

MULTI-ANNUAL STRATEGY 2021-2025



Colophon

This multi-annual strategy has been produced in consultation with WECF's network partners that are represented in the International Advisory Board. Two strategic sessions took place with in-depth discussions on external opportunities and threats as well as priorities for the years to come. This multi-annual strategy was adopted by WECF's Board of Trustees on 2nd November 2020.

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Design/layout and illustrations: AukemaOntwerp

Cover photo: Hanna Gunnarsson / WECF International

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Acronyms

BPfA	Beijing Declaration and Platform for Action
BRS	Basel, Rotterdam and Stockholm Conventions
CBD	Convention on Biological Diversity
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
COP	Conference of Parties
COVID-19	Coronavirus disease 2019
CSOs	Civil Society Organisations
CSW	Commission on the Status of Women
ODA	Official Development Assistance
UN	United Nations
UNEA	United Nations Environment Assembly
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change

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OUR STORY

We are a nonprofit network dedicated to a gender-just and healthy planet for all. We believe that a sustainable future and environment needs holistic solutions reflecting the lives of people on the ground. We believe in feminist solutions based on our partners' visions and needs. That is why we work on transformative gender equality and women's human rights in interconnection with climate justice, sustainable energy & chemicals, less toxic waste, safe water & sanitation for all.

We were officially registered as a foundation in 1994 in the Netherlands as Women in Europe for a Common Future. During the "Earth Summit" in Rio de Janeiro, Brazil 1992 women from the European region came together to create the network WECF because they recognized the catalysing role women play in sustainable development as defined in the United Nation's report "Our Common Future."

Our philosophy has always been to ensure that the voices of women and marginalized groups are heard at the policy table and to combine this with local actions in which they realize their priorities. This dual action-advocacy approach proved to be very successful and has become one of the strongest distinguishing aspects of our network.

Today we work with over 150 partner organisations in our network covering 50 countries. Since 2016, to reflect our global scope, we are called Women Engage for a Common Future.



Photo: Our team at the Climate COP 22 with strategic partners from Nigeria, Ghana, Kenya and Togo

OUR WORLD TODAY

As an ecofeminist network we are outraged by the growing inequalities, rise of authoritarian governments and the roll-back of women's rights in many countries around the world. At the same time, we are alarmed about the environmental degradation, loss of biodiversity and climate change. We witness that most often it is women¹, in all their diversities, who are in the frontline fighting against these issues, while at the same time they disproportionately face the negative consequences in their daily lives.

On top of these crises we face the consequences of the COVID-19 pandemic causing an increase of gender-based violence, human rights violations, income deprivation and exposing more women worldwide to health and economic risks. Meanwhile the pandemic has shown the resilience and power of women, who have been on the frontline of fighting the pandemic in essential occupations. We also learnt that we are able to organize and advocate for change despite the challenges, creating new ways to engage with each other and with policy makers.



Photo: Action with partners in front of the United Nations, calling for world leaders to stand up for climate action and women's rights

¹ We have an inclusive understanding of the term “women”, not solely referring to biological sex, but broader, referring to gender identity. Also we stress the importance of an intersectional approach, recognizing that the interplay of aspects of different social identities create different modes of discrimination and privilege. Therefore we speak of women, in all their diversity.

Change is possible

More than 25 years ago the women's movements put the gender dimension of sustainable development on the agenda, as it was included in both the Rio Declaration (1992) as well as in the Beijing Declaration and Platform for Action (1995). More recently, the importance of gender equality and leaving no-one behind was recognized in the Agenda 2030, the UNFCCC Gender Action Plan as well as the decision taken at the COP14 of the CBD to develop a gender-responsive post-2020 global biodiversity framework.



The women's movement shows that the voices of women can be heard at the policy and decision-making tables. It also shows that being heard is not enough since we are still not living in a gender-just and sustainable world. Many of the challenges identified in 1992/1995 remain relevant today. Structural barriers in society prevent that women in all their diversities

have voice, choice, control and power over their bodies, minds, resources and decisions. Conservative trends make that women are increasingly faced with pressure on sexual and reproductive health and rights. Women's political and democratic participation continues to be hindered by discriminatory institutional, cultural, and social norms.

Our feminist agency

When women are excluded from decision-making, necessary changes of laws, policies and practices cannot be achieved. Strong feminist civil society organisations have been key in advocating for women's and human rights laws, feminist economic and environmental policies and robust mechanisms to hold governments accountable. However, in 2019 less than 1% of gender equality focused ODA funding reached feminist and women's organisations.²

The roll-back on women's rights and shrinking civic spaces comes at a time when we need to listen to the agency of women and civil society most. We need to ensure that policies and programmes address not only the symptoms of women's oppression and environmental degradation, but also underlying causes such as patriarchy, white supremacy and extractivist economic systems.

² <https://www.awid.org/news-and-analysis/only-1-gender-equality-funding-going-womens-organisations-why>

Opportunities for movement building

Despite the challenging environment we see a lot of opportunities to further build and strengthen the ecofeminist movement. We see more and more women and girls standing up in climate marches and taking the lead in energy cooperatives, we see the growth of an intersectional and international social movement that stands in solidarity with human rights and environmental rights defenders, and we see young generations making the choice for a fossil free future. We also see some political parties taking the lead in promoting feminist and green policies and we see ample opportunities to hold governments accountable to promises made under the Agenda 2030 and Paris Agreement.

Progress is needed

Despite international agreements and commitments made by governments, not enough progress is made. Too many countries are not on track to reduce their greenhouse gas emissions and pollution and fail to put a halt to deforestation, biodiversity loss and investments in fossil fuels. Too many people, especially in the global South, face loss of livelihoods as a result.

Also we see that environmental and climate policies have mostly been entirely gender-blind. It is at the international level in particular that efforts have been made the last years

to address full participation of women in decision-making, to set targets for gender equality and to ensure gender-responsive planning and budgeting. But these international commitments are not sufficiently implemented at the domestic and local levels, where change is needed the most.



Photo: WECF supports women-lead cooperatives, such as this argan oil coop in Morocco, [see their story here](#)

In countries and communities the need for changing underlying gender-discriminatory values, roles and behaviours is often addressed with reluctance or even opposition. Much more needs to be done at regional, national and local levels to create a world in which gender equality has been achieved and all live in a healthy and sustainable world.

OUR ECOFEMINIST APPROACH

By destroying forests, polluting water bodies, groundwater and soils and polluting the air, we are seriously endangering the livelihoods of humans and ecosystems. There is therefore no question that we need resource-efficient, clean solutions for a future that is suitable for future generations. But is that enough?

Today's climate justice movement plays a central role in the fight against the climate crisis. This movement is not just talking about the environment and nature, but is also about going to the heart of the problem, addressing the root causes: exploitation and oppression based on purely market-oriented, capitalist logics, which are entangled with patriarchal structures. The solution: acknowledging intersections between different root causes and the fact that these intersections lead to different modes of discrimination and privilege.



The interplay of aspects of different social identities create different modes of discrimination and privilege, a concept that was originally coined by Kimberlé Crenshaw.

The exploitation of nature and the environment operates according to the same mechanisms as the exploitation of social minorities, socially disadvantaged or economically weak people, populations and regions. For the sake of our economic growth, we exploit natural resources at the expense of biodiversity and a healthy, self-regenerating environment. We also use the labour power of children, women and other marginalised groups in economically weak regions at the expense of their health, rights and livelihoods.

Building on the experiences of our partners in the global South and the energy of young feminists, we want to reclaim the word ecofeminism. Ecofeminism, means that we stop exploiting natural – including human – resources and strengthen the rights of all persons while preserving our environment in a sustainable way. We emphasize that ecofeminism

should not be understood in an essentialist manner, but as an emancipatory notion that encompasses an intersectional approach to both issues of environmental protection and gender equality.

Our vision

We envision a world in which gender equality has been achieved and all persons live in dignity while collectively sharing the responsibility for a healthy environment, just and sustainable development.

People are different, and as such have differentiated needs and access to opportunities. Tackling the structural barriers to equal opportunities and wellbeing set by society is essential to achieve the world we want.

The priorities of women are too often neglected, or considered less important, in politics, economics, and society. We promote women's leadership and mobilise people to take action to achieve our shared vision of a just and healthy planet for all.

Our mission

Our mission is to be a catalyst for change to bring the priorities and leadership of women, in all their diversities, into policies and actions that will shape a just and sustainable world; our "Common Future".

Our activities

- We facilitate strategic cooperation of people in civil society organisations, to jointly promote environmental sustainability and health, socially just development, gender equality and poverty eradication.
- We strengthen networks of national, international and regional women's and other civil society organizations working for a just and sustainable world. Our network activities and advocacy are based on the visions and needs of its members.
- We strengthen capacities and enable sharing of expertise to lead by example, feed the lessons learned and promote best practices into the development of better policies and practices.
- We have a bridge building function from local to global, from practice to policy, from local women's organisations to global policy makers, from Eastern to Southern civil society organisations, from women's expertise to science to policy and vice versa. Our network partners implement solutions locally and influence policy internationally.



OUR AMBITIONS 2021–2025

We are inspired and led by our partners to change mindsets and behaviours of those actors that shape tomorrow's world. Based on the assumption that the struggle for a healthy, just and sustainable world is not a single-issue struggle, we see that feminist action is needed in three key areas: sustainable development, climate solutions and toxic free environment. In these three areas we will have three types of intervention strategies: capacity strengthening & intersectional analysis, policy advocacy & inclusive decision-making and movement building & joined transformation.

We choose to phrase our actions as “feminist” to make clear everybody is able to join our actions, including also men. The following table shows how our three intervention strategies play out in the three key areas:

	Feminist Action for Sustainable Development	Feminist Action for Climate Solutions	Feminist Action for a Toxic Free Environment
Capacity Strengthening & Intersectional Analysis	Skill-shares on gender impact assessment tool, toolkit global advocacy for the Beijing+25 process and beyond, feminist organizing and planning virtual meetings, feminist analysis and gathering community evidence	Sharing best practices and skills on gender-just climate actions, on clean energy solutions, the cooperative model and inclusive forest governance	Workshops and awareness raising on toxic chemicals and waste, menstrual health management and safe water & sanitation
Policy Advocacy & Inclusive Decision-Making	Influencing policy processes and claiming political spaces from local to global, linked to BPA, CSW, CEDAW, Agenda 2030	Influencing policy processes and claiming political spaces from local to global, linked to UNFCCC and CBD	Influencing processes and claiming political spaces from local to global, linked to UNEP, BRS and UNEA
Movement Building and Joint Transformation	Cross-sector fertilization and networking, media outreach, joint campaigns, projects and support to local actions with a focus on promoting gender equality, women's rights and international solidarity	Cross-sector fertilization and networking, media outreach, joint campaigns, projects and support to local actions with a focus on climate justice, clean energy solutions and protection of forests.	Cross-sector fertilization and networking, media outreach, joint campaigns, projects and support to local actions with a focus on toxic chemicals, menstrual health, safe water & sanitation.

The work in these three key areas will lead to improved or new policies, laws, norms, and practices to strengthen gender equality and women's rights in 50 countries. This will be the result of the work of 150 women's and feminist movements that claimed and used political space to demand gender-justice.

In order to reach these impacts we aim for the following results in the coming 5 years:

- 150 partners in 50 countries meaningfully engaged in policy advocacy to promote gender equality, women's rights, sustainable development, (e.g. BPA, CSW, CEDAW, Agenda 2030) climate action (e.g. UNFCCC, CBD) and toxic free environment. (e.g. UNEP, BRS and UNEA).
- 150 partners in 50 countries strengthened their capacity to facilitate gender assessments, community participatory monitoring and analyses, to implement gender responsive projects, to engage in meaningful policy advocacy, to support female leadership and/or to increase awareness among citizens on gender-just solutions for a sustainable world.
- 500 million people in 50 countries are reached with social media campaigns, outreach activities and/or local actions aimed at increasing awareness and increased support for gender equality, women's rights, sustainable development, climate action and toxic free environment.



In the next paragraphs we elaborate on how we will do this in relation to the key themes of the coming 5 years: sustainable development, climate solutions and toxic free environment.

Feminist action for sustainable development

We work towards the full realisation of human rights, justice and the right to a healthy environment for all, regardless of gender, age, race, sexual identity, education, religion, ability or social economic status.

What we will do:

standing up for gender equality, women's rights and international solidarity.



Photo: Strategy meeting of the “Women’s Major Group” on Sustainable Development

Gender equality

In 2020 we celebrate Beijing+25 (BPfA) and the 5th anniversary of the Agenda 2030 for Sustainable Development. However, gender equality and sustainable development for all (‘leaving no one behind’) is unlikely to be realised in our generation. Many policies and plans are made without taking gender equality into account. That leads to unforeseen negative impacts. We make gender gaps in society visible. We provide training and training tools on how to ensure gender-dimensions of sustainable development

are taken into account. We have specific expertise and tools such as gender assessments and gender budgeting. We work with civil society, science, government and EU and United Nations partners to create institutional frameworks for gender equality, such as gender action plans. We influence policy processes from local to global, linked to the Beijing Platform for Action, CSW, CEDAW and Agenda 2030. And, as advocacy is now more and more taking place online – a development we expect to partly continue also after the COVID-19 pandemic – we build capacity on how to ensure we create online spaces that are inclusive and not exclusive.

Women’s rights

Despite the fact that almost all UN member states have ratified the global Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), discrimination against women, girls and gender non-conforming people is persistent. There have been great advances in anchoring women’s equal rights in laws across the world. But underlying barriers continue to exist, everywhere, and advances are increasingly under pressure from shrinking civil society spaces. According to the latest data from CIVICUS, 40% of the world population now lives in “repressed countries”. To tackle the challenges facing humanity, we need full participation and equal decision-making rights for all, regardless of gender. We document why women’s rights are a prerequisite for sustainable development. We support partners

Inspiration from our partners: #HerstoryOfChange

As a result of our joint advocacy with women’s and feminist networks from all over the world, governments have promoted and supported gender equality linked to economic, social and environmental issues within Agenda2030 and in regional follow-up mechanisms. See for example our Women2030 global shadow report ‘[Gender equality on the Ground: Feminists findings and recommendations for achieving Agenda2030](#)’

working to end discrimination and gender-based violence. We cooperate with women's rights and human rights organisations to advocate for rights-based policies and practices.

International solidarity

In many cases, women's human rights and environmental defenders are standing up to defend their homes, lands and forests from exploitation by commercial corporations or repression from governments. Especially indigenous peoples are at the forefront of this conflict. Indigenous peoples protect 80% of the world's biodiversity on their territories, but at the same time, extractive industries are vying for these lands to mine fossil fuels, uranium and forests. We promote feminist solidarity. Feminism is not only about more women in power, but in particular about standing up for our sisters who have least access to decision-making, and in changing the underlying root causes of exploitation. We work in partnership with other women and feminist organisations at national and global level. We co-facilitate the spaces for women and feminist in the United Nations policy processes through actively shaping the Women's Major Group. Together with almost one thousand partners from these global alliances, we present our policy priorities.

Feminist action for climate solutions

We mobilise for a gender-just implementation of the Paris Agreement. We want a sustainable future in which polluters and governments are held accountable and where human rights, health and the environment have priority over trade agreements and other economic interests.

What we will do:

standing up for climate justice, clean energy solutions and inclusive forest governance.

Inspiration from our partners:

#HerstoryOfChange

In Senegal our partner Enda Graf Sahel supports 4,800 women fishers in the Saloum Delta to rehabilitate the mangrove ecosystem degraded by intensive industrial fishing and climate change. They implement reforestation, shellfish reseeding and organic gardening. They achieved a 75% reduction in firewood consumption through the dissemination of 200 improved stoves

Climate justice

Climate change is already badly affecting people living in vulnerable regions. Those who are least responsible for the climate crises, are already paying with their lives and livelihoods for the climate change impact. We bring our grassroots partners to meet with policy makers to advocate for a rights-based transition, where women and indigenous peoples are included in the decision-making. Through our 'gender-just climate solutions' program we identify, promote and mentor best practice projects that are adapting to climate change, and reducing climate emissions. We do this in cooperation with the Women & Gender Constituency and the United Nations network on climate technology transfer and other partners. We work with climate

finance experts and governments to ensure women's priorities are equally reflected in global, national and local climate strategies.

Clean energy solutions

The energy sector has a low female participation, and research has shown that this is holding us back in our struggle against climate change. Households not connected to natural gas spend a large part of their income on firewood used for heating, cooking, and washing. Also, in Europe, living in energy poverty particularly affects single-women households. That is why we focus on creating gender-just sustainable energy services for low-income non-connected areas, at a low cost. We advocate for governmental subsidies to support the shift to clean and sustainable energy solutions. We see the EU Green Deal as an opportunity. We analyze and pilot locally constructed technical solutions such as decentralized solar, biogas and energy efficiency. We identify and promote best practices for women's leadership in sustainable energy.



Photo: Ugandan rural women organisation ARUWE building a bio-gas digester

Inclusive forest governance

Deforestation is the world's second largest source of CO2 emissions. Halting climate change is impossible without protecting the remaining forests. Women, in all their diversities, are disproportionately affected by deforestation. They face multiple forms of discrimination based on gender but also on class, age and ethnicity amongst others. Often land ownership, tenure and resource rights are allocated to men. Valuable traditional knowledge that women hold

about forest management and food production is often ignored. We strengthen participation of indigenous and rural women in forest conservation and governance and promote women's rights and gender-responsiveness in forest-related policies from local to global. We strengthen community organisations, women's groups and their initiatives and their autonomy so they can represent themselves and gain access to land and tenure rights. We gather evidence to show the link between gender (in) equality, drivers of deforestation and forest conservation.

Inspiration from our partners:

#HerstoryOfChange

Dialogues organized by our partner CFLEDD from the Democratic Republic of Congo (DRC) led to the adoption of two provincial edicts that guarantee land and forest rights for women. This transforms the country's patriarchal framework, while strengthening the role and decision-making power of women in DRC.



Feminist action for toxic free environment

We promote toxic-free and non-chemical alternatives based on the principles formulated at the Earth Summit in Rio 1992: the polluter pays, reversal of the burden of proof, the precautionary principle and principle 10 to ensure public participation, transparency and access to justice.

What we will do:

stop toxic chemicals and waste, standing up for menstrual health and safe and clean water

Stop toxic chemicals and waste

Plastics, pesticides and thousands of chemicals used in toys, food packaging, clothing and other day-to-day products are a danger for our health and that of the planet. Many chemicals found in plastics and pesticides disrupt our hormone systems and cause irreversible damage such as cancer and infertility. Waste dumping of industrial chemicals, pesticides, plastics and electronics are polluting food, air and water of millions of people and the environment. Women and men who live near waste dumps are often from low-income groups. We provide information and training how to identify and avoid harmful chemicals. We work in coalitions with other civil society organizations and with UN Environment. We identify the different gender-roles and health impacts on women. We advocate for legislation that obliges polluters to replace plastics, pesticides and other harmful chemicals with safe alternatives.

Inspiration from our partners:

#HerstoryOfChange

As a result of the work of our Gender and Chemicals project led by Women Environmental Programme (WEP), the Nigerian government developed new policies and a project on E-waste to stop toxic chemicals and waste.

Menstrual health

All around the world girls, women and gender non-conforming people suffer from the stigma of menstruation through discrimination and the inability to afford sanitary products. The taboo on menstruation not only affects people's opportunities to participate in society, but also has a huge impact on our health and our environment. An average standard sanitary towel contains 90 percent plastic. This plastic ends up in our bodies and in the waste dump, or in the sea, rivers, beaches as waste, polluting our beaches and oceans. We stand up for the right to menstrual health and campaign for breaking the taboo on menstruation and reproductive health. Together with partners we advocate for laws that prevent single use plastic laws and promote affordable and sustainable alternative sanitary products. We support our partners that work on banning taxes on sanitary products. We support partners with building menstrual health management proof toilets in schools.

Inspiration from our partners:

#HerstoryOfChange

In North Macedonia our partner Journalist for Human Rights conducted a gender-responsive assessment on access to water and sanitation and presented this in national consultations. This resulted in improvements of national planning of school toilets and menstrual health management, as well as the direct creation of additional public school toilets.

Safe water & sanitation

Having water inside your school, or in your home, is not a reality for millions of people. Often, existing water sources are not well protected. The water itself is then polluted with bacteria,



nitrites and pesticide residues. It is not only having access to water, but to safe water, that is a human right. Knowing how to protect your drinking water source is the first step. Our training program on Water and Sanitation Safety Planning is a step-by-step assessment in which national institutions, water providers, schoolteachers and pupils participate. We pilot ecological wastewater treatment solutions and build school toilets in areas where there is no sewage system. We share our experience with decision makers in policy processes such as the Protocol on Water and Health and the 2030 Agenda for Sustainable Development.

Photo: Safe sanitation and menstrual hygiene solutions developed for schools in rural areas of Central Asia, which are not connected to a sewage system

OUR PARTNERS MOBILISING WITH THE WORLD

As a network organisation, we believe in building on existing organisations and networks, to increase impact and to avoid duplication. Our network partners operate on the principles of solidarity, intersectionality, and gender equality. Together we work towards innovative solutions and sustainable alternatives. Together, we represent extensive expertise in various sectors, from technological to social. Our network provides a platform for knowledge sharing of our best practices and lessons learned. We use our experiences to formulate policy recommendations and advocacy actions. Our ethos is: from the local to the global and back, resulting in a global policy that is responsive and supportive of the local and vice-versa. With over 150 network partners in over 50 countries worldwide we work together to eliminate structural barriers to gender equality, human rights and sustainable development, through our strategies of joint advocacy, joint projects and joint outreach.



Joint advocacy

Together with our network partners we advocate for women's rights and protecting women and environmental rights defenders, for gender-responsive sustainable development policies, legal frameworks, decent and safe work, solidarity economy and fair tax and funding mechanisms. We facilitate the participation of partners in advocacy processes with capacity strengthening, travel support and accreditation to international policy meetings. We coordinate joint shadow reports and independent monitoring of policies and programs. With our partners in Africa, Asia, Eastern Europe and Latin America, we coordinate our joint advocacy within our global feminist movements such as the Women and Gender Constituency on climate and and the Women's Major Group on environment and sustainable development. This way, we advocate for policy frameworks for gender-justice at global level, that we then continue to bring into national and local policies with our network partners. and Gender Constituency on climate, and the Women's Major Group on environment and sustainable development.

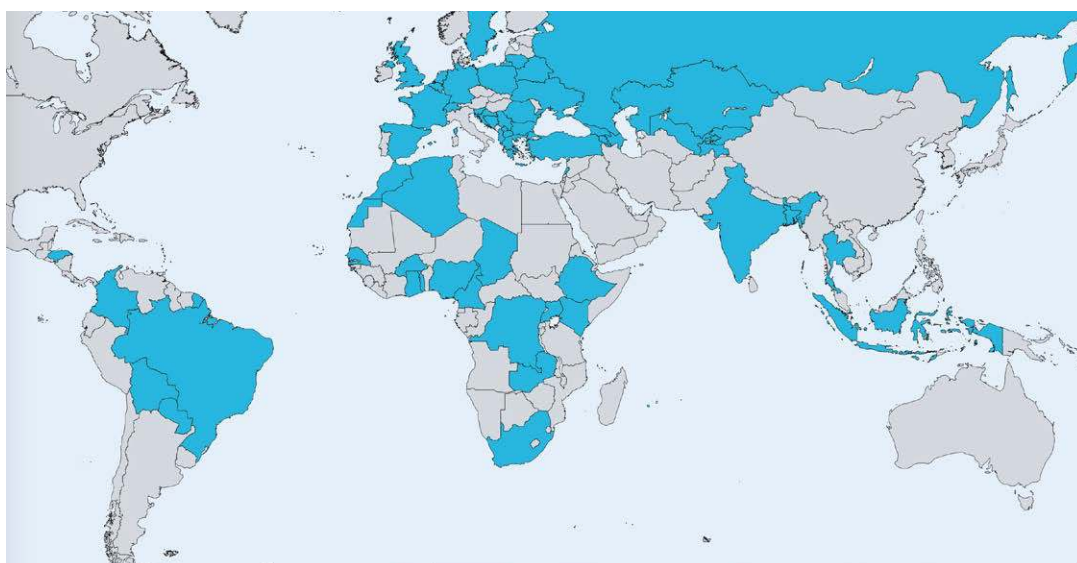
Joint projects

We respond to network members' requests for joint implementation projects that either aim at reducing inequalities and unsustainable practices, and/or that aim at showing good practices of women's leadership and environmental sustainability, such as our gender-just climate solutions program, the creation of sustainable energy cooperatives and the safe reuse of waste for energy and food services. With our partners in Africa, Asia, Eastern Europe and Latin America we work on joint projects to demonstrate female leadership in the transition to climate resilience, renewable energies, circular and non-toxic local economies. For example we work on joint projects with network partners in Albania, Algeria, Burkina Faso, Bolivia, Ethiopia, Georgia, Indonesia, Kyrgyzstan, Moldova, Morocco, Nigeria, North Macedonia, Togo, Tunisia, Senegal, Serbia, Uganda and Ukraine. We provide capacity strengthening and training sessions and tools for gender-responsive sustainable technologies and social business development. We facilitate cooperation with knowledge institutes and technical assistance networks such as universities and the Climate Technologies Center Network.

Joint outreach

We share information and experiences amongst our network partners on our list-serves and social media and via our newsletters. We coordinate joint campaigns for awareness raising in multiple languages around key policy and awareness raising events. We provide training tools and sessions on effective campaigning, outreach and (social) media. We coordinate with our network partners and through our global alliances such as the Women's Major Group, impactful outreach and social media campaigns such as #feministwantsystemchange. We will invest in digitalisation and virtual meetings, in response to the COVID-19 pandemic, and we expect that this trend towards more online policy meetings will continue in the coming years.

The overview of our network partners can be found here (<https://www.wecf.org/our-partners/>)



Countries with WECF network partners and allies

Our global role

“Raising our voices together with women’s rights and gender equality groups worldwide. Demanding real solutions based on the needs of the people”

We are strongest when we act as a movement. Our networks are our force. This why we have opened up civil society spaces in policy processes, and we will continue to occupy and effectively use these ‘seats’ at the negotiation tables to advance ecofeminist demands in the period 2021-2025.

Women’s Major Group – Feminist leadership in global Sustainable Development

We have since the beginning helped to facilitate the space for feminist organisations in the UN sustainable development process, called the ‘Women’s Major Group’ on sustainable development

The Women’s Major Group is a self-organised network with between 500 and 1000 organisations from over 100 countries, which continuously provides input into the global policy processes on Sustainable Development. We gave substantial input into the monthly negotiations of the 2030 Agenda for Sustainable Development which were agreed in 2015. We support grassroots women leaders to participate in the policy process and speak in the United Nations halls. We help develop policy interventions and to organise meetings with government delegations. Through our Women2030 program, we support local women organizations in 50 countries to engage in the national implementation of the global commitments for Sustainable Development including the global goal on Gender Equality. We support the bi-annual elections of the facilitators of the Women’s Major Group.



Women and Gender Constituency – global Feminist Climate Action

Public participation of women and feminist organisations from civil society is ensured through the 'Women and Gender Constituency' at the UN. We are an active core member of the Women and Gender Constituency. We contribute to the climate negotiations and we ensure that the participation of grassroots women organisations from our networks in the policy meetings.

Climate change is already badly affecting women and men living in vulnerable regions. Those who are least responsible for the climate crises, are already paying with their lives and livelihoods for the climate change impact. We bring our grassroots partners to meet with policy makers to advocate for a rights-based transition, where women and indigenous peoples are included in the decision-making. Through our 'gender-just climate solutions' program we identify, promote and mentor best practice project that are adapting to climate change, and reducing climate emissions. We do this in cooperation with the Women & Gender Constituency and the United Nations network on climate technology transfer and other partners. We work with climate finance experts and governments to ensure women's priorities are equally reflected in national and local climate strategies. Through our Women2030 program we support local civil society organizations to engage in up to 50 countries in local climate actions and policy processes. We support the creation of local renewable energy service providers with women's leadership. We share policy recommendations and best practices through the Women and Gender Constituency networks. (<http://womengenderclimate.org>)



Photo: Winner of the Gender Just Climate Solutions Award from Indonesia with UN Deputy Secretary-General Amina Mohammed

Civil Society Advisory Group on Generation Equality (Beijing+25)

In 1995 we facilitated the participation of a delegation of women to attend the civil society forum of the fourth World Women's Conference in Beijing. With 17,000 delegates and 30,000 activists from across the globe this was one of the largest meetings to promote women's rights ever held. We organised events on the intersectional dimension between gender and the environment. We participated in demonstrations during the Huairou civil society forum with partners from, amongst others, Brazil, India, Kenya, Russia, Ukraine and Uzbekistan. The outcome, the Beijing Platform for Action, remains one of the strongest commitments to women's human rights within the scope of a sustainable and peaceful world. Now, 25 years later, we are appalled by the roll-back of women's rights in many countries in the world, and attacks against women's human rights and environmental defenders. To reverse and accelerate the Beijing progress for women's rights and gender equality, the 5-year "Generation Equality" campaign was launched in 2020. Through a process of self-organisation and independent selection, the Civil Society Advisory Group to the Generation has been created in which WECF is one of the 21 advisors to UNWomen and UN Member States. We will continue to work the coming years to facilitate and strengthen the participation of in particular young feminists in the Generation Equality process. <https://www.wecf.org/beijing25-world-conference-on-women/>



CROSS-SECTOR ALLIANCES

WECF believes in the strength of networks and cooperation with allies from other sectors. In the period 2021–2025 we will be active in the following networks and strategic alliances.

We have joined alliances to coordinate policy advocacy, to jointly strengthen action for gender-just, non-toxic, sustainable development.

Alliances globally

- **WOMEN2030:** a coalition led by us with three of our global partners in Asia (APWLD), Africa (WEP), Latin America and globally (GFC). Building on local experiences from 50 countries, we are putting gender at the heart of Agenda 2030.
- **Feminist Response to COVID-19:** An informal collective in which we are active and which creates a safe space for solidarity and information sharing hosted by our partner WEDO
- **Feminist Power:** a consortium led by GenderLinks Southern Africa in which we partner with FEMNET and WEP in Africa and APWLD in Asia to strengthen feminist movements to reclaim power and advance women's rights and equality, from local to global and back.
- **Break Free from Plastic (BFFP),** the global movement envisioning a future free from plastic pollution
- **CAN International,** a worldwide network of over 1300 organisations in more than 130 countries, advocating for ambitious climate change action
- **Climate Chance,** a global alliance for strengthening climate action and helping the achievement of the objectives of the Paris Agreement
- **Green Livelihoods Alliance,** lead by Friends of the Earth with partners from 12 countries working for inclusive and sustainable forest governance, where we host the gender-hub
- **International Pollution Elimination Network (IPEN),** a global network working for a non-toxic world, where we are active in the gender group



- **Pesticide Action Network (PAN)**, a network of over 600 participating nongovernmental organizations in 90 countries for ecologically sound and socially just agriculture
- **Major Group and Stakeholder** Coordination mechanism at the United Nations in which we co-facilitate the Women's Major Groups

Alliances regionally

- **UNECE** Regional Civil Society Engagement Mechanism aimed to enable stronger cross constituency coordination in regional intergovernmental processes, where we host the secretariat.
- **CONCORD**: the European Confederation of Relief and Development NGOs, where we are a member of the Gender Reference Group
- **Climate Action**: a diverse consortium of 20 organisations under the umbrellas of Oxfam and the Climate Action Network Europe (CAN Europe) that works on raising public awareness of development issues and promoting development education among European Citizens
- **European Environmental Bureau (EEB)** a network with 160 civil society organisations from more than 35 European countries advocating for sustainable development
- **Health and Environment Alliance (HEAL)** advocating for environmental health in the EU
- **SDG Watch Europe**: a cross-sectoral CSO alliance of NGOs from development, environment, social, human rights and other sectors advocating for the implementation of the 2030 Agenda for Sustainable Development.

Alliances in Germany, France and the Netherlands,

- **Building Change**: a coalition of Dutch CSOs promoting policy coherence for development and realization of the Sustainable Development Goals, which we co-lead
- **Coalition Eau**: a French coalition working on access to water and sanitation
- **Gender Working Group of Coordination Sud**, a collective of 170 French Solidarity NGOs, actively promoting gender equality
- **Feminist Generations Collective** where WECF France is a member preparing for the Generation Equality Forum taking place in Paris in 2021
- **OneWorld**: a Dutch mediaplatform for a fair and sustainable world
- **PARTOS**: a platform of 100 Dutch development NGOs that share resources and do advocacy together
- **Plastic Alliance Exit-Plastik.de and Plastic Health Coalition**, coalitions advocating to address the negative impacts of plastics including on women's health
- **SDG Nederland**: Brings together individuals and organisations, is a catalyst for joint action and creates synergies around the Sustainable Development Goals in the Netherlands.
- **WO=MEN** gender platform based in the Netherlands, coordinating policy advocacy on gender equality and in New partnerships that fit into our strategic approach can be formed in addition.

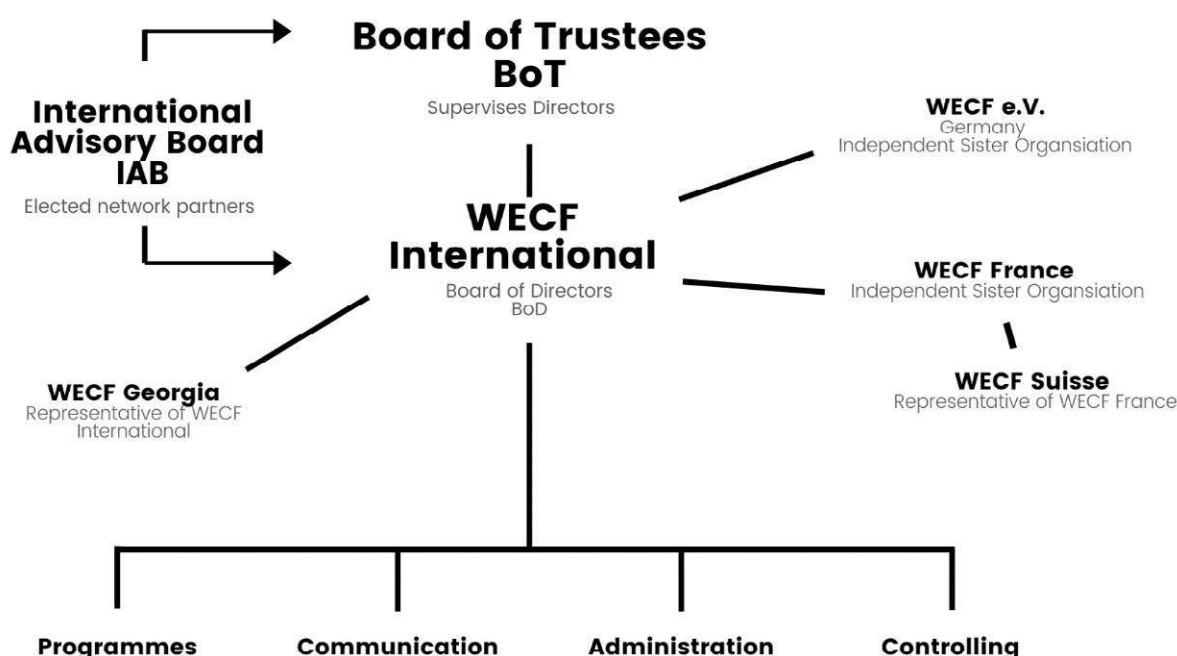
New partnerships that fit into our strategic approach can be formed in addition.



Photo: Uganda, demonstrating the household bio-gas digester that produces cooking-gas as well as fertilizer

OUR PARTICIPATORY GOVERNANCE

We have a dual governance system. The formal supervision of the directors and their team is done by our Board of Trustees (BoT). Their role is to approve our annual plans, budgets and reports, and supervise our directors' work. Our network partners also have their say in our governance, through our International Advisory Board (IAB). Their role is to give strategic advice to our BoT and directors. The IAB is also crucial for the development of common funding, advocacy and campaigning strategies. The IAB is elected by our partners, thus ensuring that our network's thematic and geographic diversity is represented throughout our work.



WECF's participatory governance model

International Advisory Board

The IAB meets at least once a year. The following IAB members were elected end of 2018 for a four-year term. The next IAB elections will take place in 2022.

- Betty Namagala, Africa, Uganda, Caritas Kasananensis
- Katim Alaoui, Africa, Morocco, individual member
- Priscilla Achakpa, Africa, Nigeria, Women Environmental Programme
- Andriy Martynyuk, Europe, Ukraine, NGO Ecoclub



- Madeleine Fogde, Europe, Sweden, individual member
- Natasha Dokovska, Europe, North Macedonia, Journalists for Human Rights
- Armenuhi Sargsyan, Asia and Caucasus, Armenia AYRUDZY NGO
- Nana Pantsulaia, Asia and Caucasus, Georgia, Women's Fund Georgia
- Yuyun Ismawati Drwiega, Asia and Caucasus, Indonesia, BaliFokus Foundation
- Laura Martin Murillo, global, Spain, individual member

Board of Trustees

The international Board of Trustees (BOT) oversees policies, plans and work of WECF in general and the Board of Directors specifically, and meets at least twice per year. As per 31 December 2020 the BOT consisted of the following members:

- Corinne Lepage, President
- Dominique Ounadjela, Member
- Hannah Birkenkötter, Member
- Irene Dankelman, Member
- Jolein Baidenmann, Member and Integrity Advisor
- Maria Buitenkamp, Treasurer
- Miriam Müller, Member

In 2021 two members of the BOT will resign, in 2023 three members of the BOT will resign (of which one member can be re-appointed), and in 2024 one member will resign (and can be re-elected); vacancies will be announced accordingly. Active steps are taken to further strengthen diversity of the BoT.

Board of Directors

WECF International is headed by a Board of Directors (BOD) consisting of the Executive Director and the Director of the Dutch office. Since we are a network organization, our programmes are implemented in close cooperation with our sister offices in Germany and France. The coming period the focus will be on further strengthening synergies between our offices in the field of fundraising, international policy advocacy and project implementation. Strengthening and bundling the expertise on our key working themes between the offices is part of that. For this we need to further formalise and streamline the cooperation between the offices.

As per 31 December 2020 the BOD consisted of the following members:

- Sascha Gabizon (International Executive Director)
- Kirsten Meijer (Director WECF Netherlands)

And the following observers:

- Annemarie Mohr (Director WECF Germany)
- Natalia Dejean (Director WECF France)



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Photo: Partners joining in our demonstration for gender-just climate policies

OUR PEOPLE

As an ecofeminist organisation working on gender equality we believe in the power of women in all their diversities as agents of change. We continue to lead by example by striving for inclusive staffing, Board of Trustees and Board of Directors. We are proud of our international team and strengthen cooperation between staff in our different offices. We believe in an equitable, healthy and stimulating work environment, which is reflected in the human resource policy of the organization. Our human resource policy is guided by four main goals: empowerment, equality, integrity and diversity.

Empowerment

We stand for a just and climate-fair society in which everyone can participate and contribute. We also translate that vision into our personnel and internal training policy: we want to give our employees the space to develop their talents. In this way they can contribute even better to achieving their own and WECF's objectives. In the period 2021 -2025 we will continue to invest in strengthening capacities of staff based on the needs and demands that are identified in personal development reviews. We especially want to strengthen capacity in the field of planning, monitoring & evaluation.



Equality

We promote flat hierarchies, openness, and democratic decision-making. We have a fair wage policy related to functions, experience as well as financial prospects of the organisation. As a feminist organisation we attach great importance to facilitating a good work-life balance. We enable staff to take care of themselves, their relatives or whoever by offering flexible working hours. In the period 2021 – 2025 we aim to increase the salaries of the lowest paid staff members as well as the fees for interns to a level that corresponds better to average salaries and fees for small and medium sized CSOs.

Integrity

We expect our staff to be honest and maintain integrity in fulfilling their responsibilities and comply in full with all applicable laws and regulations, as well as our Code of Conduct, our Anti-Corruption and Anti-Fraud policy, as well as our Policy to Prevent and Address Sexual Harassment and Abuse. In the period 2021 – 2025 we will invest in facilitating dialogues, we will put integrity on the agenda of our annual strategic meetings, and we will identify further training needs. We will assess and if necessary, adapt the integrity policies and notification procedures that were renewed in 2020.



Diversity

We believe in the power of inclusion and equal participation no matter race, gender, age, social class, disability, beliefs or sexual orientation. We want to practice what we preach. Gender is a cross-cutting theme in our organization, and we acknowledge intersectionality. We ensure that throughout our work, gender equality is enhanced and active participation of women in all their diversities is ensured. In the period 2021 – 2025 we will live up to our ambition by setting out to build a diversity strategy.

Photo: Women lead coffee cooperatives that we work with in Ethiopia turn to green decentralised energy solutions

OUR FINANCES

The overall budget of WECF International over the past five years fluctuated between 1,5 and 2 million euro a year. On top of that, the other offices in France and Germany also mobilise about 1 million euro a year together.

The coming five years we expect a slight increase of our budget as a result of two new long-term partnerships funded by the Dutch Ministry of Foreign Affairs. In addition, we will continue with our European Commission funded DEAR programme. At the same time, we will finish our multi-annual Women2030 programme, financed under the Framework Partnership Agreement with the European Commission.

Our fundraising strategy consists of the following elements:

- Finding multi-annual funding for continuation of our work with the Women2030 alliance, especially for partners in those countries that are not eligible under the new Dutch programmes, concentrated in the region where WECF historically has a lot of partners: Eastern Europe, Caucasus, Central Asia, Western-Balkans. Our focus is on institutional fundraising, especially from the European Commission (EuropeAid), and governments.
- Finding support for mid-sized projects and assignments on demand of partners or pro-actively when the purpose of the fund fit the work of our network partners very well. Our focus is on UN agencies and private and public sector funds in the Netherlands, Germany and France.
- Expanding our own scope and capacity to contribute to information gathering, knowledge sharing and awareness raising on the need for feminist action for sustainable development, future proof climate and toxic free environment in Europe by actively seeking for funds that enable this. Our focus is on European Commission (Horizon2020 and EuropeAid/DEAR), but also smaller funds of municipalities.
- Strengthening our support base and looking at other income generation activities such as private donations, crowdfunding. We will plan at least one action a year targeted at our support base and broader audience, connected to urgencies we encounter and highlighting the power of ecofeminism.

All members of staff have a fundraising task to ensure sustainability of our work.

INVITATION TO JOIN

We believe change can only happen when movements are inclusive and transformational. Together we stand much stronger than on our own. Our network is very diverse, with individuals and organisations that are active on the local, national and global level. In our diversity we share one belief, namely that the world can and should become a better place by feminist action and increasing gender equality.

Organisations working in-line with our vision and mission are welcome to join our network, and can send their request to join through our website anytime. Individuals can join our network by subscribing to our newsletter, by supporting our network members or through engaging with us on social media.

Please find all information and contacts on our website:

<https://www.wecf.org/become-a-partner/>



