GENDER & DEVELOPMENT NETWORK



Gender and Development Network Annual Report 2019-2020 GADN Annual Report 2019-2020

Photo credit from front page:

GADN Board of Trustees and staff members. (Back L-R) Beverley Duckworth, Maria Varela-Garrido, Bryony Timms, Naana Otoo-Oyortey, Lee Webster (Front L-R) Daphne Jayasinghe, Jessica Woodroffe, Saranel Benjamin, Disha Sughand, Sophie Efange

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Message from the GADN co-chairs

The last year has certainly been one of unprecedented challenges, and has brought with it both opportunities and an impetus to think and act differently. As COVID-19 has spread through the world, the Gender and Development Network (GADN) is proud of the way that we have supported our members to promote feminist ways of working during the pandemic. Our swiftly coordinated responses have included sharing best practice among our members, publicising the work of southern women's rights organisations on our website, and raising core concerns as part of the group of CEOs advising DFID on its response to COVID-19. As recovery measures are shaped, our REFRAME project on feminist macroeconomic alternatives now becomes ever more relevant.

The Black Lives Matter movement has shone a renewed spotlight on institutional racism, and we are proud too of the way GADN's Women of Colour Forum has taken a progressive and practical lead in shaping the way the sector responds to racism. We are excited by the opportunity to expand our anti-racism work in the coming year.

The announcement of the forthcoming merger of DFID and the FCO has posed new challenges for our network as we work to ensure that a well-resourced multi-sector approach to gender equality remains a priority in the new department. GADN coordinated responses and recommendations with our members, and we are building on the strong relationships we have developed with DFID gender teams and DFID Minister Baroness Sugg over the last year. Meanwhile we will also support the Labour Party in developing its work on gender equality and development.

As always, our members are at the heart of GADN's work. This year we have continued our support to members through our highly valued weekly notices, our well attended and influential quarterly members meetings, and our working groups that promote gender equality and women's rights in areas including: disability, economic justice, education, environment, humanitarian, political participation and leadership, prevention of sexual abuse, exploitation and harassment, programming, and violence against women and girls.

We are also excited by our new three year strategy in which playing an appropriate and supportive role within global feminist movements becomes an even higher priority for GADN. Our project to support the creation of an African macroeconomic feminist collective is a particular highlight.

GADN is only as strong as its parts. The active participation and generous financial contributions of our members enables us to make an impact throughout the year across our wide range of activities. As co-chairs of GADN's Board of Trustees, we want to particularly thank the Chairs of our working groups and members of the Advisory Group, for their continued contribution. The small, expert and dedicated staff team

ensure that GADN continues to be impactful, the trustees are very grateful for their excellent work.

We look forward to working with you all in the coming year, as we continue to promote practical and concrete steps towards the full realisation of women's rights.

ists support

Disha Sughand Co-chair Gender and Development Network

LMWeb

Lee Webster Co-chair Gender and Development Network

For any further information about GADN or to become a member, as an organisation or an individual, please visit our website (**www.gadnetwork.org**) or contact:

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Introduction

Who we are

GADN is an influential network of UK-based NGOs and leading experts working with partners worldwide to put gender equality and women's rights at the heart of international development.

Every day, women and girls around the world are faced with discrimination in every aspect of their lives – purely because of their gender. Furthermore, many women face intersecting discriminations; whether it is their class, race, age, religion, caste, disability or health status, sexual orientation, gender identity, or whether they are cis or trans women, with marginalised women and girls in developing countries hit hardest.

We work with NGOs and governments to ensure women's priorities and voices are at the centre of international policies and programmes, and believe that change happens not just by challenging those with power, but also by building our own collective, positive, power by working in alliances.

We provide expert advice, develop best practice and support our members to share skills and knowledge. Independent of government funding, we have a strong track record of influencing the UK government and international institutions on women's rights.

We are part of a fast-growing global feminist movement that promotes feminist alternatives to current unequal power structures and practices - demonstrating that change is not only necessary but possible. We aim to be a cooperative and respectful part of global feminist movements, and, using our influence where it is most effective and working collaboratively with women's organisations in the Global South, we are determined to build a world where gender equality prevails and where all women and girls are able to claim their rights free from violence and discrimination.

Vision and strategic aims

Our vision is of a world defined by social justice and gender equality: one where women and girls everywhere are able to claim their rights, free from discrimination and prejudice. Our strategic aims for 2019-20, detailed in our **2017–20** strategy, were:

- 1. To support and increase the capacity of members to deliver effectively on gender equality and the rights of women and girls in international development.
- 2. To increase commitment to women's and girls' rights and gender equality, and develop a better understanding of best practice and alternative policy proposals, across the UK international development sector.

- 3. To strengthen UK government's commitment, policy and practice towards achieving women's and girls' rights and gender equality in its international work.
- 4. To strategically influence international development processes and debates that shape the discourse around gender equality and women's rights where we have expertise and leverage.
- 5. To build a progressive and effective network that is part of a global feminist movement.

Our strategic aims for 2020-2023, detailed in our 2020-2023 strategy, are:

- 1. To support, enable and constructively challenge members to deliver effectively on gender equality and the rights of women and girls in international development
- 2. To influence and challenge decision makers to promote gender equality and the rights of women and girls
- 3. To contribute to and support global feminist movements
- 4. To build a progressive and effective network that is part of global feminist movements

What we do

- We support, enable and constructively challenge our members. GADN is primarily a network of UK based NGOs, many of whom have significant reach and influence. We support our members to collaborate and share learning to improve the quality of both their programme and advocacy work, and act as a critical friend encouraging members to continuously improve their work on gender equality and women's rights.
- We work with our members and allies to influence decision-makers and shape policy debates. As gender has risen up the international agenda the need to hold decision makers to account, and to promote alternative policy, has never been greater. Given our UK base, we have a particular responsibility and ability to improve the influence of the UK Government. We also work with allies internationally – including women's rights organisations – to target some of the most powerful international institutions. We do this particularly through our REFRAME project where we work with allies globally to promote a feminist reframing of macroeconomics, recognising the central role economic policies play in shaping gender equality and women's rights.
- We work collaboratively as part of growing global feminist movements. We recognise that change will only be sustainable and transformative if we

work together, building feminist alliances globally to boost our collective strength, so we can hold decision makers to account. As part of this movement building we promote feminist alternatives to current unequal power structures and practices - demonstrating that change is not only necessary but possible.

• We build a progressive and effective network. As a network we strive to live our feminist values, constantly listening to and learning from others, and recognising the power relationships that surround our work. We aim to model best practice and to maximise our positive impact by working strategically in alliances, rather than just by increasing the size of our membership or secretariat. Specifically, in response to women of colour members who have articulated their need for a transformed sector that engages constructively with power and privilege, we will support moves towards creating safe spaces for women of colour to thrive and collaborate in a decolonised development sector.

Activities and Achievements

Highlights of 2019-2020

Supporting our membership

- Understanding intersectionality is important to our members, and we were delighted to provide space for them to hear from Marai Larasi, a renowned Black feminist, in April 2019. This was followed by a Thinkpiece from Sara Salem on *Capitalism, postcolonialism and gender: Complicating development.*
- The establishment of the Women of Colour Forum is part of our commitment to a more critical understanding of race, post-coloniality and intersectionality within international development discourse and practice. This women of colour-only space for those working in the UK aid sector enables women of colour to gather and be free from mainstream marginalisation and discrimination so often found in places of work and across British society more broadly.
- A members meeting in April also allowed members to explore the intersection between women's rights and workers' rights with debate revolving around what Trade Unions can learn from INGOs working in Women's Economic Empowerment, and vice versa.
- As part of our consultation on our new three-year strategy, we also held a members meeting in July to develop an understanding of what women's rights movements want from INGOs with excellent presentations from AWID and FEMNET which formed the basis of a <u>briefing</u>.
- As the twenty-fifth anniversary of the Beijing Declaration and Platform for Action approached, GADN helped members understand the opportunities and

processes including a members' meeting in November on navigating the process, along with an update paper on the key stages of the Beijing+25 review process.

- We continued to support our members in their safeguarding work including a meeting on survivor-centred approaches to safeguarding and a workshop focussing on Feminist Responses to Safeguarding. A members' meeting in December discussed the importance of interrogating the culture of power and privilege in the international development sector in order to address the underlying causes of sexual abuse and exploitation.
- As evidence of the pandemic emerged at the end of the year, we supported our members both with information on the views of southern WROs on COVID-19, and also with support on how to work remotely based on feminist principles.



GADN members attend a members meeting on navigating the process of the approaching Beijing Women's Conference in November 2019

Shaping policy in the UK sector and beyond

Working with our members, GADN has influenced UK and international decision makers to improve the impact of their work and built new international alliances throughout the year.

 Over the year, GADN met frequently with DFID's Gender Equality team and, since October, with Baroness Sugg, Parliamentary Under Secretary of State in the Foreign and Commonwealth Office and DFID. We were particularly pleased to hear her call for the incorporation of the views of women's rights organisations in DFID's response to the COVID-19 pandemic.



GADN member organisations join with the SRHR Network and GAPS to meet Baroness Sugg soon after she becomes a DFID Minister

- GADN coordinated work among our members to promote gender analysis in DFID's approach on the Africa investment summit, the <u>Beijing +25</u> anniversary, and climate change.
- GADN inputted extensively into the National Audit Office's review of DFID's work on gender equality – calling for a more nuanced evaluation approach capable of acknowledging more innovative work.
- Throughout the year GADN has also worked more closely with the Labour party in promoting a feminist analysis to their international development work.
- Through our <u>REFRAME</u> project GADN has promoted feminist alternative economic solutions to decision makers internationally, working with our partners the Bretton Woods Project and FEMNET. This included briefings such as <u>Push</u> no one behind: how current economic policy exacerbates gender inequality and on <u>public private partnerships</u> (PPPs) and their impact on gender equality, and <u>webinars and papers</u> promoting macroeconomic policy reform within the Beijing+25 agenda.

 Also through the REFRAME project, working with FEMNET, we provided resources for Southern women's rights organisations such as the <u>macroeconomics resource pack</u>, as a support to advocacy from the Global South. In November we also co-hosted a small workshop in Nairobi on gender and macroeconomics, with allies from the Global South, to identify collective strategy moving forward.



(L-R) Linet Megann, Felogene Anumo (AWID), Misun Woo (APWLD), Crystal Simeoni (FEMNET), Anita Nayar (GTC), Caroline Othim (GATJ), Maria Garciela (DAWN), Stella Otieno- Allies from Southern women's rights organisations participating in a macroeconomics workshop in Nairobi, November 2019.

Working Group Acitivites

Our nine working groups make GADN the dynamic network that it is, bringing members together on themes of critical concern for gender equality advocates everywhere. The groups are led by members and provide spaces to learn, share best practice, network and collaborate on advocacy. Coordination across the working groups takes place every six months at a meeting of group chairs.

Gender and Disability

During the year, the Gender and Disability Working Group provided spaces for learning and sharing best practise by hosting speakers from Womankind on women and girls with disabilities in Nepal; sharing external and institutional events and updates; collecting and circulating factsheets and working on a Gender and Disability Intersectionality paper. Members fed into a consultation and attended meetings with Prosperity Fund on their gender and inclusion policy, coordinated by the Women's Economic Justice Group. The co-chairs also held a joint meeting with the Programmes Working Group on Disability Assessment tools and strengthening inclusion (gender, disability, and age) in programming; and initiated resource mapping and case study collection relating to the intersection of gender and disability

Humanitarian

The Humanitarian Working Group worked closely with DFID throughout the year, sharing upcoming humanitarian events/moments, and current plans, thinking and priorities with members. This allowed members an opportunity to identify shared asks and objectives and discuss opportunities for joint activities or initiatives. Members attended key external events such as ECOSOC HAS + Grand Bargain Annual Meeting and Women Deliver and were featured in a GAPS event. Members fed into the IASC Disability in Humanitarian Action roundtable, an initiative by Reference Group on Disability and ODI

Violence Against Women and Girls (VAWG)

Members of the VAWG working group continued to engage throughout the year with the Gender, Action for Peace and Security (GAPS) Network on policy and advocacy in relation to the FCO led Preventing Sexual Violence Initiative (PSVI) International Conference which ended up being postponed. The VAWG Working group also contributed to a letter to Lord Ahmed at the FCO, alongside the Humanitarian Working Group, and later attended a meeting with the FCO. Presentations were shared and discussed including from the British Red Cross on "Safe Women in Migration"- a 2 year project on SGBV prevention and response for migrant women, and Action Aid's evidence and learning review of UK's programmatic work on VAWG. Reflections from the "What Works to Prevent VAWG" International Women's Day event also urged GADN and members of VAWG group to play a role in influencing funding for Women's Rights Organisations, including the What Works opportunity.

Women's Economic Justice (WEJ)

Members provided written commentary to the Prosperity Fund's updated Gender and Inclusion strategy and attended a meeting, alongside the Disability Working Group, with Prosperity Fund leadership and wider representatives to share and discuss their feedback. Some members also attended the Labour Party's International Social Forum which brought together leading global thinkers, economists and activists to start framing a new international financial architecture, as well as attended a Labour Shadow team consultation (led by Preet Gill Kaur – Shadow Minister for International Development) on the feminist pillar of their international development strategy, focussing on funding for women's rights organisations.

Programmes

As a predominately learning-based group, the Programmes Working Group held four meetings throughout the year. First, they looked at "Intersectional Programming: Experiences, examples and approaches" and focussed specifically on the practicalities of intersectional programming by drawing on practical experiences. A joint event co-hosted by the Gender & Disability and the Programmes working groups focused on 'Strengthening Inclusion in Programming'. Next, they looked at 'Applying feminist principles to programming and research' and included presentations on ActionAid and Womankind's approach, as well as Feminist principles and systems thinking in bid and grant management. Finally the group met to share and discuss practices around 'Partnering with Women's Rights Organisations (WROs) in the Global South' with insights shared by Bella Matambanadzo, a Zimbabwean Women's Rights activist and facilitator of the WRO Guidance, and a discussion on the experiences from the Canadian Women's Voice and Leadership programme being rolled out by Cuso International in Peru working with diverse Women's Groups.

Gender and Environment

As the Gender and Environment Group continued to develop throughout the year, there were many discussions around the development of a joint narrative for the group and what this may look like, the precise aims of this and how it might help to generate more engagement among group members, with some collaborating more closely to develop and inform thinking on sections relevant to their specific expertise and interest, resulting in the Scope, Engagement Strategy and Terms of Reference for the Group being finalised. Within group meetings, presentations were made on gender-sensitive approaches to natural resource management in Zambia and Ethiopia; women's participation and economic empowerment in governance of protected coastal areas in Kenya; intersectionality and bringing marginalised voices into the centre of Disaster Risk Reduction (DRR) in data and decision-making; and climate change and household water insecurity: the gendered impacts.

Women's Participation and Leadership

The Women's Participation and Leadership (WPL) Working Group focussed largely this year on the findings from the What Works series – 12 learning events held over the last three years to explore where and how initiatives to support and amplify women's participation and leadership are having an impact. A meeting was held with Professor Rosie Campbell and Emma Kinloch from the Global Institute for Women's Leadership (GIWL) at King's College London as guest speakers, focussing on GIWL's work on research on what works to support women's careers at all levels from entry positions to CEO. Other meetings throughout the year looked at the Global Gender Leadership Index – an online platform that improves access to information on women's position in different industries and countries around the world; women's representation in the media, including a language processing tool to see when and how women are getting

cited and referenced; and the impact of women as politicians and the quality of democracy.

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

The PSEAH group was formed out of a real need for a space that brought together knowledge and understanding of women's rights and gender justice, and of safeguarding. The huge success of the group has been to create a space within the sector to ensure that both areas of work continue to talk to each other and build on each other's expertise to shift the cultures and practices of our organisations. The PSEAH working group hosted a number of meetings including reviewing the BOND tools for looking at an organisations' Culture for Safeguarding; the Oxfam Independent Commission Report and reflecting again on the Culture changes required in organisations to create an environment where all involved can engage without fear and reduce the risk of sexual exploitation and abuse from occurring; a session was held following on from last year's session on Safeguarding and the sector; and a practical workshop was held on survivor centred approaches in relation to Safeguarding.

Girls' Education

The Girls Education Working Group organised regular group meetings to exchange learning and evidence about different topics that are related to girls' education. The topics were chosen by members and included Gender equality and education indicators, and Intersectionality and girl's education: Lessons from the field (UKFIET Symposium). The group explored individually and collaboratively what they felt were the key issues or challenges around intersectionality from a programming perspective and then identified what they would individually and collectively recommend to address these issues.

Communications and publications

During the year, GADN launched its new website with clearly categorised resources, a searchable consultant database and a platform for publications from Southern women's rights organisations.

We maintain a rigorous and topical publication series, releasing briefings, position papers and factsheets on themes of interest to our members and current events in the development and women's rights sectors. Our publications are widely circulated and read amongst our target audiences of members, allies and decision makers in the UK and around the world.

GADN's 2019-2020 publications include:

• <u>Briefing</u>: Push No Behind: how current economic policy exacerbates gender inequality (July 2019)

- <u>Thinkpiece</u>: Capitalism, postcolonialism and gender: Complicating development (July 2019)
- **Briefing**: Solution or part of the problem? (November 2019)
- Workshop Report: Safeguarding and Beyond: One Year On (November 2019)
- **Briefing**: Macroeconomic Policy and the Beijing +25 Process (January 2020)
- **Briefing**: The impact of PPPs on gender equality and women's rights (February 2020)
- Update: The Beijing +25 review process: An Update (February 2020)
- Update: CSW64: An Update (March 2020)

Communication highlights in 2019-2020 include:

- Our audience on Facebook increased by **37 per cent** from 14,860 to 20,336
- Our Twitter followers increased by 13 per cent from 5,367 to 6,048
- Our website attracted over **35,300 unique visitors** (31% increase from last year) and **74,300 page views** (27% increase from last year)



A GADN members meeting on intersectionality, chaired by Priya Nath of WaterAid (left), with a keynote address by Marai Larasi of Imkaan (right) in April 2019

GADN Structure

GADN's <u>handbook</u>, available on our website, provides complete information on the structure, policies and procedures of the network and its constituent parts.

Membership

In 2019-2020 our membership grew to 187 Individual members and 72 organisational members. Of this, two organisations are based overseas and 32 individuals. (For a complete list of organisational members, see the annex to this report.)

GADN has also continued to partner or work with the following networks based in the UK: Bond, Bretton Woods Project, Gender Action for Peace and Security (GAPS), the National Alliance of Women's Organisations (NAWO), STOPAIDS, Trade Justice Movement, Jubilee Debt Campaign, and the UK Network for Sexual and Reproductive Health.

We have also liaised with international networks including FEMNET; Women in Development Europe (WIDE+); Development Alternatives with Women for a New Era (DAWN); Association for Women's Rights in Development (AWID); International Trade Union Confederation (ITUC); Eurodad; Asia Pacific Forum on Women, Law and Development (APWLD); Regions Refocus; International Center for Research on Women (ICRW); and Global Alliance for Tax Justice.

Board of Trustees

GADN's trustees are:

- Lee Webster (Co-chair)
- Antonella Mancini (Co-chair)
- Disha Sughand (Co-Chair)
- Maria Varela-Garrido
 (Treasurer)

Daphne Jayasinghe

- Beverley Duckworth
- Bryony Timms
- Naana Otoo-Oyortey
- Saranel Benjamin
- Chiara Capraro (joined November 2019)
- This year, the Board of Trustees met on 24 April 2019, 10 July 2019, 10 October 2019, and 29 January 2020. An annual strategy day that included members of GADN's Advisory Group was also held on 29 January 2020.



GADN Board of Trustees. (L-R) Daphne Jayasinghe, Beverley Duckworth, Maria Varela-Garrido, Saranel Benjamin, Bryony Timms, Naana Otoo-Oyortey, Disha Sughand, Lee Webster

Advisory Group

The Advisory Group works with the Secretariat to implement GADN's annual workplan and lead on issues not covered by our working groups. Members of the Advisory Group devote substantial amounts of time to the network and play a vital role in GADN's work.

In 2019-2020, the Advisory Group consisted of:

- Fenella Porter (Oxfam GB)
- Roosje Saalbrink (Womankind Worldwide)
- Lila Caballero (ActionAid UK)
- Ines Smyth (Consultant)

Secretariat

GADN's Secretariat staff members are:

- Jessica Woodroffe, Director
- Sophie Efange, Policy Manager
- Samantha Streibl, Coordinator

We are also grateful to Natasha Piette Basheer, our previous Coordinator, who left in mid-2019, and to our outstanding volunteers in 2019-2020: Laura Aznar Herranz, Olivia Jenkins, Holly Wise and Ryanna Ekanem.

Working Group Chairs

GADN's working groups are member-led, and thus the chairs of our working groups perform an essential function in coordinating and leading work on each group's respective theme. They make all of the collaborative learning and strategic planning of their working groups possible. Current chairs (as of June 2020) are:

Gender and Disability	Diana Hiscock (HelpAge International)
	Rachel Aston (CBM UK)
	 Sherin Alsheikh Ahmed (Islamic Relief Worldwide)
Gender and Environment	Catriona McLean (Green Economy Coalition)
	Lauren Smith (Individual member)
	Helen Anthem (Individual member)
Girls' Education	Emily Echessa (Save the Children UK)
	Purna Shreshta (VSO)
Humanitarian	Anna Parke (ActionAid UK)
	Natasha Lewis (Care International)
Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)	Joan Summers (Marie Stopes)
	Ruby Moshenska (ActionAid International)
	Xara Church (Oxfam)
	Samantha Fox (ActionAid UK)
Programmes	Piyumi Samaraweera (Womankind Worldwide)
	Laura Martineau-Searle (SDDirect)
Violence Against Women	Amy Harrison (ActionAid UK)
and Girls (VAWG)	Najah Almugahed (Islamic Relief Worldwide)
Women's Economic Justice	Katie Gallogly-Swan (Oxfam)
	Kate Horstead (Age International)
	Ella Hopkins (Bretton Woods Project)

 Shannon O'Connell (Westminster Foundation for Democracy)

Women's Participation and Leadership

• Carol Wrenn (Trocaire)

We are also grateful to chairs who stood down in 2019-2020: Martin Canter (Plan International), Fenella Porter (Oxfam GB), Valentine Le Cluse (Integrity Action), Ida Jarsve (Women for Women International), Maria Vlahakis (Womankind), Rachel Noble (ActionAid), Tom Palmer (Islamic Relief Worldwide) and Tam O-Neil (Care International).

Forums

GADN Forums are open to individual members and member organisation staff, who participate in a personal capacity. Members can join the Forums by emailing <u>comms@gadnetwork.org</u>

Feminist Forum provides a space for GADN members to take off their organisational hats and speak frankly about challenging issues related to our work and feminism. As individuals, not representatives of organisations, members debate issues and challenges that can be difficult to discuss in other more formal spaces.

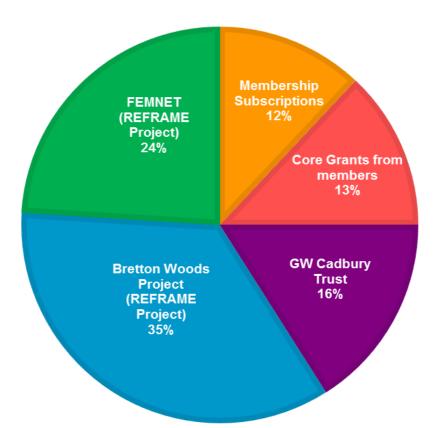
Women of Colour Forum is a new initiative that GADN is pleased to support as part of its commitment to a more critical understanding of race, post-coloniality and intersectionality within international development discourse and practice. Recognising that women of colour need their own spaces to gather, free from the marginalisation and discrimination so often found in places of work and across British society more broadly, this forum is for women of colour only.



GADN members at a member's meeting on preventing sexual exploitation, abuse and harassment

2019-2020 funding

Without the vital funds provided through membership fees, GADN would not be able to continue the work that we do, and we are delighted that our membership continues to grow. This year, we received core funding from ActionAid UK, Christian Aid, Oxfam GB, WaterAid and Plan International UK, while a number of working group members have co-funded their groups' activities. Funding was also provided by the GW Cadbury Trust and from both the Bretton Woods Project and FEMNET (as sub-grants from grants from the William & Flora Hewlett Foundation). We are grateful to all our member organisations and donors for their contributions to our work. We would also like to acknowledge the contribution that the staff of our member organisations make to the success of GADN.



Membership subscriptions	£21,635	12%
Total core grants from members	£23,000	13%
GW Cadbury Trust	£30,000	16%
Bretton Woods Project (REFRAME Project)	£65,158	35%
FEMNET (REFRAME Project)	£45,085	24%

For more information on GADN's funding and finances, please our 2019-2020 financial report, available on <u>our website</u>

Annex: GADN member organisations 2019-2020

28 Too Many ActionAid **ADD** International African Initiatives Age International Amnesty International **British Council British Red Cross** CAFOD **CARE** International **CBM UK** Cherie Blair Foundation for Women ChildHope Christian Aid CIDT (University of Wolverhampton) Concern Worldwide **Development Planning Unit** Efforts Integrated Development Foundation FORWARD Friends of the Earth Girl Effect Health Poverty Action HelpAge International Integrity Action International Institute for Environment and Development (IIED) International AIDS/HIV Alliance International Planned Parenthood Federation International Rescue Committee Islamic Relief Worldwide Link Community Development International Marie Stopes International **Microloan Foundation** Mothers' Union Worldwide NFWI One to One Children's Fund **Orchid Project Overseas Development Institute**

Oxfam PADEAP PHOEBE Plan **Practical Action** Raleigh International **Restless Development** Royal College of Obstetricians and Gynaecologists Saferworld Save the Children SCIAF Self Help Africa Send a Cow Sense International Sexual and Reproductive Health Matters Sightsavers Social Development Direct Tax Justice Network Tearfund Theatre for a Change The Kaleidoscope Trust Traidcraft Exchange Trocaire **Tropical Health and Education Trust** (THET) **UN Women UK** United Nations Association UK Voluntary Service Overseas (VSO) WaterAid Westminster Foundation for Democracy (WFD) **WILPF** Womankind Worldwide Women's Environmental Network (WEN) Women for Women International Wonder Foundation World Vision Y Care International