the visit. For example, in Guatemala, NWI met with the Canadian Ambassador to advocate that he pushed the Guatemalan government to revoke the arrest warrants

for eight Mayan women community organizers who were criminalized as a result of defending their land against a Canadian mining corporation. Within six months of the delegation the arrest warrants were revoked. The key findings of the delegation were published in a report “From Survivors to Defenders: Women Confronting Violence in Mexico, Honduras and Guatemala” and NWI produced a video series “Women Crossing the Line”, introducing international audiences to leading women activists in Mexico, Honduras and Guatemala.

“The most important lesson we have learned is that grassroots women leaders—and the organisations and movements they represent—know what their countries need to end conflict, and bring about peace. However many national governments not only deny women peacemakers the resources necessary to do their work, they punish women for defying the status quo and assuming leadership roles. The challenge for the international community is how to support these women and strengthen their capacity to confront state-sponsored and other forms of violence without imposing our solutions or putting the women at greater risk.”

– NWI Programme Management

Political Leadership

NWI financially supported the organisation Partners Asia’s (formerly Community Partners International) who implements the project “Building Women’s Leadership in Myanmar” working together with 4 grassroots partner organisations (Meikswe Myanmar, CHEK, Shan State Nationalities Youth, and EduNet) to develop women leaders from marginal groups in Myanmar. Key impacts of this support has been that one of the beneficiaries was elected MP to the new parliament, another beneficiary was elected in local government, and many more women have joined local village development committees. In 2015 another

organisations got involved in the project - the Blessing Law Firm- to strengthen women’s access to justice.

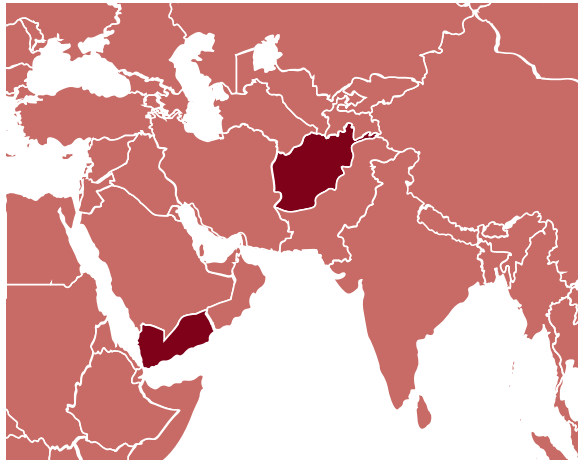
“Two key accomplishments of our work include: increasing the profile of grassroots leaders working to end sexual violence in conflict and effectively making the case that the voices of women survivors of sexual violence in conflict are relevant and necessary to national policy conversations - including in all peace processes.”

– NWI Programme Management



Honduras 2012, Demonstration against femicide, photo by Judy Rand

Oxfam GB



Project name: Promoting Women's Leadership, Security, Gender Justice and Economic Opportunities in Afghanistan and Yemen

Theme: Security, Political Participation and Economic Self-reliance

Countries: Afghanistan and Yemen

Contact details:

Name: Mr. Mohammad Juma

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Afghanistan

In Afghanistan, the FLOW project has worked towards greater gender equality and enhanced female leadership. The project has improved knowledge and skills among 11,600 direct beneficiaries - both women and men - through trainings, workshops, conferences and in-country and cross-country learning visits.

National level

In 2014 a conference was organized in Kabul to provide opportunities for women to participate in local decision making process. 128 participants (46 female and 82 male) from among others the Ministries of Women's Affairs, Labour and Social Affairs, Interior, Justice and Commission on Women's Affairs, and also district representatives. The Kabul FLOW conference served to provide a link from local to national levels and to communicate the needs and problems faced by women and girls to relevant higher authorities at national level. During the conference,

participants shared information and experiences on the existing educational situation at the district level, the challenges, problems and constraints that hamper girls' learning and access to schools and sought effective solutions from relevant governmental authorities. A follow-up conference was organized in 2015.

The project advocated to improve women's participation in all sectors of justice, especially in rural areas. Districts and provincial levels triads played key roles in asking duty bearers to facilitate an open environment that allows women to work more easily in the justice sectors and this seems to have borne fruit. For example, for the first time there are now women police officers working in Dehsabz district of Kabul and Sholgra district of Balkh. The number of women police officers has increased in other districts as well. A total of 55 women and girls recently enrolled in National Police training, upon graduation they are expected to return to their respective district.

“Because of FLOW intervention targeted women understand their right in depth and this awareness put them in the position to be part of political activities in their residence and represent other women, young and educated generation benefited from project activities a lot and put their skill and knowledge in practice.”

– Oxfam Programme Management

Implementing Partners:

- **Afghanistan:** Afghan Women's Educational Centre (AWEC), Humanitarian Assistance for Women and Children in Afghanistan (HAWCA) (partnership ended in 2013), Afghan Women's Network (AWN).
- **Yemen:** Yemeni Women's Union (YWU), Women National Committee (WNC).

“Working with religious leaders is a key to support women to be part of decision makers at different level including village level, the religious leader and influencer involvement in programme designing and implementation need to be considered”

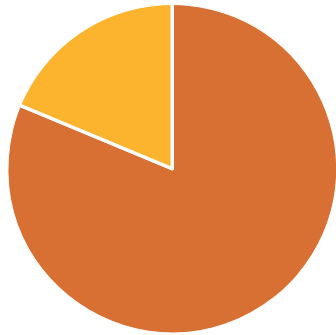
– Oxfam Programme Management



FLOW event in Afghanistan named “Final Learning and Exchange Women's Rights Activities”

Reach Oxfam - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



■ Afghanistan 4814 ■ Yemen 1108

Community level

Religious leaders and the community elders have been playing a key role supporting women in villages/district/provinces. Afghanistan, as a traditional and Islamic country, adheres to Sharia laws. Community religious leaders are key stakeholders influencing and supporting women's political participation and involvement in decision making processes. Thus, the FLOW project has reached out to religious leaders and the community elders and conducted five 3-days training sessions for them in 6 focus districts. As a result, participants' have become more supportive of women, as evidenced by pre-and post-tests and interviews. Oxfam GB has also witnessed several success stories of initiatives that have been supported by the religious leaders such as women working in government

departments especially police, women participation to election, women and girls' rights to choose her future partner, marriage certificate to determine women rights in marriage.

TV spots in two languages (Dari and Pashtu) on women's leadership and participation have been broadcasted on National TV. The TV spots focused on increasing public awareness of women's rights in light of Islamic teaching and those stipulated in Afghanistan law and constitution.

Yemen

The situation in Yemen has been highly volatile and as such difficult to work in. However, Oxfam GB and partners managed to implement several community building activities for example in the form of REFLECT circles. These are forms of social learnings in which groups are connected and regularly meet. More specifically REFLECT circles enable rural women to voice their needs and to facilitate their participation in their communities. The REFLECT circles are focused on including rural Yemeni women across the country (70% of women are located in rural areas) and were conducted on a regular basis.

Establishment of REFLECT circles and forums at local and district levels provided

“FLOW has been successful in contributing to increasing women's leadership and representation in peace, security, and political processes and decreasing violence against women through increased access to a responsive justice system.”

– Oxfam programme Management

Women participation in politics in the fragile context with strict culture barrier is a great achievement and has positive impact for young even next generation.”

– Oxfam Programme Management

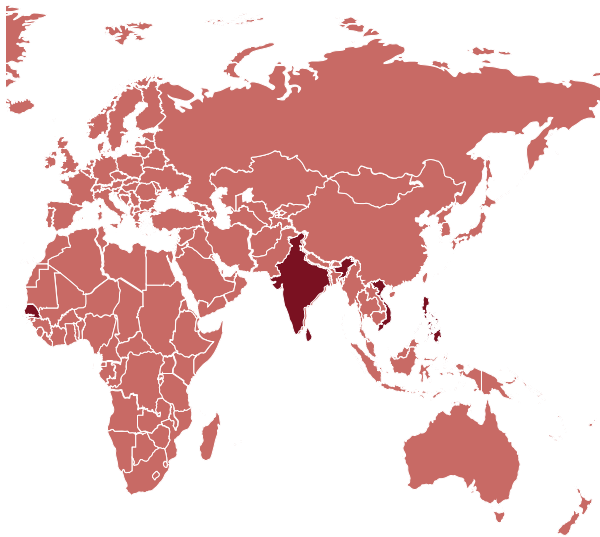
women with needed tools and skills to become increasingly more politically active and confident in advocating for improvements. Significant positive change at the level of women's political participation has been recorded, as women in the target areas are more active and encouraged to lead and participate in local initiatives.

These REFLECT circles serve to be a stepping stone towards further empowerment of women. For example:

- In enhancing water services: a few women from Al Marawa'ah REFLECT circles, in cooperation with men and youth from the community, established a committee to monitor development of water projects in their communities. They engage with the local council and the directorate's planning office and collect contributions from the community to help improve water services.
- In education: the women in REFLECT have been certified for the completion of the first level of literacy classes, and they have expressed their intention to persevere their education until reaching higher levels. Also, in Hodeidah, REFLECT women made efforts to re-open the closed girls' school in their community by identifying female teachers and coordinating with the local council to pay teacher incentives.



Pesticide Action Network Asia Pacific



Project name: Strengthening Women's Leadership and Empowerment: Ensuring Women's Rights to Economic Self-Reliance
Theme: Economic Self-reliance and Political Participation
Countries: India, Philippines, Senegal, Sri Lanka and Vietnam

Contact details:
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E-mail address: sarojeni.rengam@panap.net

Pesticide Action Network Asia Pacific (PANAP)'s FLOW project is one of the smaller FLOW projects. The project focused on developing women's capacities and strengthening their leadership for better participation in decision-making in various levels particularly with regard to food security and access to/equal rights over land and productive resources.

Asserting equal rights and access to resources

PANAP together with its country partners organized trainings on women's leadership and sustainable agriculture reaching 2,960 women. Participants are mostly small farmers, agricultural workers, indigenous women, Dalits, and urban poor women. The cascade-effect of the training (Training of Facilitators) has proven very effective,

from sub-regional trainings to national trainings and local and community trainings conducted by the women leaders.

The trainings had a tremendous impact on building up the participants' confidence, capacity for leadership and knowledge of relevant issues. With the support of the project, trained women took up decision-making positions, challenged governance posts, and initiated community campaigns challenging women's rights to food, land, water and productive resources, nutrition, and VAW. In India, women have become advocates with local duty bearers in seeking proper implementation of (pension) schemes and policies, such as MGNREGA which is an Indian labour law and social security measure that aims to guarantee the 'right to work'.

“Women's leadership has improved as a result of this project, as can be seen in women participating in decision-making, challenging governance posts, taking action and representing rural women and communities in various fora; from the grassroots level to the district and provincial level, up to the national and international level; all the while challenging norms and taboos on women in their culture and society.”

– PANAP Programme Management

Consortium Partners:

- GABRIELA, Inc., Philippines;
- Pesticide Action Network (PAN) Africa, Senegal.

Implementing Partners:

- **India:** SRED.
- **Sri Lanka:** HDO and CFCF (partnership ended in 2014), Vikalpani.
- **Vietnam:** CGFED.
- **Pan Asia:** Asian Peasants' Coalition, Coalition of Agricultural Workers, Asian Rural Women's Coalition.
- **Global:** People's Coalition on Food Sovereignty.

“1,343 women leaders have increased their capacity and knowledge on food security and they are now active in advocating and campaigning for improved livelihood options and food security.”

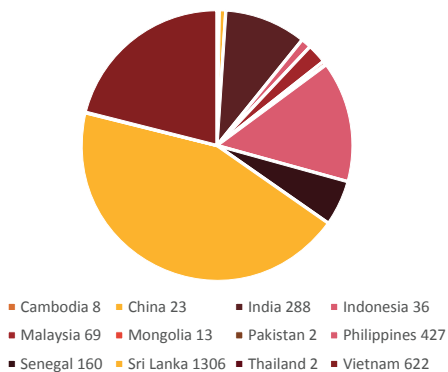
– PANAP Programme Management



Launching of Irene Fernandez leadership training for Rural Women, 2014 Chennai, India

Reach PANAP - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



On Mindanao, Philippines seven of the trained indigenous women became recognized leaders in their villages' Council of Leaders, and represent their indigenous group - the B'laans - in anti-mining activities and campaigns.

In Sri Lanka, the leadership capacity of women in the plantation areas and the war affected areas of Sri Lanka were strengthened by partner HDO. The key trained women tried to change power relations and the leadership pattern between women and men. At the end of the project, 50 key women leaders are involved in trade union actions and issues of women workers rights. They organized press conferences demanding land rights and equal ownership for land titles which will lead to economic self-reliance and food sovereignty.

"The posters for the land campaign are very important because before the campaign, we did not know about these issues." & "After HDO intervention we learned about these issues, now we are fighting for our land and housing rights" Estate Workers, Sri Lanka

Advocating for food security and sustainable agriculture

PANAP, Asian Rural Women's Coalition and country partners launched the 2-year campaign "Women assert our rights to land and resources", underscoring rural women's rights and roles in agricultural development and food security, the impact of land-and resource-grabbing on them and the need for reforms. The campaign brought public focus on women's equal right to access, own and control over land and other resources, their crucial role in providing food security, and hence the need for their meaningful participation and leadership in making related policy decisions. In 2015, under the banner of the PANAP campaign "No Land, No Life", the campaign and call for rural women's assertion to land and resources continued with the "16 Days of Global Action for Rural Women".

"The cascade-effect of the training has proven very effective, from sub-regional trainings to national trainings and local and community trainings conducted by the women leaders."

– PANAP Programme Management

The project has strengthened people's movements in their assertion of rights to land and livelihood, to advance food sovereignty, to promote biodiverse-ecological agriculture, to protect people and the environment from highly hazardous pesticides, to empower rural communities, especially rural women, and to help build up women's leadership in people's movements for change.

"I already know that pesticides are harmful. But not until I read 2 leaflets on Paraquat and chlorpyrifos, did I really worry for my family. From now on I should be more careful when using pesticides and other hazardous chemicals", female farmer in Hai Hau district

The Women's Travelling Journal

The Women's Travelling Journal is an innovative initiative of the PANAP project in which stories are written down by women beneficiaries themselves in one journal that travelled from community to community and from one country to the other. They raised women confidence to write about their thoughts and knowing themselves through that process and it raised their awareness and it built solidarity with other women with similar struggles. The use of social media popularized their stories. The travelling journal which is now available in print and online tells about the everyday journey of these Asian rural women as they struggle and face challenges caused by an increasingly broken system marked by high food prices and low income, land grabbing, climate change, and decreasing control over seeds. The Journal has become their story, their voices and their powerful medium for them to be heard by those who shape national and international policies.

"The capacity of 965 women has been built in farming (specially on biodiverse ecological agriculture) and they are actively applying this and the capacity of 104 organisations has been substantially increased."

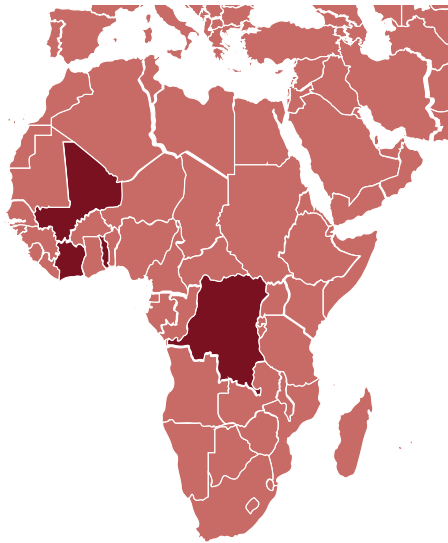
– PANAP Programme Management

"I am happy that my every day activities will be read by peasant women in other countries where this journal will land. When my children learned of this project, they offered to help me write this journal. They know that I only finished grade 3 at the elementary level. But I declined. I wanted to write in the journal myself. I wanted to write what I want to put in this journal. And I decided to do the writing in the evenings as during the day I am busy attending to my many responsibilities such as working on my home garden, attending to my own small business which is selling food and other goods." Margie, Philippines



Philippine rural women marking the International Rural Women's Day, 2015

Réseau des Organisations Féminines d'Afrique Francophone



Project name: Hope for Women
Theme: Security and Political Participation
Countries: Dr Congo, Ivory Coast, Mali and Togo

Contact details:
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E-mail address: massan@rofaf.org

Réseau des Organisations Féminines d'Afrique Francophone (ROFAP)'s project, which has one of the smallest budgets under FLOW, strived to contribute to increasing the efficiency of women organisations working on issues related to VAW, gender and conflict and women's access to decision making positions.

By working on capacity building, information re-production and grants reallocation the project worked on building and deepening the overall knowledge of ROFAP's constituencies on issues related to women political leadership, gender impact of conflicts and the importance of women voices in decision making processes. ROFAP encouraged the organisations that they train and partner with to start working on new thematic issues related to gender impacts of conflicts and VAW.

Providing grants for women's security and women's political participation

In the four project countries ROFAP is seen as an important grants provider that reallocates grants, including technical support, to its members and/or participants. With the funding from FLOW, ROFAP provided a total of 70 small grants to women organisations in Togo (25), Mali (11), Ivory Coast (9) and DRC (12) to undertake project activities related to awareness raising on women's security and on women's participation in public and political spheres.

Activities carried out with the grants included media broadcasting, capacity building workshops and sketches. These activities mainly target women but often involve the whole community.

“FLOW gave us a unique opportunity to grow institutionally and work on a mid-term project which started provoking positive and lasting changes in the way regional NGOs work in collaboration with local NGOs to promote women participation to citizenship and enhance their contribution to peace-building and decision making at all levels in their communities.”

– ROFAP Programme Management

Implementing Partners:

- **Ivory Coast:** Génération Femmes di Troisième Millénaire (GFM3).
- **Democratic Republic of Congo:** Initiatives des Femmes en Situations Difficiles pour le Développement Intégré (IFESIDI), GEDROFE.
- **Mali:** Collectif des Femmes du Mali (COFEM).

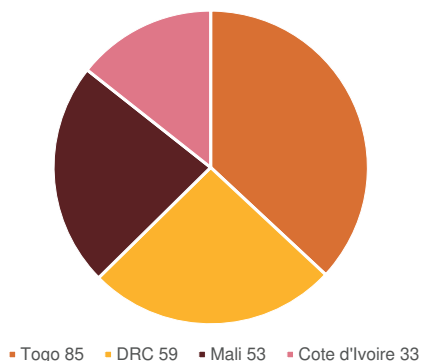
“As a FLOW recipient, we hope that similar initiative will be undertaken by other government to support women's rights and gender equality work and to sustain us in our efforts to continue working on the ground in our regions and communities.”

– ROFAP Programme Management



Reach ROFAF - Leadership and Capacity Building

Number of organisations (partner, subgrantee, other) whose capacity (financial, gender, project management, network, service delivery) has been substantially increased



For example, ROFAF allocated a grant for an activity to stop VAW in a female prison in Mali, which was the very first time ever that an organisation initiated such an activity in Mali. More than 60% of the female prisoners were waiting for their trial for more than three years in harsh living conditions. It was considered very successful in raising the awareness of the concerned Ministries (Justice, Domestic affairs, Women affairs, Security), and of parliamentarians, United Nations agencies, traditional leaders and journalists on women situations in prison and the possibility to work on social reintegration. Shortly after the implementation of the activity, women parliamentarians offered about US\$12,000 to the prison for the renovation of its infrastructure (including sanitation structures) and the development of a social reintegration programme for the

prisoners which includes the acquisition of sewing machines.

The ROFAF project also increased the financial capacity 57 sub-grantee organisations. They were provided with small grants to develop new initiatives to support women's political participation and women's security at grassroots level. ROFAF is well aware that the smallness of their grant amounts, between €600 and €800, made it difficult for grantees to undertake sustainable impactful activities, even despite receiving 2-3 grants. In the future ROFAF will increase the size of their grants in order to increase the possibility to achieve social change in the respective communities.

Increased capacity to work on issues related to VAW and gender and conflict

ROFAF provided 3 workshops contributed to increased technical capacities and knowledge of over 250 key women organisations' leaders working on issues related to women's political participation and women's security including GBV in communities affected by conflicts and political instability in Mali, Togo, DRC and Ivory Coast.

Many of the participating women are assuming leadership roles in their communities and decided to actively engage

“We are most proud of the opportunity we had to work with women's rights activists in conflict affected Goma in DRC, interact with them, share experiences and most importantly support and get mutually inspired and reenergized.”

– ROFAF Programme Management

in addressing VAW/GBV issues in their activities. For example:

- A total of 25 participating women stood for local/parliamentary elections; 4 in Togo, 8 in Mali, 2 in Ivory Coast and 11 in DRC.
- In Mali, the participants to the workshop “Gender, and Conflict Prevention, Management and Resolution” facilitated the election of the Mali co-trainer, a women's rights activist, as the Gender spokesperson in the Malian peace negotiations process.

Working with male trainers

In Togo the workshop on “Combating VAW in conflict and post conflict situations and in households” was facilitated by a male co-trainer from Goma, DRC whose organisation uses an innovative men to men approach to address VAW issues. Through this approach, men activists are trained to sensitize their fellow men on good nonviolent fatherhood, husbandhood, brotherhood in their relationships with women of their families and communities to stop VAW. For the two partner organisations of ROFAF and the participants it was the very first time they were introduced to this approach. The second day of the workshop, one male participant reported how he immediately applied the lessons learned by helping a neighbour women who was being violated by her husband. Before the training he would normally just keep silent and not act to support a violence victim.

Increased own network

ROFAF's capacity and position as a regional women's network has been considerably strengthened by the implementation of their FLOW project, which has helped

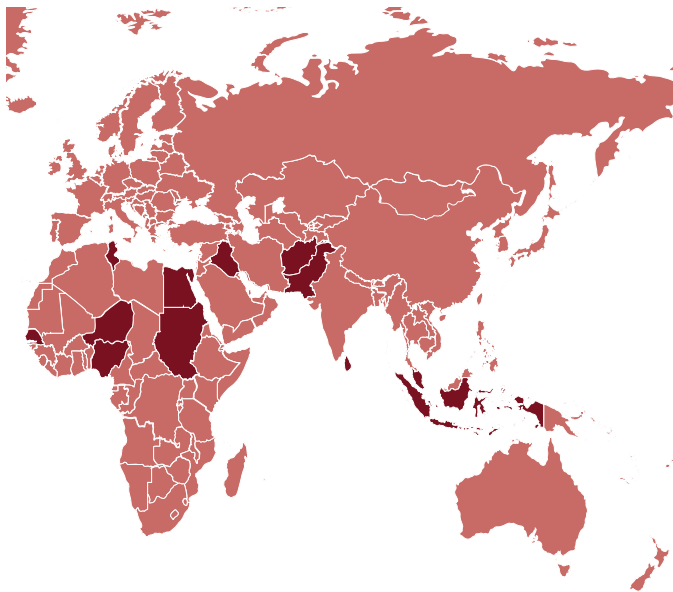
“We are proud of the opportunity we gave local women organisations to undertake activities in their communities on gender and conflicts management and resolutions in the target countries.”

– ROFAF Programme Management

them to increase their financial capacity and enhance their stability. The number of collaborations with other regional and international organisations increased including the Women Major Group - working on the Post2015 development Agenda -, the United Nations and other FLOW grantees. Lessons learned from the FLOW project have been integrated into ROFAF's strategic plan for 2015-2019.



Shirkat Gah- Women's Resource Centre



Project name: Women's Empowerment and Leadership Development for Democratization (WELDD)
Theme: Security, Economic Self-reliance and Political Participation
Countries: Afghanistan, Egypt, Indonesia, Iraq, Niger, Nigeria, Pakistan, Senegal, Sri Lanka, Sudan, Thailand and Tunisia

Contact details:
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E-mail address: farida.shaheed@gmail.com

The WELDD project enabled implementing partners (Shirkat Gah, WLUML, IWE) to strengthen strategies around building leadership for continuous and locally-owned gender equality actions and expand their outreach. The three implementing partners strengthened existing women's groups and catalysed more than 80 new women's organisations/groups and 17 networks to set in motion non-funded activities and processes, which will continue also beyond the project duration.

Through intensive capacity-building coupled with mentoring, backstopping actions and networking the project strengthened the leadership capacity and skills of almost 7000 women across 17 countries. Who are now actively taking (collective) actions to change gender relations in families

and public spheres in direct actions with and by engaging policy-makers and community decision-makers. Actions vary from demanding better work conditions and legal recognition of workers, and greater representation of women in formal political processes/posts to preventing and demanding an end to culturally justified violence against women (CVAW) especially forced and early age marriages (EAM) and domestic violence.

For example, in Senegal women successfully went to court to ensure equal political representation of women according to law denied in one area and WLUML formally linked up with the 'Girls Not Bride Network' to prepare for the Global Action around the 2014 International Year of the Girl Child and for coordinated lobbying for a UN

“Women are phenomenal leaders who excel when the right opportunities, linkages and support exist. Poverty can only be overcome if women enjoy all human rights; without women and girls, human rights are never fully human. Women must be their own change-makers and equally shape their societies.”
– WRC Programme Management

Consortium Partners:

- Institute for Women's Empowerment (IWE), Hong Kong.
- Women Living Under Muslim Laws (WLUML), UK.

Implementing partners:

- **Afghanistan:** Foundation of Solidarity for Justice Organisation (FSJO).
- **Egypt:** Ikhtyar (local partner of consortium partner WLUML)
- **Indonesia:** Rahima, Solidaritas Perempuan, Institut Pelangi Perempuan, Fahmina, Koalisi Pembaharuan Agraria, Solidaritas Perempuan, JALA PRT, Serikat Tunas Mulia, YASANTI, Mitra Wanita Pekerja Rumahan, KOY, Kalyanamitra.
- **Iraq:** associate partner OWFI-Iraq was changed in 2014 to Warvin.

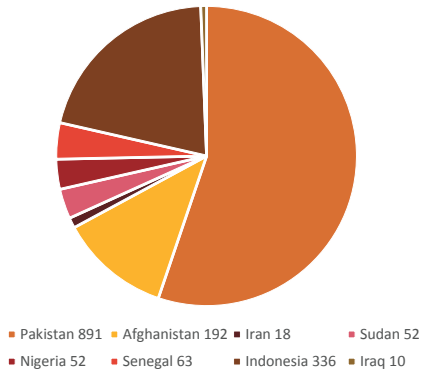
“Women everywhere, including in difficult circumstances and those with minimal resources, can change the world, provided they have the requisite knowledge about existing laws and policies, know-how for accessing these, communication and negotiation skills, linkages with each other and support institutions that underpin leadership for collective actions.”

– WRC Programme Management



Reach Shirkat Gah - Security

Number of women assuming leadership and now active in addressing VAW/GBV



resolution to end early/ forced marriage.

The power of acting collectively

In Pakistan an overarching success has been catalysing the beginning of a grassroots women's movement linked across the country: the Purple Women's Movement (Jamuni Tehrik), through which WELDD-strengthened women leaders have organized 72 self-funded and self-driven women's groups with their own 'sub-offices'. Key aspect is the new sense of a collective identity and the power this gives reinforced by the 'branding' of the Purple Women's Movement through a purple chador with the logo of all 4 provincial groups. Women relate how when previously 8-10 women went to the police station no one paid them attention – now when the same women arrive in purple chadors, the police sit up and pay attention.

At the community level, 3-4 women will band together and visit homes where rights are violated or threatened. The communities have become wary of the visits of the purple women as this signals that there is a problem regarding the rights of women/girls. New-found confidence, knowledge and linkages have enabled women to take direct actions to prevent/address abuse and to demand better governance and civic rights such as, education, health, electricity, sanitation.

Women registered cases with police and in court. In Swat, (Khyber Pakhtunkhwa) and in Jafferabad (Balochistan) WELDD leaders took out the first ever public demonstrations by women to demand rights. Also the Purple women voluntarily undertook voter-education drives, and 2 out of the 5 women that stood for elections were successful.

As one woman leader says *"the women in the Jamini Tehreek are our leaders and this movement can continue. When the women wear the chadors they can go anywhere, they*

"By understanding the power dynamics in their contexts, women equipped with necessary information, know-how and dependable allies, successfully assume leadership to access opportunities, prevent rights' violations, devise effective strategies, and mobilize others to effect desirable change. The world must listen to women because the struggle for gender equality underlies, and therefore must guide, all other struggles for social justice."

– WRC Programme Management

have passion (jazba) to do things. They go to different homes and help women and this movement cannot stop".

Combatting early age marriage

There have been numerous community level actions in project countries like Afghanistan, Nigeria, and Iran, where local leaders and/or organisations whose capacity has been built through the WELDD programme, have intervened in domestic and family cases to avert child and forced marriages, and violence against women perpetrated in the name of religion/culture.

The WELDD partner in Afghanistan has trained 70 women community leaders and 20 male supporters in 3 districts. These community leaders comprise of mullahs (Islamic Scholars), teachers, social workers, housewives, and members of the districts council. The leaders gather information on who is at risk of being forced into marriage or if there are problems that married women face. These leaders talk to family members of the girl-child, and take actions agreed on with the Foundation of Solidarity for Justice Organisation (FSJO) and prevented several forced marriages.

"FLOW 1 was an amazing opportunity to build a sustainable grassroots movement for women's empowerment and gender justice across the globe, and especially in the Global South, owned by the women who make change happen.

– WRC Programme Management

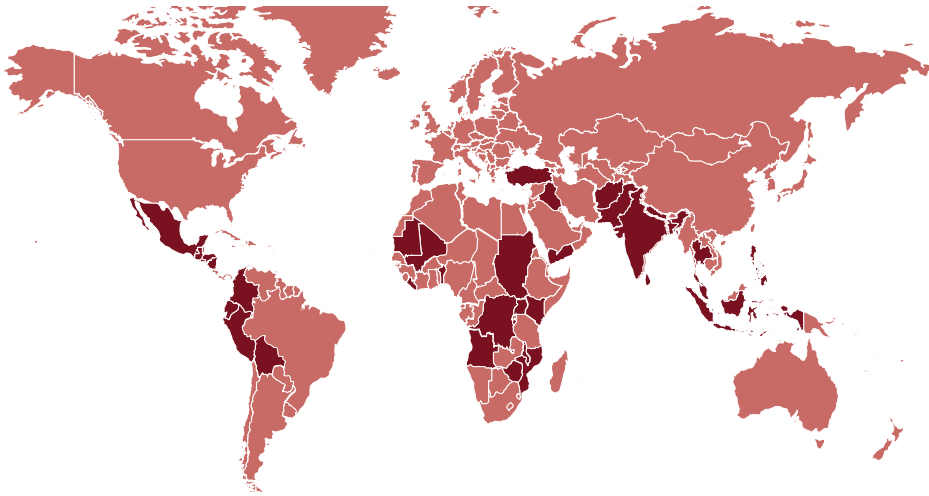
An Iranian Associate launched a social media-based action on child/ forced marriage of young women also deprived of education. More than 150 women shared personal experiences of how forced marriages had/could have devastated their lives. These narratives were documented and integrated into the report 'Forced Girl Marriages: The Death of One's Reality'.

Iran, participant of training: *"Personally, before the training I didn't believe that force & child marriages are a bad practice. But after the training and understanding the negative outcomes, my attitude has changed. Now I feel an inner satisfaction while working against child & forced marriages voluntarily. As a human being and community elder ... I feel responsible for fighting against this bad practice [of child & forced marriages] which exists in my community."*



Purple women's movement, Pakistan

Urgent Action Funds



Project name: Women Leadership
Theme: Security, Economic Self-reliance and Political Participation

Countries: Afghanistan, Angola, Bangladesh, Benin, Bolivia, Burundi, Ivory Coast, Colombia, DRC, Ecuador, El Salvador, Guatemala, Honduras, India, Indonesia, Iraq, Kenya, Mali, Malawi, Malaysia, Mauritania, Mexico, Mozambique,

Nepal, Nicaragua, Pakistan, Palestinian Administered Areas, Philippines, Peru, Sri Lanka, Sudan, South Sudan, Thailand, Turkey, Uganda, Yemen and Zimbabwe

Contact details:

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The FLOW project is carried out by the three sister organisations under the umbrella of the Urgent Action Fund (UAF): UAF-Africa, UAF USA and UAF Latin America. Through this project the UAFs supported women's leadership, activism and women human rights defenders around the world. The UAFs offered capacity and alliance building, financial and other support (advocacy, research etc.) to numerous WHRDs and their organisations. This way their work on political and economic issues and toward ending VAW has been strengthened.

Rapid Response Grants

One of UAF effective tools to support WHRDs all over the world are their Rapid Response Grants (RRG). The uniqueness of UAF's grant making is the quick turn-around time. UAF accepts requests on any day of the year, in any language, from activists around the world. UAF responds within 24-72 hours, and funds are disbursed within 5 working days to successful applicants. These RRG allow UAF to support women and women's organisations who are in need of emergency funding. This can for example occur when an unanticipated window of opportunity opens

“Violence against women and girls and other forms of discrimination and gender inequality remain pervasive and costly violations of human rights, despite legislative progress on these issue in many countries. Inaction on these issues retards social and economic progress globally. Investing in action on women’s human rights is critical to achieving progress in all areas of the Sustainable Development Goals.”

– UAFs Programme Management

on advocacy work or it could be that a WHRD needs immediate legal support or funds to guarantee their safety.

Working on women’s rights in Africa

UAF Africa support has contributed to women’s rights activism by challenging practises and laws that unfavourably

Implementing Partners:

Re-granter with many subgrantees, some examples:

- **Indonesia:** Institute Pelangi Perempuan (IPP), Solidaritas Perempuan (SP), Floresta Women’s Solidarity Foundation (FWSF).
- **Kenya:** Transgender Education & Advocacy (TEA), Akili Dada, African Women and Child Features Service and FEMNET.
- **Mexico:** Colectivo Obreras Insumisas.

positioned women at various levels of society. Through the RRG grants they supported women’s rights activism efforts in conflict management and peacebuilding for instance in South Sudan during the ethnic conflict in 2013, challenged practises such as killing of persons living with albinism in Malawi, Tanzania and DRC or early childhood marriages such as in Morocco, Malawi, Cameroon.

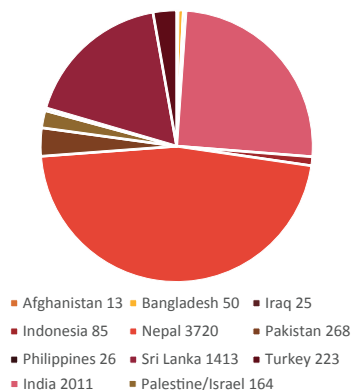
“FLOW was an important catalyst in much of the progress made globally on gender equality in the past four years”

– UAFs Programme Management



Reach UAFs - Security

Number of women assuming leadership and now active in addressing VAW/GBV



A great achievement was reached in Morocco. When in March 2012 Amina Filali, a 16-year-old girl, committed suicide, it drew national and international attention. Amina had been forced to marry the man who had raped her. Through among others UAF Africa's support to the case, in January 2014, the Moroccan Parliament amended the controversial legal article that allowed rapists to escape prosecution by marrying their victims, including that they were under the legal age of marriage of 18.

Moreover, UAF Africa was the first women's rights fund to be physically present on the ground in Liberia and conduct feminist research on the Ebola Virus epidemic. UAF swiftly supported several women's rights groups in Liberia, Guinea and Sierra Leone as they sought to turn the tide of Ebola.

As the Chair of the African Women's Funds, a chapter of International Network for Women's Funds, UAF Africa works closely with other African Women's rights

Funds in the continent to share lessons and intelligence but also leverage on the collective resources and energies of the funds to jointly champion agendas that advance women's rights in the continent. For example in 2015, they supported a collaboration of women's rights organisations led by Isis-WICCE to convene women's rights activists from Burundi and neighbouring countries to reflect and strategize on the situation in Burundi. These meeting produced an analysis and recommendations that were included and submitted during an African Union summit that reflected on the situation in Burundi.

Combating violence against women in Latin America

By granting 75 Rapid Response Grants, UAF Latin America has been able to support Latin American women's rights organisations to advance women's rights, combat gender based violence and environmental injustice. Grants contributed to improvements in the implementation of laws and public policies in various countries, some examples:

- Guaranteeing victims of rape their rights and to punish perpetrators in Bolivia;
- Setting legal precedent to criminalize femicide in Mexico;
- Working on LGBTI rights in Colombia

“The provision of rapid response grants – small, accessible amounts of funding delivered in 24-72 hours during moments of crisis or opportunity – continues to be our effective tool for increasing the resilience of movements that organize to secure the human rights of women and girls.”

– UAFs Programme Management

by the inclusion of the right to same sex marriage,

- In Ecuador through the investigation of the General Prosecutor of torture like practices against lesbian women;
- In El Salvador through the implementation of a protocol of protection for migrant trans women.

UAF Latin America has been raising attention on the issue of criminalization of WHRDs in the region, with special emphasis on women defenders of the environment. Women's rights activists on land, territory and environment and 18 organisations from 9 Latin American countries increased their capacity to defend women's rights, document cases of violations and made their activism visible.

Land and environmental rights women defenders from Honduras, Peru, Guatemala and Ecuador received legal support to face legal prosecution and criminalization (among them Maxima Acuña 2016 Goldman Prize Winner) and to request precautionary measures as in the case of Berta Cáceres (2015 Goldman Prize Winner for the campaign against the Agua Zarca Dam). Cáceres, co-founder and coordinator of the Council of Popular and Indigenous Organisations of Honduras, was murdered in 2016 because of her activism for environmental rights, as many other environmentalists activist in Honduras.

Integrated security in conflict impacted regions in Asia

UAF USA supported 107 grassroots, locally-led, and community organisations all over Asia. Advocacy by the organisations supported by UAF USA brought about results such as:

“Urgent Action Fund learned about the value of using multiple strategies simultaneously to assist grassroots gender equality advocates (Women Human Rights Defenders, WHRDs).”

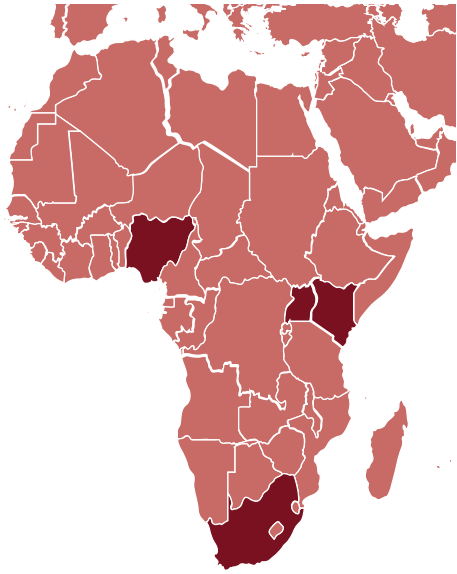
– UAFs Programme Management

- Changes to government hiring policies in Pakistan resulting in less discrimination;
- Inclusion of women's concerns in both the Philippines and Malaysia's Universal Periodic Review processes for the United Nations;
- Secured the Iraqi government's commitment to stop implementation of changes to the law in Iraq that would have legalized child marriage among other violations of women's human rights.

Approximately two-thirds of the grassroots women's organisations supported by UAF USA work in conflict-impacted communities, including in Iraq, Afghanistan, militarized areas of northeast India and the southern Philippines, and on both sides of the Israel/Palestine conflict. Through the provision of integrated security training and/or strategy development convenings for WHRDs in conflict impacted regions, UAF USA increased the capacity of some 140 women leaders to protect their own security, and that of their family, organisations and staff.



Vital Voices Global Partnership



Project name: Supporting Public Advocacy for Regional Competitiveness (SPARC)

Theme: Economic Self-reliance

Countries: Kenya, Nigeria, South Africa, Uganda

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“It is important to recognize that we are all advocates in different areas of our lives, whether we recognize it or not. We are advocates when we push for our daughters to attend school, when we speak to our employer about equal pay, or when we meet with community leaders to address local issues. Advocacy is about people and relationships. Moreover, advocacy is important not just to change the practical realities in women’s daily lives, but to address the root causes of inequality that keep women from being treated fairly at home, at work, in business, government and society at large.”

– VVGP Programme Management

Implementing Partners:

- **Kenya:** Kenya Association of Women Business Owners (KAWBO).
- **Nigeria:** Women in Management and Business (WIMBIZ).
- **South Africa:** Businesswomen’s Association of South Africa (BWASA). (ended in 2014).
- **Uganda:** Uganda Women Entrepreneurs Association Limited (UWEAL).
- **Pan Africa:** Africa Businesswomen’s Network.

The FLOW project resulted in increased organisational capacity of all four SPARC partners - businesswomen’s associations in South Africa, Uganda, Nigeria and Kenya – and enabled them to advocate for women’s issues in their respective countries.

Advocacy campaigns toward policy change

South African partner BWASA’s campaign advocated for and shaped the Women Empowerment and Gender Equity (WEGE) Bill by contributing draft language for the Bill, ensuring that it included targets and enforcement measures. The Bill, which does not include all of BWASA’s proposed language, was endorsed by the National Assembly and the National Council of Provinces.

In Uganda partner UWEAL set out to advocate for at least 50% of government agricultural programme resources to be allocated to women through the National Agricultural Advisory Services (NAADS) Programme. Following the proposal of UWEAL and the Private Sector Foundation Uganda (PSFU), the government of Uganda decided to redesign the NAADS Programme to integrate women and other marginalized groups. The government has begun to implement changes to increase the number of women farmers utilizing NAADS resources and has launched a Women’s Guarantee Fund to provide access to finance exclusively for women.

WIMBIZ, the Nigerian partner, designed a campaign to persuade and encourage banks to comply with the Central Bank of Nigeria’s policy of 30% representation of women on

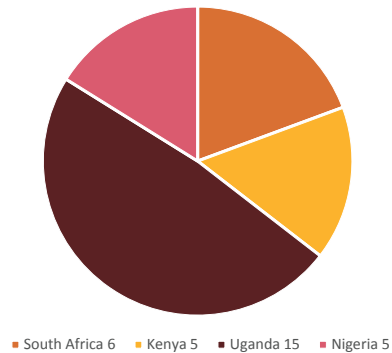
“Thanks to a robust campaign by the Kenya Association of Women Business Owners (KAWBO), (...) the number of women-owned businesses that were registered with Kenya’s National and County Treasuries increased from 146 to 5,618.”

– VVGP Programme Management



Reach VVGP - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



bank boards and 40% in top management positions. WIMBIZ initiated the Nigeria Women on Board (WIMBOARD) Institute training modules to equip women in Nigeria with the required skills for top management positions. Participants in the Institute's training programme, are automatically added to an Executive Database of interested, capable and qualified women that can serve on Boards and in top management positions.

Kenyan partner KAWBO's campaign was designed to reform the Kenyan government's procurement legislation to secure a set-aside of 30% of all government contracts for women, youth and persons with disabilities. KAWBO drafted and submitted proposed amendments to the Public Procurement and Disposal (Amendment) Bill 2005. The bill,

containing KAWBO's amendment, was introduced in Parliament by the Kenya Women Parliamentarians Association (KWEOPA) Chair, and was passed by the National Assembly in April 2014. After implementation had commenced: 5,618 women business owners had registered their businesses for the AGPO Certificate, a requirement in order to access the forthcoming set asides of 30% public procurement opportunities reserved for women, youth and persons with disabilities.

Creating an enabling environment

In Uganda there are three important stakeholders that are now more willing and convinced of the need to provide further support to women farmers: the Ministry of Agriculture; the Foundation of the Private Sector Foundation of Uganda (PSFU) and NAADS: an innovative public-private extension service delivery approach to empower farmers in Uganda to grow more and help reduce poverty in the country .

“Since we find that women work longer hours, have more household chores, and have less time for leisure than men, addressing these root inequalities in how society believes men and women should be spending their days is key to achieving gender equality across all levels of society.”

– VVGP Programme Management

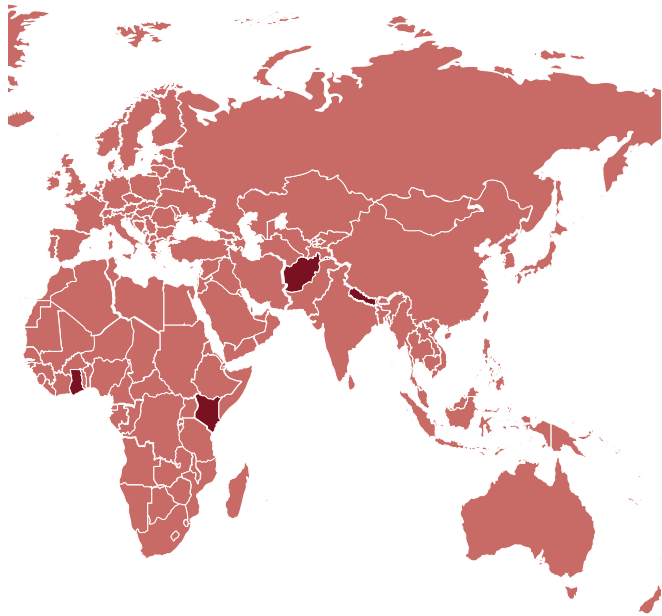
“FLOW is critical not only for women's progress but for society's progress as a whole.”
– VVGP Programme Management

The Ugandan partner UWEAL convinced these stakeholders of this necessity, also in order to meet the growth targets for agricultural output for the country. The organisations have changed in the following way:

- The PSFU has appointed UWEAL's Chairperson as the Vice Chairperson to their covering gender issues
- NAADS has dedicated positions on gender in the decision-making bodies and UWEAL leaders have been requested to participate in those as well as women leaders are assured a presence at the table in high level decision-making bodies via permanent positions dedicated to gender and women's representation.
- The Ministry of Agriculture also partnered with UWEAL for capacity building, implementation and monitoring of the new NAADS Programme, recognizing the importance of collecting gender disaggregated data. In 2015 UWEAL became a partner in the management and distribution of the available funds of the Women Enterprise Guarantee Fund, a fund to assist women in business access capital for agricultural purposes.

At grassroots level UWEAL has popularized the issue, and women farmers throughout the country are pressing their local and district governments to show their allocation of agricultural resources to women. UWEAL has raised funds for the continuation of its efforts to train and prepare women farmers to take a greater share of agricultural resources.

Womankind Worldwide



Project name: Poverty Eradication

Theme: Political Participation

Countries: Afghanistan, Ghana, Kenya, Nepal

Contact details:

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Womankind Worldwide (WW)'s FLOW project aimed to increase the political participation of women at the local, regional and national level in the four target countries. By strengthening women's capacity and confidence, supporting women candidates and politicians, bringing gender issues on the political agenda, and raising the general public awareness on women's rights, WW and its project partners have increased women's access to political and decision-making power.

Increasing political participation and decision-making power of women

One of the key mechanisms of the programme has been the building up of women's collective power through the establishment and support of women-only

spaces. These enabled women to break out of isolation, build their confidence, knowledge and skills, and to increase communication with and responsiveness of political structures. Through these spaces, established in all of the countries except Afghanistan, women have acted together to influence local and national policy and decision making and to demand accountability. For many women, participation in the women-only spaces was the catalyst for them to take on leadership roles in their communities.

"When nominations opened I wasn't confident to pick up a form but now I am bold and will apply for the Unit Committee." Women participant from Ghana

Combined with training to improve women's skills, for instance on political campaigning,

"The programme has also successfully, and strongly, contributed to bringing gender issues on the political agenda, and enhanced the positive effects of on-going gender debates in the respective countries. Perhaps the most notable change of this type is the inclusion of Dalit Women's rights as fundamental rights in Nepal's new Constitution."

– WW Programme Management

administration and presentation, the project has contributed to an increase of women standing for elections, of women actively and effectively participating in political parties and decision-making structures in

Implementing Partners:

- **Afghanistan:** Afghan Women's Resource Centre (AWRC) and two local partners of AWRC: Afghan Women's Rights Organisation (AWRO) and Parnian Training Centre and Rehabilitation Organisation (PTCRO).
- **Ghana:** Gender Centre, ABANTU.
- **Kenya:** CREAM (partnership ended in 2014), FIDA-Kenya (from 2014 onwards).
- **Nepal:** Feminist Dalit Organisation (FEDO).

the four project countries.

WW and partners have managed to improve the accountability between politicians, governmental institutions and their female

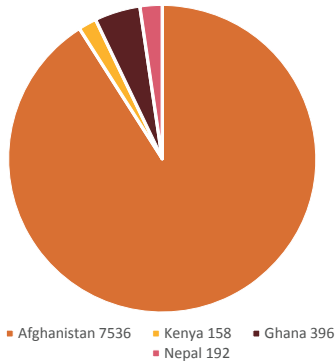
"Research conducted through the FLOW project highlighted the importance of women-only spaces in building women's confidence to enter male-dominated spaces, take on leadership roles within their communities, take action for change and encourage more equitable decision-making within the home."

– WW Programme Management



Reach WW - Leadership and Capacity Building

Number of women whose leadership capacity has been built or strengthened as leaders (e.g. by receiving leadership training/ coaching) and are applying this in informal or formal leadership.



constituents. Women in the communities have become aware of their rights and the available resources and support mechanisms that are provided by public institutions.

Especially at the local level, women took on leadership positions, often within non-formal structures, and closely worked together in groups to hold local leaders to account. At national level the project contributed to bringing gender issues on the political agenda, enhanced the positive effects of on-going gender debates in the respective countries, and led to improved budgetary policies and the protection of women and girls by the formal justice system.

Kenyan women in the lead

In Kenya women improved their knowledge on the legislative processes and approach to engendering laws, policies and budgets, as a result of the trainings conducted by partner FIDA-Kenya. Through the training, the women leaders were encouraged to form networks of their women leaders in their counties, in order to encourage and support each other in their bid for political leadership and to collectively work towards empowering women in these counties economically, politically and socially. In Homa Bay, Kakamega, Kilifi and Kiambu counties women have formed their own caucus of women leaders in their counties.

For example, the women caucus leaders in Homa Bay have established a women's SACCO (savings and credit co-operative) funded by the county government, through which women at the grassroots can access small loans to finance and grow their small businesses.

“A key achievement of the FLOW programme has been the contribution to increasing the number of women actively participating in politics and decision-making. There has been a strong increase of women standing for elections, and of women actively and effectively participating in political parties and decision-making structures.”

– WW Programme Management

They are collectively visiting schools within their counties to sensitise school girls on the importance of furthering their education and the dangers of early pregnancies in the future. The women from Kakamega County decided to set up a micro-financing approach and set up a caucus fund which they all contribute to monthly and plan to use to economically empower small-scale business women and traders in the county.

Advocating for Dalits rights

In Nepal the advocacy efforts led towards the amendment of the Nepali constitution to include the rights of Dalits as fundamental rights and various clauses that support the rights of Dalit women.

The lobby of the partner FEDO also led to the manifestos of the major political parties specifically mentioning Dalit women's issues and to changes to the Nepali Congress party constitution to include at least two Dalit women in every structure from local to national level.

With the support of FLOW, local Dalit women's groups submitted 167 proposals applying for governmental grants available for marginalised groups. Before the FLOW project, none of the women were aware of these grants. In the end 56 proposals have been approved raising NR 52,340,000 (approx. € 441,000) in grants for various activities including, for example training on gender equality and skills such as tailoring, health awareness, road improvement/ maintenance, and hybrid seeds for kitchen gardening.

“FLOW is... a wonderful opportunity for women all over the world to take the first step in the journey to making a change for themselves and their communities, to participate and becoming leaders”

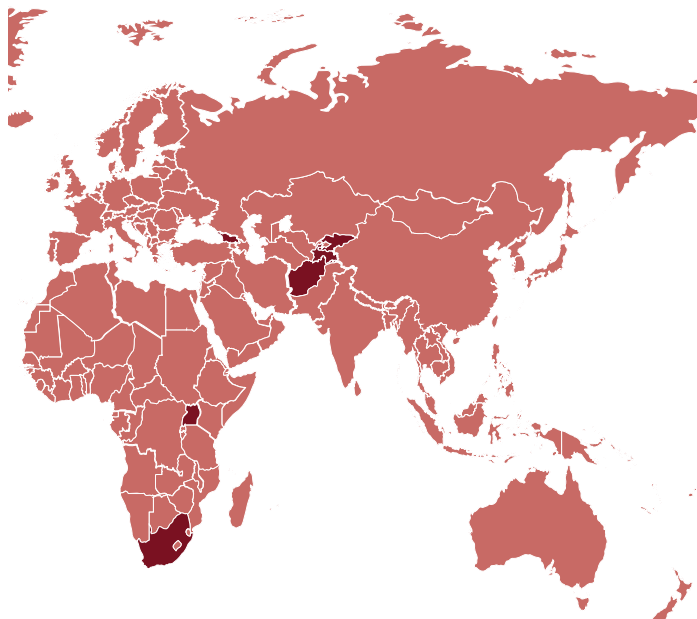
– WW Programme Management

Project activities have contributed to national and district stakeholders in governance positions making public declarations about the importance of women's leadership.

For example, in Nepal, after FEDO invited a former advisor of the Prime Minister and political specialist, S. Aniruddha, to conduct training for their members on political structures, he was so impressed by their work and concerned by the discrimination faced by Dalit women that he committed to advocate on Dalit women issues, going on to advise the Prime Minister and influence policy makers to develop Dalit women friendly policies and programmes.

He said, “After being connected with FEDO I realized, I know only 25% of Nepal and I still need to know the remaining 75%. I was not informed that Dalit women are as aware as this. This is far better for Nepal, because Dalit women are now discussing on political structure, federalism, state restructure and electoral system. They have become professional leaders. This kind of programme should be spearheaded in all 75 districts.”

Women in Europe for a Common Future



Project name: Empower Women – benefit for All (EWA)

Theme: Economic Self-reliance and Political Participation

Countries: Afghanistan, Georgia, Kyrgyzstan, South Africa, Tajikistan and Uganda

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Women in Europe for a Common Future (WECF)'s integrated approach of training female and male farmers, demonstrating sustainable and productive techniques, increasing access to financial resources, and identifying profitable business for women, resulted in considerable increases in income for both women and men and improved food security for families.

Home gardening in townships

Beneficiaries from the townships in South Africa have started their own home gardens and are consuming and selling the produce. While women gained self-confidence, gender awareness has increased considerably as husbands and local decision makers acknowledged the importance of

women participation in economic activities and decision making.

A few participants quotes:

- Nokuphumla, who was previously unemployed, has been employed since the inception of Lwandle Garden working in the garden. She also sells vegetables to the staff at the school on a regular basis.
- Ma Pat has utilised the skills and support provided to take over a neglected food garden. She is now running a profitable business selling fresh produce to restaurants

“Once men accept that the realisation of the potential of women serves all to live a better life, they start to support gender equality. It needs a lot of respect and cultural sensitivity to work on changing patterns, patriarchal traditions, organisational cultures and the views, stereotypes, and mentality of women and men to achieve real gender equality.”

– WECF Programme Management

“FLOW is a programme that directly improved the lives of thousands of women in many dimensions. A programme that gave women a chance to understand the importance and the possibilities of gender equality in everyone's life.”

– WECF Programme Management



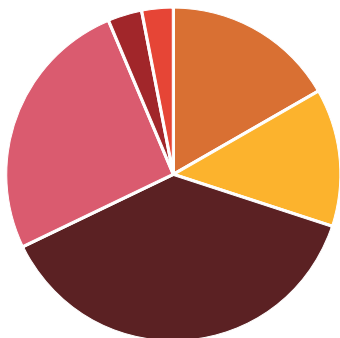
Soil for Life, Cape Town: A group of highly motivated South African women is being trained to run their own income generating agricultural business

Implementing Partners:

- **Afghanistan:** Katachel
- **Georgia:** Green Movement of Georgia/ Friends of the Earth Georgia, The Rural Communities Development Agency (RCDA), SDCA, PAROS.
- **Kyrgyzstan:** Mehr Shavka, Central Asian Alliance for Water and Sanitation (CAAW), Kyrgyz Alliance for Water and Sanitation (Kwas), ALGA, Social Technologies Agency (STA), ACT.
- **South Africa:** Soil for Life, Decentralized Environmental Solutions (DES).
- **Tajikistan:** ASDP NAU, The Youth Ecological Centre (YEC).
- **Uganda:** AT Uganda.
- **Global:** WEDO

Reach WECF - Economic Self-reliance

Number of women (and men or families) that have (structurally) increased their income with at least 20% of reduced costs by at least 20%



■ Kyrgyzstan 1316 ■ Tajikistan 1052 ■ Georgia 2982
■ Uganda 2034 ■ South Africa 260 ■ Afghanistan 240

Female leadership in Central Asia

In other countries the project has supported social networks and new (in)formal groups who became active in municipal public consultations and engage actively in development planning. For example, women have lobbied for clean water supply and adequate sanitation facilities in kindergarten partly with success. Especially in Kyrgyzstan, Tajikistan and Georgia women decided to stand up for local elections as a result of increased female leadership. In Georgia three out of the six trained women were elected into the district council - one of them in a region where it is the first time that a woman is elected.

The project also contributed to integration of gender equality aspects into national policies in Georgia and in Kyrgyzstan. In Kyrgyzstan, the proposed policy on gender

and water has followed the approval process in government and parliament and is expected to be adopted in 2016.

International advocacy

At international level WECF was involved in the negotiations of the gender language in both the climate process and the 2030 agenda process. WECF has been coordinating the Women's Major Group and as such has been actively involved in advocacy for a gender-responsive approach in negotiations on the Paris Agreement (COP21); the 2030 Agenda as well as a Stand Alone Gender Equality goal (SDG5) and gender targets in more than half of the other goals.

Georgia adopts the first gender sensitive NAMA worldwide

Thanks to the combined efforts of WECF and its local partners, gender and sustainable rural energy became part of Georgia's national climate policy. A gender sensitive National Appropriate Mitigation Action (NAMA) on sustainable rural energy, an international mechanism to reduce CO2 emissions, was adopted in Georgia. The Georgia government started raising funds

“An important lesson learned was on how to motivate people, while at the same time respecting their limits; culturally rooted or the result of social barriers faced by many women.”

– WECF Programme Management

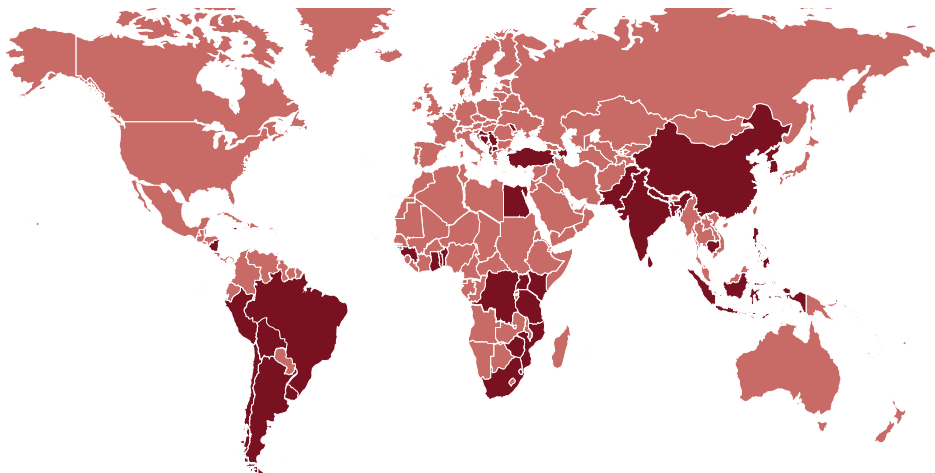
for its implementation which will benefit 60,000 households and create jobs for women and men, reduce unpaid domestic work load, increase access to safe and sustainable energy, and improve health from reduced indoor air pollution. In 2016 women from the energy cooperatives that will implement the NAMA will be trained in leadership and gender. Their boards will also be trained on gender and mechanisms to integrate gender equality in their daily work and strategies. The Georgian government has officially registered the NAMA in the UNFCCC NAMA database and identified it as a priority for the country's climate policy. WECF has shared this outcome globally at the UNCCP and other climate negotiations to stimulate replication in other countries.

“Supporting women in developing their own, sometimes unknown potential, by creating windows of opportunities, giving them tools, and respecting their way of life, is key.”

– WECF Programme Management



Women in Informal Employment: Globalizing and Organizing



Project name: Securing Economic Rights for Informal Women Workers

Theme: Economic Self-reliance and Political Participation

Countries: Albania, Argentina, Azerbaijan, Bangladesh, Benin, Bolivia, BiH, Brazil, Cambodia, Chile, China/ HongKong, Croatia, Dem Rep of Korea, DRC, Egypt, Guinea, Ghana, India, Indonesia, Jamaica,

Kenya, Macedonia, Moldova, Montenegro, Mozambique, Nepal, Nicaragua, Pakistan, Peru, Philippines, Serbia, Sri Lanka, South Africa, Swaziland, Tanzania, Togo, Turkey, Uganda, Uruguay, Zimbabwe.

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Women in Informal Employment: Globalizing and Organizing (WIEGO) coordinated a very comprehensive project within FLOW that focused on empowering different groups of informal works.

Ensuring domestic workers rights

WIEGO worked on the establishment of the formal constitution of the International Domestic Workers Federation (IDWF) in 2013. Its network has expanded and as of December 2015, IDWF represents over 350,000 DW in 46 countries. IDWF and

affiliates have lobbied for ratification of ILO Convention 189 on decent work for DW, together with other organisations and stakeholders, which has resulted in ratification in 3 project target countries and 8 non-target countries. IDWF and affiliates also lobbied to improve national legislation to protect the rights of (domestic) workers contributing to improvements in legislation, like in South Africa, Guinea, Tanzania and Kenya where minimum wages have been increased. During the FLOW project IDWF has received three major awards in recognition for its work, increasing their

Consortium Partners:

- The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), Switzerland;
- HomeNet South Asia, India;
- StreetNet, South Africa.

Local Implementing Partners

- **Bulgaria:** Association of Home-based Workers in Bulgaria.
- **Cambodia:** Artisans Association of Cambodia (AAC).
- **Ghana:** KUAPA KOKOO Cooperative.
- **India:** Self-Employed Women's Association (SEWA).
- **Kenya:** Kenya Federation for Alternative Trade (KEFAT).
- **Peru:** Consorcio de Investigación Económica y Social (CIES), Programme

Laboral de Desarrollo (PLADES).

- **South Africa:** Social Law Project, Asiye eTafuleni (AeT).
- **Thailand:** HomeNet Thailand.
- **Uganda:** Ugandan Federation for Alternative Trade (UGAFAT), GUMUTINDO Coffee Cooperative.
- **Pan Asia:** HomeNet South East Asia, HomeNet South Asia.
- **Pan Africa:** Cooperation for Fair Trade in Africa (COFTA).
- **Global:** International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), International Domestic Workers Network (IDWN), StreetNet International.

“FLOW is necessary for the advancement of the global movement of women's rights.”

– WIEGO Programme Management

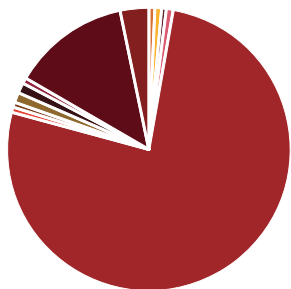
“Groups often need in-depth and on-going support as opposed to one-time trainings or activities.”

– WIEGO Programme Management



Reach WIEGO - Economic Self-reliance

Number of women who joined a trade union as member (only countries >1000)



Benin 1789	Chile 2000	China 1381
India 200000	Indonesia 1563	Jamaica 1500
Nepal 3087	Peru 1702	South Africa 35000
Guinea 2055	Kenya 3000	Tanzania 8500

visibility and attention on the rights of DW by media, and resulting in governments seeking dialogue on DW demands.

Voicing informal workers concerns

In Peru the work of WIEGO focused on strengthening the voice and leadership of informal (women) workers around social policy issues. This intervention had a strong focus on increasing the capacity of the diverse informal workers organisations active in selected cities, like street vendors, waste pickers and market porters, and capacity building of the (women) leaders and establishing dialogue and cooperation with local government authorities to improve local government policies and services towards these groups. Throughout project implementation many roundtable meetings between workers in informal sector and local government (like labour authorities or municipal officials) took place



during which specific issues of workers sectors have been resolved, and are now prioritized by authorities in those regions.

Women home-based workers

In several countries WIEGO worked to increase the capacity of women home-based workers (HBWs) leading to a strengthened governance and organisational management of 158 groups in 4 target countries and in the leadership and organisational capacity of 162 leaders of such groups. The HBW groups have taken collective action and advocated with authorities for better labour conditions, which contributed to:

- Recognition by municipalities and provision of market/selling spaces for HBWs (Albania),

“Women informal workers need a wide range of commercial, property, and sector-specific rights – not just labour rights – and enabling regulations and bylaws to secure their livelihoods (and living standards), and to make them more productive. And they need to be able to exercise effective voice to demand appropriate changes to the laws and policies that affect their livelihoods and living standards.”

– WIEGO Programme Management

- Government providing grants for HBWs to support their businesses (Macedonia),
- HBW organisation advocating/ negotiating with government for new laws with the commitment to present the Bill in Parliament (Macedonia),
- In a local area in Sri Lanka a HBW group has taken up issues of water blockages, electricity failures with the municipal government and achieved immediate corrective action.

Overall, throughout the WIEGO project women leaders in all regions have developed in confidence and are able to speak out and provide leadership in local, national and global situations. This has also had a spin off within their families.

Example from Africa:

“As a leader I am feeling very grateful because now I can stand and express myself. Now I am strong because of WIEGO and KEFAT. Even in my family, my brothers call me so that we can sit down and exchange views and discuss all these things. (Before) my brothers had to sign for me, Lucy, to get the title deed (for land), and now I have the title deed in my name. I even talk to my ladies in the slum areas and now we talk to the NCO (government office) for the area and see the way forward for us. People respect and consult me, even in the family.” Lucy Nyambura, Kenya

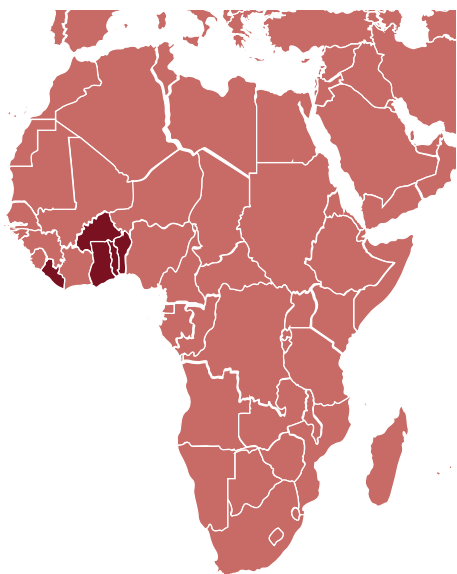
“Most fundamentally, as a key enabling right, all working poor in the informal economy need the right to organisation and representation.”

– WIEGO Programme Management



Informal worker leaders and WIEGO Team at the International Labour Conference in 2015. The WIEGO Network participated in discussions on Facilitating Transitions from the Informal to the Formal Economy. This image was taken after Gladys Mpoda (Street Vendor, 4th person left) and Suntaree Saeng (HomeNet Thailand, 9th person left to right) addressed ILO Plenary.

Women in Law and Development in Africa



Project name: West African Women and Farmers against Poverty

Theme: Security, Economic Self-reliance and Political Participation

Countries: Benin, Burkina Faso, Ghana, Liberia and Togo

Contact details:

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Women in Law and Development in Africa (WILDAF)'s FLOW project objective was to contribute to structural poverty reduction by supporting rural women to become organized and act in order to claim their economic, social and political rights to the same extent as men in the five West Africa countries covered by the project.

Sensitisation on women's rights, becoming a paralegal

In order to increase knowledge of and respect of women's rights and achieve changes in negative and harmful traditional practices and values in the 77 villages covered by the project, WILDAF trained women farmers to become paralegals and sensitize their communities. Community

members, including members of neighbouring communities, became aware of women's rights through the (bi-) monthly held sensitisation activities of paralegals on women's right topics like access to land and inheritance, domestic violence, and women's participation in decision-making.

The paralegals, organized in Community Committees for Defence of Women's Rights (CC2DF), provided legal assistance. In total 86% of the 4,627 cases were settled in favour of the women for example in relation to custody of children, inheritance, or in cases of physical and psychological marital violence, rape, forced marriage and unwanted and early pregnancies. Paralegals and Committee members worked closely with the communities traditional

"Changes for a better world where men and women fully enjoy their rights are possible. Nothing stands still; socio-cultural sluggishness and other constraints to the effective enjoyment of women's rights by the latter may fade provided each puts willingness and appropriate resources."

– WILDAF Programme Management

leaders, police and judges. Some 526 traditional leaders, ten times more than foreseen at the start of the project, became convinced and have spoken and acted in support of women's rights and have worked towards improvement of customs or traditional practices.

Consortium Partners:

- ROPPA, Burkina Faso.

Implementing Partners:

- Regional & National offices WILDAF.

Women taking up leadership positions and changes in cultural practices

More women express and speak boldly in public during community meetings and within farmers organisations, and women are taking up leadership positions or have been appointed to traditional position in chieftaincy. For example in Benin twelve women paralegals from the project areas were positioned on various

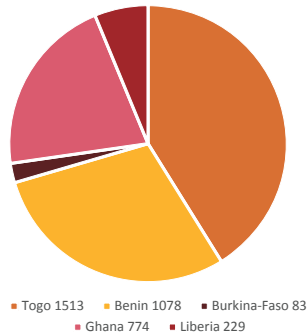
"FLOW is truly a fund intended to provide women with development opportunities regardless to their status, level of instruction and where they are living worldwide."

– WILDAF Programme Management



Reach WILDAF - Economic Self-reliance

Number of women whose capacity (access to inputs, resources, knowledge, means and markets) has been built in farming and are actively applying this



lists of political parties and participated in local and municipal elections in June 2015. Two women were elected which was the first time this happened in the project intervention areas.

The project contributed to noticeable changes in many traditional/cultural practices considered as harmful and preventing women from enjoying their rights. For example in the project communities and some of the neighbouring communities:

- Women can now inherit from their parents and husbands, lease or purchase land.
- A significant reduction of violence against women has been noticed.
- In Togo reduction of widowhood period is reduced from 9 months to 9 days, and in Benin from 3 months to one week or 3 days maximum.
- Levirate marriage, where a widow is

obliged to marry her deceased husband's brother, has almost disappeared in all locations.

"While it is true that I often was fighting with my husband, it is also true that now this has changed since the activities of WILDAF opened our eyes. He knows that I know that I have rights and that I have the facility to use WILDAF if needed. This has improved our marital relations and limits our day long disputes. The improved marital relation has not operated without pitfalls. My husband sometimes threatened me of repudiation, put pressure on me so that only his thoughts could be what need to be taken into account" Madam Houehou from Monsourou- Djidja

Women farmers obtaining access to resources

Another component of the project focused on supporting the women farmers in the respective project communities to obtain access to land, credit, market, inputs, technology and other needed resources to develop their activities in the area of agriculture. The capacity building and advocacy activities under this component resulted in a total of 12,769 women obtaining access to such resources.

For example in Dargima, Burkina Faso in the past land was primarily given to men.

"It is important in such projects that seek social change to provide mechanisms for their scaling up. It must therefore provide a second stage with appropriate strategies so that governments are part of the same logic and support the scaling up."

– WILDAF Programme Management

It was only when all men applicants were served that women were given land. As a result of the project activities the mentality of some traditional leaders changed to such an extent that they started treating men and women equally. Thus despite the pressure on available land the Darigma chief accepted to give two additional hectares to women following their advocacy, which meant that some men had to wait for allocation of land for the next season.

Advocacy on rural women's rights

WILDAF has taken on a more formal role in lobby and advocacy for the support for womens rights in rural areas. This has allowed them to become part of the institutionalised discussion on formal rights and become an important partner for governments and other stakeholders on gender equality and women's rights. A few examples of this new role:

- In Ghana, Benin and Togo, WILDAF has been recognised by Ministries of Agriculture and/or Land as key stakeholder.
- WILDAF has become part of policy making meetings and policy reviews, and in Ghana and Togo now is a member of the gender committee for the Ministry of Land and Natural resources.
- In Burkina Faso, the network entered into new partnerships with the Ministry of Agriculture who decided to integrate the network in the directory of its privileged partners and they became member of the observatory on land.
- In Togo, FLOW partner GF2D has become a privileged advisory body on issues relating to the rights of women farmers. The organisation became part of the Committee for development of the paper on the Global Alliance Country

"Supporting women and men as well as their community in the knowledge and exercise of their rights, their capacity will be sustainably strengthened to help eradicate poverty and build a more just and equitable world."

– WILDAF Programme Management

Resilience Priorities (PRP-AGIR), contributes to the diagnostic review of right to food in Togo, in-depth diagnosis of the agricultural sector for the development of the agricultural policy. It also became member of the coordination technical committee of the process of integration of adaptation to climate change.



All good things come to an end ...

On behalf of the operational team at FLOW, we want to thank all grantees for the pleasant cooperation. It has been an honour and privilege working with all of you, being part of the FLOW community and meeting so many inspirational and courageous women all over the world striving for gender equality and women's rights.

We wish you all the best in your future work and hope to meet again!

Anne Marije Maters, PwC

Joke Manders, Femconsult



Picture taken during FLOW project visits in Indonesia, 2014

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Photo cover: A presentation of the selfies that were taken by the several teams working on FLOW, both at the management and grantee level, for the celebration of International Women's Day 2016. The photos were posted on Twitter with #weareFLOW.