



Women Engage for a Common Future

**Annual Accounts**  
**2019**

## **WECF ANNUAL REPORT 2019**

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# REPORT OF DIRECTORS AND BOARD OF TRUSTEES

## 1. Legal information about WECF

Official name: Women Engage for a Common Future (WECF)  
Legal form: foundation (stichting)  
Seat: Korte Elizabethstraat 6, 3511 JG Utrecht, the Netherlands  
Number at Chamber of Commerce Utrecht: 41186799

## 2. Vision, mission and goals

We envision a world in which gender equality has been achieved and all live in dignity while collectively sharing the responsibility for a healthy, just and sustainable environment. People are different, and as such have differentiated needs and access to opportunities.

Tackling the structural barriers set by society, that determine this access, is essential to achieve the world we want. So far the priorities of women are too often neglected, or considered less important, in politics, economics, and society.

The WECF network promotes women's leadership and mobilizes people to take action to achieve our shared vision of a just and healthy planet for all. Our mission is to be a catalyst for change to bring the priorities and leadership of women, in all their diversity, into policies and actions that will shape a just and sustainable world; our Common Future.

Based on our vision and mission, and in light of the key development of our times, the WECF network has defined strategic goals for the period 2015-2020.

The WECF network's *raison d'être* is to address both the barriers in policies and practices to the fulfilment of women's rights, as well as to build the capacity of women and men to implement sustainable solutions which reduce inequalities whilst generating decent jobs and livelihoods without eroding the natural resource base and the climate.

- We facilitate strategic cooperation of women and men in civil society organizations, 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. WECF's network activities are based on its members own visions and needs.
- We build capacity and enable sharing of expertise to lead by example and feed the lessons learned and 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 visa versa. WECF network partners implement solutions locally and influence policy internationally.

### **3. Results and activities in 2019**

#### **3.1 Activities in The Netherlands**

In 2019 WECF entered the third year of the multi-annual program “Make Europe Sustainable for All” (MESA) which is organized through the European Environmental Bureau and with WECF International as an applicant to the European Commission’s DEAR funding program (Development Education and Awareness Raising). Through our work we contributed to reaching the main objective of the programme, which is to promote an ambitious implementation of Agenda 2030 by and in the EU, substantially increasing the awareness of EU citizens and policymakers of their roles and responsibilities in working for a sustainable future.

Together with 28 civil society organisations we organize campaigns, build the capacity of civil society, and organize dialogue meetings with policy makers. All our offices in France, Germany and the Netherlands participate, and together we contribute to monitoring of the SDG’s on the EU level (SDG Watch) as well as on the national level. Since WECF International is based in the Netherlands our MESA-activities mainly took place in The Netherlands.

##### **3.1.1. Pesticides and Biodiversity**

We increased awareness on the harmful effects of the use of pesticides on biodiversity. We published a research that was presented and discussed with support of the Province of Gelderland. The findings caused a lot of debate and media attention. We found out that high concentrations of pesticides in manure and soil on livestock farms may be an important cause of the dramatic decline of many meadow bird species, and the insects they eat. Even on organic farms, the measured concentrations are higher than expected.

##### **3.1.2 Building Change for Sustainable Development**

We continued to be an active partner in the Dutch SDG coalition “Building Change”. More than 25 Members of Parliament adopted SDG’s and we continued to lobby for policy coherence for development. In 2019 the focus was on the SDG-test that was introduced in the Dutch policymaking process, and we facilitated a capacity building workshop on this test for civil society organisations in The Netherlands, where a toolkit was presented. As an active member of the Global Goals Accelerator we co-organised a session at SDG Action Day on Spotlight NL, where our SDG 10 report for the Netherlands was highlighted.

##### **3.1.3 Gender and Sustainable Development**

We highlighted the importance of gender equality and feminism for reaching all other SDG’s, with a particular focus on climate action in light of the Dutch Climate process. We gave several presentations on the gender dimension of climate and the energy transition (Wo=Men, Sociale Alliantie) and organized a workshop at the Afrikadag (1.500 visitors) on #HerstoryofChange: The importance of the international women’s movement. An important part of our lobby focused on the Ministry of Foreign Affairs, aimed at increasing accessibility of funds for gender equality and feminist organisations and networks to work on SDGs, in light of the formulation of criteria for the new round of subsidies for civil society in 2020.

### **3.1.4 Power of cooperatives**

Since our office is in Utrecht we explored possibilities to become more active on the local level. With support of Utrecht municipality we conducted a study on the power of energy cooperatives. The findings were presented at a public meeting with a lively discussion with local politicians, academia, representatives of energy cooperatives and students. The findings were also used for the training of energy ambassadors conducted by WECF Georgia, in Georgia. Subjects that were discussed included the role that the municipality plays in supporting energy cooperatives and the energy transition, and why it is important that energy cooperatives strive for equal gender relationships within their boards.

### **3.1.5 Supporting grassroots initiatives**

Through the MESA-project we were able to support three organisations active at grassroots level. In 2019 we supported Stichting Ondersteboven which enabled them to organise an activity at Women Pride Day, bringing together different generations of lesbian and bisexual women. Also we supported a social gardening project of Stichting Present, and Stichting Young and Fair, which is a youth initiative raising awareness on sustainable consumption. With our support they organised a Fair Fashion Festival.

## **3.2 International activities**

### **3.2.1 Women2030**

The Women2030 is a programme run by a coalition of 4 women's rights and gender equality organisations. Our goal is to build capacity of women's and gender civil society organisations (CSOs) engaging them in the policy processes of Agenda 2030 (Sustainable Development Goals,SDGs) and the Paris Agreement (on climate action). We work together with local partners to achieve these goals, by facilitating participation in policy development and monitoring, mobilizing citizens' support, and sharing of best practices.

The Women2030 program, part of the 4,5 year Framework Partnership Agreement with the European Commission (Europaid) gathered speed, and additional financial support for the program was brought in via other donors such as the German GIZ, German ministries and private foundations as well as via network partners. As part of this Framework Agreement, WECF as a lead together with 3 regional partner organisations based in Africa, Asia, Europe and Latin America are working together to engage women and feminist organisations in sustainable development activities in up to 50 countries.

In 2019 our local partners carried out local monitoring and assessments and formulated policy recommendations which they presented to their governments during the meetings of the United Nations on Sustainable Development.

### **3.2.2 Gender-Just Climate Solutions**

The transition of low-carbon economies has to be inclusive of all of society. Through our annual award at the global climate negotiations, we identify the most outstanding grassroots climate actions that have women leadership and promote gender-equality. Jointly with civil society and UN climate technology networks, we provided mentoring and support to bring these good practices to scale. We documented, monitored and published our gender and climate analysis. We worked in coalitions as part of the Women and Climate Constituency and jointly advocated for social-inclusive and gender-just climate policies.

In 2019 the award ceremony took place at the COP25 in Madrid. We started in July with an overarching campaign, and also to raise applications. We apply 3 categories for winning projects: technical climate solutions, non-technical climate solutions and gender-transformational climate solutions. This year put the winners from Cameroon, Guinea and Colombia in the spotlight at COP25, and also launched a continuous mentoring and skill-sharing of all the group of winners. Winners from India and Cameroon were invited to speak at the Climate Summit at the UN, and featured in an article in Vogue Magazin.

### **3.2.3 International advocacy**

Part of the Women2030 activities is to facilitate and be part of international advocacy, by giving women a voice in policy dialogues at regional, EU and UN-level. Throughout the year 2019, we participated and facilitated participation of our partners in various international and regional policy meetings, linking up to United Nations processes on safe chemicals and waste (BRS), sustainable development (HLPF), environment and health (UNEP and UNEA) and climate change (UNFCCC), including as well the CSW in New York. Also we actively participated in the European Policy Forum and European Development Days.

One of the highlights of 2019 was our policy advocacy activities at the Climate Summit in Madrid, where we pushed for a follow up of the UNFCCC Gender Action Plan, together and as part of the Women and Gender Constituency. Thanks to impressive interventions of our partners and coordinated lobby, the GAP was one of the few concrete outcomes of this COP, despite the conservative backlash from some countries. In addition, we co-organised 5 side events highlighting women's priorities and climate actions.

WECF has a facilitating role for the global women's networks engaged in policy work, including the Women's Major Group and the Women and Gender Constituency. WECF partner organisations carried out the same activities at local and regional level, for example facilitation of grassroots women organisations in the regional meeting on Agenda2030 for the African and Asia-Pacific region.

WECF actively engaged in the preparations of the "Beijing+25" anniversary year to focus on women's rights building on the Beijing Platform for Action that was adopted 25 years ago by all UN member states, and remains the most progressive gender action plans governments ever committed to. WECF organised an inclusive civil society engagement process resulting in a large forum with 400 organisations at the UN in Geneva in October 2019, including a side-event organised jointly with the Netherlands ministry of foreign affairs on women human rights defenders. WECF also was elected to the Civil Society Advisory Group that works on the 25th anniversary activities including the Generation Equality forums and their Action Coalitions.

### **3.2.4 Other thematic projects**

With support of the Women2030 programme and donor contributions from German foundations and institutions, such as the Bavarian state (Bayerische Staatskanzlei), we continued to support our rural women's partner ARUWE in Uganda, to create a network of women ambassadors that promote small biogas systems specifically for use by single-women low-income households as well as other renewable energy systems, and this program was extended to include Ethiopia.

Our cooperation with women's cooperatives in Morocco, Kyrgyzstan and Georgia continued as well. A film of our cooperation with Kyrgyz "Water User Unions" was made that will be launched soon.

WECF also continued its work on "Water and Sanitation Safety Plans" with rural communities in Albania, Macedonia, Moldova and Romania financed by the German Environment ministry (BMU).

WECF's activities with partners for a healthy and toxic free environment with a focus on women's and children's health, also continued. For the UN Secretariat of the Chemicals Conventions (BRS) of UN Environment, WECF carried out scoping studies on gender dimensions of chemicals and waste policies in Bolivia and Kyrgyzstan. Due to the combination of the programs funded by the European Commission, foundations, member states and the UN, a stable financial situation was ensured in 2019.

## **4. Organizational developments**

### **4.1 Staff**

WECF has a dedicated and professional staff. We find it important everybody is able to bring out the best in her or himself. We attach great importance to empowerment and personal development. We invest in this by capacity building, inspirational lunch sessions and coaching as well as an open-door policy of the management. In 2019 personal development reviews with all staff members were held to identify personal needs and possible improvements to the organisation. Salaries are based on experience and level of responsibilities, as well as financial prospects of the organisation.

In 2019 the staff was extended with one part-time employee, Sanne Van de Voort. Sanne was attracted to strengthen our networking, advocacy and lobby work in the Netherlands, and to increase capacity to prepare for new strategic partnerships. The Strategy Days together with our colleagues of the German office were prepared for in 2019, and took place beginning of January 2020.

In 2019 in our Utrecht office 7 employees were deployed for core tasks, including: management of the network (2), implementation of programmes (2), communication (1), financial administration (1) and controlling (1). Also on the payroll of WECF International are staff members of our representative office in Georgia, as a regional consultant (2). All staff members have a responsibility for fundraising.

Since we are a network organization our programmes are implemented in close cooperation with staff of our sister offices (Germany with 8 employees, France and its representative office in Switzerland with 6 employees) as well as our strategic partners (APWLD, WEP, GFC, FEMNET, GenderLinks and WEDO). Through WECF specific capacities of these organisations are or will be funded and this brings expertise from these organisations to the core of the work of WECF. This way of working enables WECF International to keep a lean management and organization and to strengthen the autonomy and capacity of the organisations in our network.

Though our organisation is fully project funded we were able to maintain continuity in the division of tasks and responsibilities over the years. We maintain flexibility by extending or reducing hours of our core staff and by attracting new staff for specific programmes and projects. Our staff is extremely dedicated, loyal and professional. Also in 2019 we had several interns and volunteers who supported our work with great enthusiasm.

## **4.2 Integrity**

We are seeking to attain the highest possible levels of integrity, financial management and accountability. Our organisation has therefore adopted a zero-tolerance policy towards any form of inappropriate behaviour, including our Policy to Prevent and Address Sexual Harassment and Abuse and our Anti-Fraud and Anti-Corruption Policy. As a result, we have a range of proactive measures to prevent and deter acts of inappropriate behaviour.

In 2019 we further strengthened and updated our Code of Conduct and related integrity policies. Taking the PARTOS integrity system guide into account, we improved our notification procedures by installing an external whistleblower point, next to our person of trust. Also we appointed an Integrity Officer in our office and an Integrity Advisor in our Board of Trustees. The updates were discussed and developed together with our staff and part of a training session on our Strategy Days. All updated policies were discussed and adopted by our Board of Trustees, beginning of 2020.

WECF expects its staff, volunteers, partners, consultants and other alliances to act in accordance with the principles set out in the Code of Conduct and related integrity policies of the organization. Any person who witnesses a violation of our Code of Conduct is invited to report this violation, and any person to whom the Code of Conduct applies, who witnesses a violation of it, is required to report the violation at the earliest possible moment.

Violations can be reported to the responsible manager or our Integrity Officer. Suspicions involving a member of the Board of Directors can be brought to the Integrity Advisor in the Board of Trustees. Also, when a person does not feel comfortable to report to the responsible manager or internal Integrity Officer, a report can be filed to the Integrity Advisor in the Board of Trustees.

If the reporting person does not want to use the aforementioned notification procedures, the final option is to contact the external whistle-blower point. Our Whistleblower Policy is published on our website and made available to all staff. In case the reporter would like to get independent advice and support while protecting their identity, they can contact the external Person of Trust.

The contacts of our Integrity Officer, the Integrity Adviser in the Board of Trustees, the external whistle-blower point as well as the external Person of Trust can be found on our website. In 2019 there were no notifications of any violations of our Code of Conduct.

## **4.3 New memberships**

To strengthen our network and cooperation with other organisations and to increase our effectiveness to reach out to the Dutch government and to the European Commission in the field of international cooperation, we became members of PARTOS and CONCORD, the national and European platforms of civil society organizations working in the area of international cooperation.



#### 4.4 Pensions

In 2019 we had to renew our pension arrangement, because our old arrangement would cease to exist as per 1st January 2020. We were offered a new arrangement by Centraal Beheer Algemeen Pensioen Fonds. The offer is very similar to what we had, which we presented and discussed with all our staff. All staff-members accepted the offer. The arrangement is for 1 year and will be silently prolonged every year, with a mutual notice of 3 months. We did identify some issues to look into in the future (WIA-hiaat insurance, ANW-hiaat insurance, sustainability of investments of our premiums).

### 5. Governance

#### 5.1 The Board of Trustees

Members of the Board of Trustees are appointed on the basis of their experience and expertise and execute their function on a voluntary basis. They are appointed for a period of four years and can be re-elected once. In 2019 the BOT met 2 times. Next to their controlling tasks they advise the Board of Directors, perform representative functions for WECF and, as far as time allows, keep in touch with the work and members of WECF through participation in projects.

*In 2019 the Board of Trustees consisted of the following members:*

- \* Corinne Lepage, President. Other relevant functions: Associate Lawyer at Huglo Lepage Avocats (paid). Unpaid: Member of Criigen, President of CAP21, President of the citizen rally, President of the Association of Former Environment Ministers, CA Member, Honorary President of the French Association of Doctors of Law, President of 2 ° Investing, President of the MENE (New Economy Business Movement), President of Circle of Law, Board member Transparency France. Investor (10%) and director in Energie et Territoires Company (LCEET).
- \* Maria Buitenkamp, Treasurer. Other relevant functions: Owner and manager of an organic blueberry farm (paid), Board member and secretary of Biohuis (unpaid), Board member of Stichting EKO-keurmerk (unpaid), Chair and treasurer of Plaatselijk Belang Tiendeveen (unpaid).
- \* Irene Dankelman, Member. Other relevant functions: Researcher & Lecturer at Radboud University Nijmegen (paid, until April 2019), Consultant Gender & Climate (paid), Board member Green Challenges and Sustainability Café Nijmegen (unpaid), Advisor of Joke Waller Hunter Initiative for Young Environmental Leadership (unpaid), Chairperson of the Stichting wAarde (unpaid).
- \* Hannah Birkenkötter, Member. Other relevant functions: Research Assistant at Humboldt University of Berlin (paid), Board member of the United Nations Association of Germany (unpaid).
- \* In 2019 Dominique Ounadjela joined as a Member. Other relevant functions: Board member Réseau Cohérence de Bretagne (unpaid), Board member Mutuelle (unpaid), Board member of a territorial Development Council in « Pays de Morlaix » (unpaid)

No members of the Board of Trustees received any remuneration during 2019. The members do receive reimbursements for actual incurred travel expenses, accommodation costs and cost for food and drinks. In 2019 no reimbursements were paid to them, since all meetings were virtual.

## 5.2 The International Advisory Board

The International Advisory Board advises the organization on the main directions of its work. It represents the partner organisations of WECF. The IAB meets once or twice a year, either in person or virtually.

*The following IAB members were elected end of 2018:*

- \* Katim Alaoui, Africa, Morocco, individual member
- \* Priscilla Achakpa, Africa, Nigeria, Women Environmental Programme
- \* Betty Namagala, Africa, Uganda, Caritas Kasananensis
- \* Andriy Martynyuk, Europe, Ukraine, NGO Ecoclub
- \* Madeleine Fodge, Europe, Sweden, individual member
- \* Natasha Dokovska, Europe, Macedonia, Journalists for Human Rights
- \* Yuyun Ismawati Drwiega, Asia and Caucasus, Indonesia, FokusNexus3 Foundation
- \* Nana Pantsulaia, Asia and Caucasus, Georgia, Women's Fund Georgia
- \* Armenuhi Sargsyan, Asia and Caucasus, Armenia AYRUDZY NGO
- \* Laura Martin Murillo, global, Spain, individual member

In 2019 the IAB met twice: the first meeting (which took place in February in two shifts, so everybody could participate) was to get to know each other and have a first exchange of thoughts about the role of the new IAB. The second meeting took place in September. The main objective of this IAB meeting was to start to discuss the major threats and opportunities in our work and to identify trends that influence our longer term strategy. We used an online interactive document to look at threats and opportunities for the following areas: women's rights, climate justice, water, sanitation and menstrual health management, and environmental health. The outcome of this meeting is an important building stone for our new multi-annual strategy that will be developed in 2020, since our current strategy is for the period 2015-2020.

No members of the International Advisory Board received any remuneration during 2019. The members do receive reimbursements for actual incurred travel expenses, accommodation costs and cost for food and drinks. In 2019 no reimbursements were paid to them, since all meetings were virtual.

## 5.3 The Board of Directors

WECF International is headed by a Board of Directors consisting of the Executive Director and the Director of the Dutch office. In 2019 the Board of Directors consisted of:

- \* Sascha Gabizon, Executive Director. Other relevant functions: Consultancies UN Women (paid), alternate OP Women's Major Group (unpaid), regional representative to UNEP (unpaid), Board Member of the Institute for Sustainable Chemistry (Germany) (unpaid).
- \* Kirsten Meijer, Director WECF Netherlands. Other relevant functions: Chair of Advisory Council of Netherlands Institute for Multiparty Democracy, NIMD (unpaid), Board member Foundation Max van der Stoel, FMS (unpaid).

The salary for the executive director amounts to € 40.055 (for 0,7 fte; 2018: 37.579) via WECF International. The Director of WECF Netherlands received a gross salary of € 34.683 (for 0,6 fte; 2018: 28.914 for 10 months). The directors receive reimbursements for travel expenses, accommodation costs and cost for food and drinks, but only for actually incurred costs during activities for WECF. There are no other benefits applicable. The remuneration policy regarding directors is implemented since 2011 with the approval of the Board of Trustees.

## **6. Communication with Stakeholders and Target Groups**

WECF communicates in various ways with multiple stakeholders and target groups. Main stakeholders are our partners. Their vision and needs are leading for our organisation. They have a voice in our governance through the International Advisory Board (see above). Communication with partners is also organised through monthly Women2030 calls and regular contact by mail and face to face during international meetings and trainings.

Other main stakeholders are our donors, in particular the European Commission as well as the European Environmental Bureau, which is the lead applicant of our other European Commission funded programme, Make Europe Sustainable for All (MESA). Communication varies from face to face meetings (for example at the European Development Days) to regular mail and phone contact.

In 2019 we also invested in new relations and cooperation with civil society organisations, Members of Parliament and Ministries (Health, Infrastructure and Water Management, Foreign Affairs, Economic Affairs and Climate Policies), by visiting offices, providing information by mail and co-organising advocacy meetings.

Finally, WECF's main target group is citizens in the countries where we run the programmes. In 2019 we invested in our external communication by launching a new website ([www.wecf.org](http://www.wecf.org)) and by joining or initiating several (pan European) campaigns. In 2019 our main campaigns were #GoodFood4All and #HerStoryofChange. In addition we participated actively in international campaigns such as #FeministDemand. We reached out through our social media channels (Facebook, Twitter, Instagram and LinkedIn) and digital newsletter.

## **7. Risks and uncertainties**

In 2019 WECF developed a Risk Management and Minimization Policy and Procedure, which was adopted by our Board of Trustees beginning of 2020. We consider risk management and minimization as an important aspect of our governance. WECF's risk management system is designed to identify the major risks, understand their potential impacts and have effective processes and actions to prevent, manage and minimize these risks. We acknowledge that all activities undertaken by us carry an element of risk. The policy outlines WECF's risk management process and sets out the responsibilities of the Board of Trustees, the Board of Directors and others within the organisation.

Risks are analysed for specific location/countries (by using a Country Risk Rating Table), sectors and types of programme activities. Risks are categorized and grouped by different types of risk, both risks for the organisation WECF, as well as risks that are program specific, as well as the likelihood and impact of the risk.

In 2020 we will start to use a Risk Register which is kept up to date by the program coordinators for analysing and prioritizing risks with a predefined selection of categories. The Risk Register allows analysis and prioritization of risks which enables weighing criticality the degree to which a risk prevention or mitigation action is needed and how urgent it is. A summary of the top 5 risks is included in a Dashboard Matrix, which is presented by the Board of Directors and discussed with the Board of Trustees at least once a year, including the proposed mitigation measures.

The main risks identified in 2019, which were discussed also with our Board of Trustees are listed below (7.1 – 7.5).

## **7.1 Insecure funding**

The main risk that WECF is facing is the changing funding environment and its impact on financial and human resource planning. The strategic partnership with the European Commission through the Women2030 program, offers financial security until the end of 2020, but the lack of flexibility and room for overhead of EC funding and the 20% co-funding demands are a challenge for CSOs. The lack of financial security does not have a major impact on current activities, but causes uncertainties about a future perspective to the organisation and its personnel.

WECF addressed this challenge in 2019 by focussing on finding long term core funding that could serve as a follow up to the Women2030 funding. We did this by focusing on strengthening our contacts and developing new strategic partnerships to apply for funding for civil society in 2020 under the Power of Voices and Power of Women frameworks of the Dutch Ministry of Foreign Affairs. We succeeded to become a partner in 2 alliances with whom we submitted two strong concept notes. Also we continued to focus on further developing activities in the context of our Framework Partnership Agreement with the European Commission.

In parallel we continued to look for alternative funding by diversification of our programs. As a result we managed to find new funding as part of a new coalition with Climate Action Network and Oxfam Novib on Climate Action, expected to start first half of 2020, applications with knowledge institutes to the Horizon2020 fund of the European Commission as well as future funding for our Gender Just Climate Solutions Programme with UN-CTCN.

## **7.2 Lack of continuity reserve**

WECF is a project funded non-profit organisation that is largely depending on institutional funding. That makes it hard to build our reserves. To be able to deal with financial risks we would like to strengthen the continuity reserve to be able to cover some costs in periods of lack of funding. Currently the reserves would cover the fixed costs for a period of ca. 4 months. In addition WECF could count for 1 month extra on the support of Healthy Planet, a non-profit organisation that has a statutory mission “to stimulate and facilitate activities of WECF”. We are further developing our fund raising strategies to include funds allowing to build our financial reserves to be better prepared for any future periods of instability.

## **7.3 Partners facing trouble**

Other risks identified in 2019 were the risk of local partners being unable to fulfill the high level of financial reporting requirements required by the European Commission donor and the risk of one of our main partners becoming unable to pay due to liquidity shortages. We mitigated the risks by supporting our partners and where necessary building their capacities on how to report taking EC guidelines into account. With the partner that was unable to solve the liquidity problem we phased out our cooperation and shifted parts of the foreseen activities to the other strategic partners.

## **7.4 Shrinking civic space**

According to the latest data from CIVICUS 40% of the world population now lives in “repressed countries”, with new laws being enacted to stop international funding and cooperation between CSOs, and often a (re)classification of activities - including on women’s rights - as going against national security interests. Our partners are increasingly faced with lack of democracy and shrinking civic spaces. This also makes it sometimes difficult to implement activities, to visit project partners. We address this by using virtual means of communication, by organizing safe spaces at international conferences where we can meet and support each other and by not giving up but continuing to support our partners under difficult circumstances, sometimes also by choosing for less paperwork and administration.

## **7.5 Conservative backlash**

One of the main constraints identified during our Women2030 mid-term review, which is a trend that we continue to witness in 2019, is the conservative backlash around the world. Patriarchal values seem more persistent than ever and form a structural barrier fulfilling our mission. It is also the reason why we are fired up and ready to address these challenges. We do this together with our partners, for example by capacity building and awareness raising on women’s and gender issues, movement building, policy advocacy towards governments at all levels, and communication and outreach through social and mainstream media.

Sub-granting is especially a means to address constraints at the local community levels. At the same time we have to accept that some of the risks cannot be taken away, because it is part of working under pressure of conservative or repressive forces and/ or in remote areas.

The main risks have no major impacts on the results and the short-term financial position of WECF.

## **8. Financial policy and results**

The income from WECF stems almost fully of grants of multilateral organizations, like the Directorate General for International Cooperation and Development (DEVCO) of the European Union ('EuropeAid') and smaller grants from the United Nations Environmental Programme. These grants are fully designated to accomplish the project where they were given for. As a result of this almost all costs are for project implementation, which include the salary costs belonging to the projects. It is the policy of WECF to keep the administrative costs and the costs for raising grants and subsidies to a minimum, but there are no specific percentages to be reached.

For the EuropeAid projects cofunding is required: at least 10% (DEAR) to 20% (WOMEN2030). The major part of it is realized by the partners in these projects and another part comes through our branche organization in Munich, Germany. Co-funding is therefore an important source of income for WECF.

Furthermore there were no specific sources of income, or specific costs. A more detailed analysis can be found in the chapter "Notes on the revenues and expenditure".

## 8.1 Financial key figures

1. Total turnover in 2019: 1.645.051 Euro (2018: 1.541.696).
2. Costs spent on objective as a % of total income: total costs 1.572.159 / total income 1.645.051 = 95,6% (2018: 92,6%).
3. Expenses related to income generating and fundraising activities are low; these expenses divided by the income from grants of governments:  $4.226 / 1.360.822 = 0,3\%$  (2018: 0,6%).
4. The solvency at 31 december 2019: current assets 1.054.036 / current liabilities 950.339 = 1,11 (2018: 1,08).
5. Liquidity: this can vary highly, depending on the exact moment of receipt of a new tranche of a big project, but it is quite stable during the past few years. As per 31 december 2019 the cash position was 939.564 versus trade payables of 133.146 = 7,06 (in 2018: 7,66 and in 2017: 8,97).

## 8.2 Short, middle and long-term future

Stable financial resources for the coming few years remain assured through the Framework Agreement which WECF has signed with the European Commission (Europaid) for its Women2030 program in 50 countries. The MESA program also funded by the European Commission (DEAR) also supports WECF's core work on gender-equitable sustainable development activities.

WECF will continue to make the link from local to global and vice versa, sharing local best practices for replication at national and international level. At local level the focus will be on capacity building of local CSOs on gender equality, women's empowerment and sustainable environmental technologies.

Finding additional funding for WECF's main program for the 2020 period is looking good, with a number of foundations committing to contributing to the activities. Additional funding proposals to work on the 3 thematic areas of WECF have been submitted to further ensure long-term stability in the coming years. For 2020 a preliminary budget of 1,7 million has been planned. On top of that an estimated 400-500,000 euro will be channeled through WECF Germany. Liquidity will be sufficient throughout the whole year.

## 8.3 Corporate Social Responsibility

We make choices according to our beliefs and in line with the mission of our organisation. We do not accept economic reasons for compromising our children's health, our own health and the environment. We do not participate in actions that are not compatible with our principles and objectives. We do not seek funding from donors, including businesses that are not in line with WECF's objectives and principles.

We aim to limit our carbon footprint by promoting a plastic-free and vegetarian office culture. We compensate for our international travel by investing 7% of the ticket price in a fund that supports climate action.

## **9. Events after date of balance: COVID-19 crisis**

The enormity of the COVID-19-crisis became clear during March 2020; from 16 March on the WECF-office was closed and from then on all employees worked at home. All employees are relatively well used to and equipped for that. Many activities had to stop and all meetings, national and international, were cancelled, which will continue for an undefined period. This had an enormous impact on the programme of WECF: many activities stopped and had to be shifted to online-activities, for as far as possible.

For the DEVCO-Women2030-project WECF has asked, in consultation with her 3 co-applicants, for a budget shift and an extension of the project for 5 months, until the start of april 2021. Towards the end of this extension period we expect that participation in real conferences will be possible again. Budget shifts are mainly from costs related to conferences (travel, per diem) to costs of online-activities and partly salary costs. This new budget shows that WECF's salaries can be covered until the end of the project. A positive response to this request was received at the end of june.

For the DEAR-SDG's-project WECF has also asked the lead applicant EEB for a budget shift, but not for an extension of the project. This is mainly because we expect no benefits of extension: the possible extension until end of september is too short to expect a restart of planned activities like participation in the 'Afrikadag' and the 'Beijing+25 cycle tour'. Also here budget shifts are mainly from costs related to conferences (travel, per diem) to costs of online-activities and partly salary costs. A positive response to this request was received early july.

The Board decided to change the budget for 2020 in June. There will be less income and also less expenses. The result is budgetted on break-even.

**BALANCE SHEET***December 31, 2019 (after withdrawal of the result)*

<b>ASSETS</b>	<b>2019</b>	<b>2018</b>	
<b>Current assets</b>			
Receivables and prepayments (1)	114.472	279.822	
Cash at banks and in hand (2)	939.564	1.010.187	
	<i>1.054.036</i>	<i>1.290.009</i>	
<b>Total assets</b>		<b>1.054.036</b>	<b>1.290.009</b>
 <b>RESERVES AND LIABILITIES</b>			
<b>Reserves</b>			
Continuity reserve (3)	<i>103.697</i>	<i>87.592</i>	
 <b>Current liabilities</b>			
<b>Work in progress (4)</b>			
Project expenses	-3.953.424	-2.700.302	
Advance payments	4.770.617	3.770.791	
	<i>817.193</i>	<i>1.070.490</i>	
 <b>Payables (5)</b>			
Trade payables	11.107	27.238	
Tax payables	18.362	42.602	
Payables to personnel	17.153	13.128	
Audit costs to pay	9.438	11.500	
Other payables	77.085	37.459	
	<i>133.146</i>	<i>131.927</i>	
<b>Total capital and liabilities</b>		<b>1.054.036</b>	<b>1.290.009</b>



## STATEMENT OF REVENUE AND EXPENDITURE

FOR THE PERIOD ENDED at DECEMBER 31, 2019

	Actual 2019	Budget 2019	Actual 2018
<b>INCOME</b>			
<b>Sources of Income</b>			
1.1 Income from grants of governments	1.360.822	1.320.000	1.145.516
1.2 Contributions from other organizations	283.265	295.000	353.848
1.3 Private donations	330	5.000	40.494
1.4 Various income and costs	635	5.000	1.838
<b>Total income (1)</b>	<b>1.645.051</b>	<b>1.625.000</b>	<b>1.541.696</b>
<b>EXPENSES</b>			
<b>Expenses on objectives</b>			
Gender Equality, Women's Leadership and Rights	1.279.031	1.130.000	1.167.806
Sustainable Circular Economy, Food, Water & Energy	110.221	264.000	69.309
Mitigation Climate Change & Pollution and Health Impact	182.907	176.000	191.284
<b>Expenses relating to objectives (2)</b>	<b>1.572.159</b>	<b>1.570.000</b>	<b>1.428.399</b>
<i>Expenses on objectives as a % of total income (= 2/1)</i>	<i>95,6%</i>		<i>92,7%</i>
Expenses related to income generating and fundraising activities (3)	4.226	0	6.962
Operational and administrative expenses (4)	50.342	47.000	55.906
<i>Subtotal expenses</i>	<i>54.568</i>	<i>47.000</i>	<i>62.868</i>
<b>Total expenses</b>	<b>1.626.727</b>	<b>1.617.000</b>	<b>1.491.267</b>
<i>Direct income generating expenses as a % of subsidies &amp; grants from governments (= 3/1.1)</i>	<i>0,3%</i>	<i>0,0%</i>	<i>0,6%</i>
<i>Operational &amp; administrative expenses as a % of total income (= 4/1)</i>	<i>3,1%</i>	<i>2,9%</i>	<i>3,6%</i>
<b>RESULT BEFORE Financial costs &amp; income</b>	<b>18.324</b>	<b>8.000</b>	<b>50.429</b>
<b>Financial costs &amp; income</b>	<b>-2.219</b>	<b>-8.000</b>	<b>-2.829</b>
<b>RESULT INCLUDING Financial costs &amp; income</b>	<b>16.105</b>	<b>0</b>	<b>47.599</b>
Appropriation of result to continuity reserve	16.105	0	47.599

## CASH FLOW STATEMENT

FOR THE PERIOD ENDED at DECEMBER 31, 2019

	Actual 2019	Actual 2018
<b>Net result</b>	<b>16.105</b>	<b>47.599</b>
<i>Net change in operating assets and liabilities:</i>		
Work in progress	-253.296	223.988
Receivables and prepayments	165.350	-11.915
Current liabilities	1.219	54.295
<b>Cashflow from operational activities</b>	<b>-70.622</b>	<b>313.966</b>
<b>Movements in cash and cash equivalents</b>	<b>-70.622</b>	<b>313.966</b>

## **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

### **GENERAL**

The financial statements are prepared under the historical cost convention in accordance with accounting principles generally accepted in the Netherlands pursuing RJ 650 (Fund Raising Organizations). The purpose of this set of accounting principles is to enhance the insight on the expenses of the organization itself and in the expenditures directly related to the strategic goals of the foundation. Assets and liabilities are stated at face value, unless indicated otherwise.

#### **Foreign currencies**

Assets and liabilities denominated in foreign currencies are translated into Euro at year-end exchange rates; exchange gains and losses are charged to the statement of revenue and expenditures. Transactions in foreign currencies during the financial year are translated into Euro at the rate of exchange ruling on transaction. For EU-reporting purposes the official exchange rates of the European Union, published at the InforEuro-website, are used. WECF requests all her partners also to use these rates; differences with the actual conversion rates are at the risk of our partners.

The actual assets and liabilities in foreign currencies at balance date are valued at that same date. Exchange gains and losses at that date are also charged to the statement of revenue and expenditures.

#### **Work in progress**

As in previous years the foundation uses the accounting principle for work in progress relating to grant agreements which have a grant operating period exceeding 1 year or in case the implementing project period is not equal the book year. This means the remaining balance in the balance sheet concerning the work in progress consists of both expenses and the received amounts in advance from the grant authorities.

Receivables or liabilities arising from finalized grant agreements are presented within the current liabilities or the current receivables.

#### **Receivables**

Receivables are valued at face value less a provision for possible uncollectable amounts.

## **PRINCIPLES OF DETERMINATION OF RESULT**

### **General**

The result is determined as the difference between income generated by grants, contributions, membership fees and others, and the costs and other charges for the year. Income is recognized in the year in which it is

### **Expenditure**

Costs are recognized at the historical cost convention and are allocated to the reporting year to which they relate. Depreciation is provided by the straight-line method over the estimated useful economic life.

### **Operational and administrative expenses**

The operational and administrative expenses are calculated based on the model that is published by the "Vereniging van Fondsenwervende instellingen". The operational and administrative expenses consist of overhead expenses and staff expenses that cannot be directly allocated to themes and projects.

### **Cash flow statement**

The cash flow statement has been prepared applying the indirect method.

## **GENERAL NOTES TO THE FINANCIAL STATEMENTS**

### **Employee information**

In 2019 the Foundation employed on average full time equivalents 5,4 fte of which 1,4 fte is stationed outside the Netherlands (2018: 7,0 of which 1,25 outside). S. Gabizon is not included in this number, as not being a regular employee.

### **Pension scheme**

The pension scheme valid for WECF's personnel is financed by monthly remittances by the employer to the pension administrator (Centraal Beheer Achmea). The premiums due are counted as expenditures. If the remittances are higher than the premiums due, the difference is an asset on the pension administrator, eventually paid back but probably cleared with future premiums due.

## NOTES TO THE BALANCE SHEET AS AT DECEMBER 31, 2019

	2019	2018
<b>CURRENT ASSETS</b>		
<b>Receivables and prepayments (1)</b>		
Loan paid	6.027	6.073
Debtors	13.074	21.283
Payments in advance to partners	84.390	241.047
Grants to be received	10.981	11.420
	<b>114.472</b>	<b>279.822</b>
<b>Cash at banks and in hand (2)</b>		
Current accounts Rabobank	908.080	1.007.757
Current account Rabobank, US-dollar	31.485	2.430
	<b>939.564</b>	<b>1.010.187</b>
Cash at banks are available on demand.		
<b>Total of current assets</b>	<b>1.054.036</b>	<b>1.290.009</b>
<b>Total of Assets</b>	<b>1.054.036</b>	<b>1.290.009</b>

## RESERVES

### Continuity Reserve (3)

<b>Balance at January 1</b>	<b>87.592</b>	<b>39.993</b>
Appropriation of net result	16.105	47.599
<b>Balance at December 31</b>	<b>103.697</b>	<b>87.592</b>

The net result was added to the continuity reserve.

The Foundation wants to ensure sustainability of the organization so that its international network is not affected. Therefore the Foundation wants to create a continuity reserve to cover operational and program costs for a period of 6 months. This time frame is based on a prudent assessment of the time required to source additional funding. Operational costs are around 150.000 Euro for 6 months, including staff costs. The continuity reserve at 31 december is still below this amount, so the policy to increase it will be maintained.

	2019	2018
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
<b>Work in progress (4)</b>		
Movements 2019		
Net book value at January 1	1.070.490	846.502
Received amounts from donors	1.096.665	1.271.412
Organizational expenses	-1.360.825	-1.047.425
Closed projects – grants income	-96.839	-103.228
Closed projects – expenses	107.702	103.228
<b>Net book value at December 31</b>	<b>817.193</b>	<b>1.070.490</b>
<i>(see projects in progress; page 22 )</i>		
<b>Payables (5)</b>		
<b>Trade payables</b>	<b>11.107</b>	<b>27.238</b>
<b>Tax payables</b>		
VAT to pay	14.470	38.853
Wage tax & social security premiums	3.892	3.749
	<b>18.362</b>	<b>42.602</b>
<b>Payables to personnel</b>		
Provision benefits holiday schemes	<b>17.153</b>	<b>13.128</b>
<b>Audit costs to pay</b>	<b>9.438,00</b>	<b>11.500</b>
<b>Other payables</b>		
Amount due to WECF eV, Germany	0	20.135
Amounts due to partner organizations	67.952	12.728
Other liabilities	9.133	4.597
	<b>77.085</b>	<b>37.459</b>
<b>Total of payables</b>	<b>133.146</b>	<b>131.927</b>
<b>Total of Capital &amp; Liabilities</b>	<b>1.054.036</b>	<b>1.290.009</b>

PROJECTS, closed during 2019 and ongoing after 2019

	31 december 2018			Movements in 2019					31 december 2019		
	Projects in progress			<i>All projects</i>		<i>Closed projects</i>			Projects in progress		
	<i>Project expenses</i>	<i>Received advances</i>	<i>Balance</i>	<i>Project expenses</i>	<i>Received advances</i>	<i>Eligible expenses</i>	<i>Received income</i>	<i>Balance 31-12-2019</i>	<i>Project expenses</i>	<i>Received advances</i>	<i>Balance</i>
<b><u>CLOSED PROJECTS</u></b>											
WEDO WMG Agenda 2030	2.549	6.088	-3.540	3.540	0	6.088	6.088	0			
UNEP AZER/GEO/MOL workshops	1.610	0	1.610	46.791	48.519	48.401	48.519	-118			
Natracare Sanitation Abasha region	586	4.600	-4.014	4.014	0	4.600	4.600	0			
Utrecht Utrecht for Global Goals	0	4.000	-4.000	4.000	0	4.000	4.000	0			
UNEP BRS-SSFA Bolivia-Kyrgyzstan	0	0	0	44.613	33.632	44.613	33.632	10.981			
<b><u>ONGOING PROJECTS</u></b>											
EU DEVCO WOMEN 2030*	2.575.142	3.572.875	-997.733	1.103.561	901.851				3.678.703	4.474.726	-796.023
EU DEAR	120.415	183.228	-62.813	101.799	62.377				222.213	245.605	-23.392
UNEP CTCN-SSFA-COP 25	0	0	0	52.508	50.286				52.508	50.286	2.222
<b>TOTAL</b>	<b>2.700.302</b>	<b>3.770.791</b>	<b>-1.070.490</b>	<b>1.360.825</b>	<b>1.096.665</b>	<b>107.702</b>	<b>96.839</b>	<b>10.863</b>	<b>3.953.424</b>	<b>4.770.617</b>	<b>-817.193</b>

## Contingencies and commitments

service costs. This comprises the use of the hardware and office equipment, o.a. the printer and copier, which is property of Stichting Healthy Planet. The last 3-years contract ended in December 2019. From then on WECF has a rental contract with a mutual notice of 3 months only. WECF subrents one room for an amount of € 265 per month.

The pension scheme concerns a defined contribution scheme, therefore the possibility of future obligations is excluded. This agreement ended at the end of 2019. In the second half of 2019 a similar pension agreement was offered by the company and was accepted. This is an annual agreement with 3 months mutual notice before the end of the year.

With a local credit institution the foundation agreed upon a facility agreement, which means the foundation has a credit facility amounting to € 60.000 when necessary.



## NOTES TO THE STATEMENT OF REVENUE AND EXPENDITURE FOR THE YEAR ENDED DECEMBER 31, 2019

	Actual 2019	Budget 2019	Actual 2018
<b>Sources of Income (1)</b>			
1.1 Income from grants of governments	1.360.822	1.320.000	1.145.516
1.2 Contributions from other organizations	283.265	295.000	353.848
1.3 Private donations	330	5.000	40.494
1.4 Various income and costs	635	5.000	1.838
<b>Total income</b>	<b>1.645.051</b>	<b>1.625.000</b>	<b>1.541.696</b>

### **1.1 Income from grants of governments**

EuropeAid, WOMEN2030 project	1.103.558		941.075
EuropeAid, DEAR project	101.799		90.366
UNEP	143.912		103.464
Ministries of the Netherlands	0		10.024
Other grants	11.553		586
<b>Total</b>	<b>1.360.822</b>	<b>1.320.000</b>	<b>1.145.516</b>
<i>percentage of total income</i>	<i>82,7%</i>	<i>81,2%</i>	<i>74,3%</i>

The income from grants of governments was in 2019 higher than in 2018, caused mainly by the fact that the activities in the DEVCO-WOMEN2030-projects were higher, for the greater part because our partners spent more. Also the grants from UNEP were in 2019 higher than in 2018. The total income from grants of governments was very close to the budgetted amount for 2019.

### **1.2 Contributions from other organizations**

Cofinancing projects by partners and organizations	275.730		345.976
Contributions from other (related) organizations	7.535		7.872
<b>Total</b>	<b>283.265</b>	<b>295.000</b>	<b>353.848</b>
<i>percentage of total income</i>	<i>17,2%</i>	<i>18,2%</i>	<i>23,0%</i>

For the EuropeAid projects cofunding is required: at least 10% (DEAR) to 20% (WOMEN2030). The major part of it is realized by the partners in these projects and another part comes through our branche organization in Munich, Germany. The contributions from our direct project partners, mainly in the DEVCO-project, were higher than in 2018 and also higher than budgetted.

### **1.3 Private donations**

Donations	330	5.000	40.494
<b>Total</b>	<b>330</b>	<b>5.000</b>	<b>40.494</b>
<i>percentage of total income</i>	<i>0,0%</i>	<i>0,3%</i>	<i>2,6%</i>

### **1.4 Various income and costs**

Various income and costs	635	5.000	1.838
<b>Total</b>	<b>635</b>	<b>5.000</b>	<b>1.838</b>
<i>percentage of total income</i>	<i>0,0%</i>	<i>0,3%</i>	<i>0,1%</i>

The various costs and income consist mainly of incidental income and costs, some of previous years. These turned out to be positive in 2019 and 2018, but can also be negative and are hard to predict.

## 2 Expenses relating to objectives

The expenses relating to the objectives of WECF are explained in the matrix on the next page. Staff costs are allocated to objectives based on the time registration. Eventual financial results of projects are allocated to operational and administrative expenses.

### Additional information on staff expenses

	Actual 2019	Actual 2018
Salaries	218.088	202.768
Social security premiums	28.383	26.462
Pension premiums	8.659	8.376
Travel home work costs	7.856	7.333
Other personell costs	7.966	4.469
<b>Total</b>	<b>270.952</b>	<b>249.409</b>

## 3 Expenses related to income generating and fundraising activities

In 2019 WECF had no specific actions to raise public donations, which was also the case in the years before. Fundraising for WECF relates mostly to acquiring subsidies and grants of governments.

These expenses consist almost fully of salary costs of employees attending events and conferences, partly organized by the major donors, as well editing of the websites and general publications and writing proposals in coordination with the partner organisations. These activities are highly inegrated with the activities related to the objectives (2).

Besides, a limited amount of non-paid overhours dedicated to income generating is shown here.

## 4 Operational and administrative expenses

WECF tries to keep the operational and administrative costs at a minimum; including the financial costs they amounted to 52.561 Euro in 2019 (2018: 58.735), so we clearly succeeded to lower them. Most budget categories were in 2019 quite comparable to 2018. The audit costs were lower in 2019 than in 2018, because in 2018 we included the audit costs to be paid for the annual audit and this was for the first time in many years: this resulted in one time extra costs.

Most of the operational and administrative costs could however be charged to projects (mainly based on the 7% lumpsum-amount in the EU-projects).

### The following projects were succesfully finished in 2019:

The UNEP-SSFA-project in Azerbaijan, Georgia and Moldova: national workshops on water and energy.

The Utrecht for Global Goals project, a study on energy co-operatives, supported by the municipality of Utrecht.

The project on sanitation in the Abasha region, Georgia, supported by Natracare.

The UNEP-BRS-SSFA-project, a study on gender dimensions of chemicals and waste policies in Bolivia and Kyrgyzstan.

The COP25-conference in Madrid in december, a.o. supported by UNEP-CTCN-SSFA, was not yet finished in 2019, but was closed at the start of 2020, which is unlike previous years. This is due to the fact that the conference was replaced from Santiago, Chili, to Madrid which made the reporting more complicated.

ADDENDUM 1

ALLOCATION OF COSTS PER OBJECTIVE ACTUAL 2019

	Gender Equality, Women's Leadership and Rights	Sustainable Circular Economy, Food, Water & Energy	Mitigation Climate Change & Pollution and Health Impact	Total Costs of Objectives 2019	Expenses related to income generating and fundraising activities	Operational and Administrative costs	Totals of 2019	Totals of 2018
<b>Direct project expenses</b>								
External experts	168.670	14.535	24.121	207.325			207.325	270.367
Project costs partners	690.313	59.488	98.718	848.519			848.519	779.635
Travel- and accommodation	112.209	9.670	16.046	137.925			137.925	93.684
Publications and materials	80.576	6.944	11.523	99.042			99.042	44.113
<b>Direct project expenses</b>	<b>1.051.767</b>	<b>90.636</b>	<b>150.407</b>	<b>1.292.811</b>			<b>1.292.811</b>	<b>1.187.798</b>
<b>Staff expenses</b>	227.264	19.584	32.500	279.348	4.226	2.124	285.698	249.409
<b>General &amp; operating costs</b>						48.218	48.218	54.060
<b>Subtotal</b>	<b>227.264</b>	<b>19.584</b>	<b>32.500</b>	<b>279.348</b>	<b>4.226</b>	<b>50.342</b>	<b>333.916</b>	<b>303.469</b>
<b>Overall total</b>	<b>1.279.031</b>	<b>110.221</b>	<b>182.907</b>	<b>1.572.159</b>	<b>4.226</b>	<b>50.342</b>	<b>1.626.727</b>	<b>1.491.267</b>
<i>As percentage per objective</i>	<i>81,4%</i>	<i>7,0%</i>	<i>11,6%</i>	<i>100,0%</i>				
<b>Budget 2019</b>	<b>1.130.000</b>	<b>264.000</b>	<b>176.000</b>	<b>1.570.000</b>	<b>0</b>	<b>55.000</b>	<b>1.625.000</b>	<b>1.670.000</b>
<i>As percentage per objective</i>	<i>72,0%</i>	<i>16,8%</i>	<i>11,2%</i>	<i>100,0%</i>				

## Kostenverdeling in 2019 per project en per thema

<i>Gender Equality, Women's Leadership and Rights</i>			<i>Sustainable Circular Economy, Food, Water &amp; Energy</i>			<i>Mitigation, Climate Change &amp; Pollution and Health Impact</i>		
	<i>kosten</i>			<i>kosten</i>			<i>kosten</i>	
EU DEVCO WOMEN 2030	1.103.558	81,1%	UNEP-BRS-SSFA Bolivia-Kyrgyzstan	44.613	3,3%	DEAR - SDG's	101.799	7,5%
WEDO WMG Agenda 2030	3.540	0,3%	UNEP SSFA/2018/1019 EnvGovAZER/GEO/Moldova workshops	46.791	3,4%	UNEP-CTCN-SSFA: COP25 climate change	52.508	3,9%
			Utrecht for Global Goals	4.000	0,3%	Natracare, Sanitation Abasha region	4.014	0,3%
<b>Totalen per doelstelling</b>	<b>1.107.098</b>			<b>95.404</b>			<b>158.320</b>	
<i>percentage van totale kosten</i>	<i>81,36%</i>			<i>7,01%</i>			<i>11,63%</i>	
<b>Totaal 3 doelstellingen</b> <i>(excl. cofinanciering)</i>	<b>1.360.822</b>	<b>100,0%</b>						

## ADDENDUM 2: Remuneration of Board of Directors

<i>Function</i>	<i>Executive Director</i>	<i>Operations Director</i>	<i>Total of 2019</i>	<i>Total of 2018</i>
Name	S.A. Gabizon	K.E. Meijer		
Position	permanent	temporary		
Hours per week	ca. 28	24		
Period	1/1 - 31/12	1/1 - 31/12		
Gross salary, incl. holiday fee	40.055	32.400	72.455	64.579
Pension premiums	-	1.318	1.318	1.914
<b>Total</b>	<b>40.055</b>	<b>33.718</b>	<b>73.773</b>	<b>66.493</b>

Mrs. K.E. Meijer had started at 1st march 2018 as operational director of WECF, so her salary costs were only for 10 months in 2018.

The remuneration of the executive director is based on a frame-work-freelance-contract; mrs. S.A. Gabizon sends invoices to WECF.

## ADDENDUM 3

### BUDGET 2020 WECF NL

	<b>Budget 2020</b>
<b>INCOME</b>	
<b>Source of Income (1)</b>	
1.1 Income from grants of governments <i>DEVCO-Women2030, DEAR-SDG's, UNEP</i>	1.255.000
1.2 Contributions from other organizations; <i>incl. co-funding</i> <i>A considerable part of the co-funding on 1.1 stems from projects of WECF eV Germany (around € 80.000), and Women2030-partners (around € 180.000)</i>	250.000
1.3 Private donations	5.000
1.4 Various income and costs	5.000
<b>Total income</b>	<b>1.515.000</b>
<b>EXPENSES</b>	
<b>Expenses on objectives:</b>	
Gender Equality, Women's Leadership and Rights <i>DEVCO-Women2030, WEDO</i>	1.090.000
Sustainable Circular Economy, Food, Water & Energy <i>Utrecht Global Goals; co-funding activities for Women2030</i>	152.000
Mitigation Climate Change & Pollution and Health Impact <i>DEAR-SDG's, UNEP (a.o. COP-25)</i>	209.000
<b>Expenses relating to objectives (2)</b>	<b>1.451.000</b>
Expenses relating to subsidies and grants government (3)	5.000
Expenses relating to fundraising activities (4)	5.000
Operational and administrative expenses (5)	49.000
<b>Financial costs &amp; evt. income (6)</b> <i>Bank costs, rate losses, interest paid and received</i>	4.000
<b>Total expenses</b>	<b>1.514.000</b>
<b>RESULT</b>	<b>1.000</b>
<i>Appropriation of result to Continuity reserve</i>	<i>1.000</i>

## Signing of the Annual Accounts 2019 by the Board of Trustees and Directors

\* Corinne Lepage, President

\* Maria Buitenkamp, Treasurer

\* Irene Dankelman, Member

\* Hannah Birkenkötter, Member

\* Dominique Ounadjela, Member

\* Sascha Gabizon, Executive Director

\* Kirsten Meijer, Director WECF Netherlands

Utrecht, July 22nd 2020

Stichting Women Engage for a Common Future - International  
Korte Elisabethstraat 6  
3511 JG UTRECHT

## INDEPENDENT AUDITOR'S REPORT

To: the board of Trustees and the board of Directors of Stichting Women Engage for a Common Future - International

### Report on the audit of the financial statements 2019 included in the 2019 annual report

#### **Our opinion**

We have audited the financial statements 2019 (page 15-28) of Stichting Women Engage for a Common Future - International based in Utrecht.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Stichting Women Engage for a Common Future as at 31 December 2019 and of its result for 2019 in accordance with the RJ-Richtlijn 650 'Fondsenwervende organisaties' (RJ-Richtlijn 650, guideline for annual reporting for fundraising organisations) of the Dutch Accounting Standards Board.

The financial statements comprise:

1. the balance sheet as at 31 December 2019 (with a balance sheet total of € 1,054,036);
2. the statement of revenue & expenditure 2019 (with a total positive result of € 16,105); and
3. the notes comprising a summary of the accounting policies and other explanatory information.

#### **Basis for our opinion**

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the accompanying financial statements' section of our report.

We are independent of Stichting Health Action International in accordance with the 'Verordening inzake de Onafhankelijkheid van accountants bij assurance-opdrachten' (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening Gedrags- en Beroepsregels Accountants (VGBA, Dutch Code of Ethics).

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

### Report on the other information included in the 2019 annual report

In addition to the financial statements and our auditor's report thereon, the 2019 annual report contains other information that consists of:

- Report of directors and board of trustees;
- Addendum 3: Budget 2020.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements, does not contain material misstatements and that all information is included which is requested by the RJ-Richtlijn 650.



We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements. By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

The board and management are responsible for the preparation of the director's report and other information in accordance with the RJ-Richtlijn 650.

### **Description of responsibilities regarding the financial statements**

#### ***Responsibilities of the board of Directors and the board of Trustees for the financial statements***

The board of Directors is responsible for the preparation and fair presentation of the financial statements in accordance with the RJ-Richtlijn 650. Furthermore, the board of Directors is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the board of Directors is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, board of Directors should prepare the financial statements using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so. The board of Directors should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the company financial statements.

Furthermore, the board of Trustees is responsible for overseeing the company's financial reporting process.

#### ***Our responsibilities for the audit of the financial statements***

Our objective is to plan and perform the audit assignment in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

For a more detailed description of our responsibilities, we refer to the enclosure of this auditor's report.

Was signed, Amersfoort, 22 July 2020.

WITH accountants B.V.  
Drs. J. Snoei RA

Enclosure.

**Enclosure to our auditor's report by the accompanying financial statements 2019 of Stichting Women Engage for a Common Future - International based in Utrecht**

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included e.g.:

- identifying and assessing the risks of material misstatement of the company financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the company financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company to cease to continue as a going concern;
- evaluating the overall presentation, structure and content of the company financial statements, including the disclosures; and
- evaluating whether the company financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board and management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.