



Women Engage for a Common Future

**Annual Accounts  
2023**

*18 juli 2024*

## **WECF ANNUAL REPORT 2023**

### **General information**

Report of directors and board of trustees	3
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### **Financial statements**

Balance sheet as at December 31, 2023	26
Statement of revenue and expenditure for the period ended December 31, 2023	27
Allocation of costs table	28
Summary of significant accounting policies	29
Notes to the balance sheet as per December 31, 2023	31
Notes to the statement of revenue and expenditure for the period ended December 31, 2023	37
Signing of Annual Accounts by the Board of Trustees and the Directors	41

### **Other information**

Auditor's opinion	42
Addendum 1: Budget 2024	45

# 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: Arthur van Schendelstraat 550, 3511 MH Utrecht, the Netherlands  
Number at Chamber of Commerce Utrecht: 41186799

## 2. Mission, Vision and Core Values

WECF is a non-profit organisation dedicated to a gender-just and healthy planet for all. We are a network of over 250 ecofeminist organisations who are active in 70 countries around the world. We work with our partners and advocacy allies on jointly funded projects and advocate for female leadership and gender equality in the field of sustainability. We believe a healthy, just and sustainable world requires feminist solutions in 3 critical areas: sustainable development, climate solutions and toxic free environment.

Women in Europe for a Common Future (WECF) was conceived during the Earth Summit in Rio De Janeiro in 1992 by women from the European region coming together and recognising the role women played in sustainable development, as defined in the United Nations report, **Our Common Future**. WECF was officially registered as a foundation in 1994 in the Netherlands and changed its name to Women Engage for a Common Future in 2016 to recognise its growing global role.

Our philosophy: ensure that the voices of women, ecofeminists and marginalised groups are heard at the policy table combined with local action in which they realise their priorities. This dual action-advocacy approach proved to be very successful and has become one of the strongest distinguishing aspects of our network.

### 2.1 Our mission

Our mission is to be a catalyst for change to bring the priorities and leadership of women and feminists in all their diversities, into policies and actions that will shape a just and sustainable world; our “Common Future”, through providing capacity building, tools and funding to ecofeminist partner organisations.

### 2.2 Our vision

As reflected in our updated strategic plan, WECF envisions a world where gender equality is achieved, and all people live with dignity while collectively caring for a sustainable environment. This vision is grounded in the belief that tackling structural barriers is essential for equal opportunities and well-being, ensuring that the priorities of women are central in political, economic, and societal realms.

### 2.3 Core Values

Gender Equality: Promoting women's leadership and gender equality is fundamental to WECF's work. The organisation focuses on feminist approaches to sustainable development, climate solutions, and creating a toxic-free environment.

**Inclusivity and Diversity:** WECF embraces an intersectional approach, recognising the diverse experiences and challenges faced by individuals based on their gender, age, ethnicity, sexual identity, and other social factors.

**Local and Global Action:** Combining local initiatives with global advocacy, WECF ensures that the voices of women and marginalised groups are heard in policy discussions and decision-making processes.

**Sustainability and Environmental Justice:** The organisation strives for sustainable development that prioritises human rights, health, and the environment over economic interests, holding polluters accountable and promoting non-toxic alternatives.

**Collaboration and Solidarity:** WECF works closely with its partners to build capacity, provide expertise, and support grassroots organisations, fostering a collaborative network committed to shared goals.

WECF's philosophy is to ensure that women's and marginalised groups' voices are heard at policy tables while realising their priorities through local actions. This dual action-advocacy approach is a defining characteristic of WECF's network, which has been pivotal in driving meaningful change since its inception during the Earth Summit in Rio de Janeiro in 1992 collaboration.

### **3. Our Key Activities**

Our key activities are channeled through three types of intervention strategies:

- changing the agenda through policy advocacy
- changing the power balance through capacity strengthening
- changing the narrative through ecofeminist activities

#### **3.1 Changing the Agenda through Policy Advocacy**

We advocate to policymakers, from the local to the global level, to include gender equality and women's perspectives in policies and implementation plans. 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. 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.

We do this by:

- Bridge building from local to global, from practice to policy, from local women's and grassroots organisations to global feminist networks and to international policy makers.
- Supporting our partners' participation in decision making processes with financial support and accreditation to international policy meetings including United Nations processes of the Commission on the Status of Women, the 2030 Agenda and Climate, Chemicals, Environment and Biodiversity Negotiations.
- Coordinating joint shadow reports and independent monitoring of policies and programs with our members in Africa, Asia, Eastern Europe, and Latin America on sustainable development, climate and environmental protection such that they are more gender responsive and include recommendations as well as good practices from local women's and grassroots organisations.
- Joint advocacy within global feminist movements such as the Women and Gender Constituency on climate, and the Women's Major Group on environment and sustainable development.

### 3.2 Changing the Power balance through Capacity Strengthening

WECF focuses on strengthening the capacities of women's and feminist groups, enhancing their capabilities in Women's Rights, Gender Equality and Sustainable Development. Responding to network members' needs, WECF conducts joint projects to address inequality and promote environmentally sustainable practices. This includes training (on & offline) with tools for gender responsive approaches, offering grants to local women and grassroots organisations and facilitating policy dialogues that promote creation of local renewable energy service providers with women's leadership

We also foster knowledge sharing and mentoring among network members in multiple languages, addressing a broad spectrum of thematic topics from organisational strengthening, monitoring and reporting, fundraising and project-design capacities, policy advocacy capacities to campaigning and communication capacities.

Furthermore, WECF collaborates with knowledge institutes and universities such as the Climate Technologies Centre Network (CTCN) through our Gender Just climate Solutions (GJCS) program to identify, promote and mentor as well as assist in scaling-up best practices that are adapting to climate change, and reducing climate emissions. This boosts gender-just sustainable technologies and social business development as well as the

### 3.3 Changing the Narrative through Ecofeminist Activities

WECF utilizes ecofeminist movement building and joint campaigns as strategic tools to shift societal perspectives. We do this by mobilizing young women and feminist activists organisations who are passionate about dispelling adverse gender stereotypes. Our efforts focus on engaging with broad sections of society, advocating for gender-equitable actions and policies that advance sustainable development and ensures a healthy planet for all.

A key aspect of this strategy involves illuminating the structural barriers, power imbalances, and instances of discrimination and violence that diverse groups of women encounter. This is done by sharing information, stories, and experiences across our network partners through various platforms such as list-serves, social media, and newsletters.

WECF's campaigns strive to increase public pressure on corporations and politicians, recognising that awareness is a crucial first step towards driving change. We coordinate joint awareness-raising campaigns in multiple languages, aligning with key policy and awareness-raising events.

Additionally, WECF offers communication training tools and sessions, focusing on effective campaigning, outreach, and social media strategies. By positioning our actions under the "feminist" banner, WECF emphasizes inclusivity, asserting that everyone, including men, can participate in our initiatives.

## 4. Results and activities in 2023

Our key results focus on project outcomes that address growing inequalities, specifically gender inequality and the triple crisis of climate change, pollution, and biodiversity loss. These outcomes are achieved through our local-global and back to local (LGL) advocacy actions in **three thematic areas**:

- **Feminist action for sustainable development:** We work towards promoting sustainable development from a feminist perspective, aiming to ensure social, economic, and environmental well-being for all. Our efforts include advocating for gender-responsive policies, empowering women and girls, and promoting sustainable and equitable practices.

- Feminist action for climate and energy solutions: We actively engage in advocating for climate and energy solutions that prioritise gender-just solutions. Our actions include promoting renewable energy, supporting women's leadership in climate action, and advocating for gender-transformative climate policies.
- **Feminist action for a toxic-free future:** We strive to achieve a toxic-free future by advocating for stronger policies and regulations to eliminate harmful chemicals and pollutants. Our work focuses on raising awareness about the impacts of toxic substances on human health and the environment, promoting sustainable alternatives, and advocating for gender-responsive approaches to waste and pollution management.

Through our projects and advocacy efforts in these thematic areas, we aim to create positive change, advocating for women as agents of change and the inclusion of marginalised communities, thereby contributing to a more sustainable, just, and equitable world.

#### **4.1 Feminist Actions for Sustainable Development**

##### **4.1.1 Georgia Women's Power and Participation (WPP)**

The project " Georgia Women's Power and Participation (WPP)" funded by EU NEAR was successfully implemented in cooperation with 5 amazing partners: Womens Fund of Georgia, Women and Reality, Young Pedagogue Union, Elder Women’s Council, Racha Community organisation from January 2021 to December 2023. It aimed at empowering women, youth, and minority groups across the provinces of Guria, Imereti, Kacheti, and Racha in Georgia. The project achieved significant milestones in improving policies, changing mindsets, and enhancing media reporting on gender equality with significant impacts on local and national levels that will continue beyond the project's end.

By the end of the implementation phase, the programme had achieved the following:

##### **Training and Capacity Building:**

- Training Sessions: Conducted 32 CSO and 42 youth trainings, training 570 local activists and 744 youths, primarily women.
- Subgrants Implementation: Implemented 30 subgrants, with a total grant value of 200,000 EUR involving 2225 local participants and 66 youth grants reaching many more.
- Journalist Training: Trained 30 journalists and held consultancy meetings with 14 media managers, influencers, and 163 future journalists.

- 4 universities have integrated ethical reporting into their curricula

##### **Media and Public Awareness:**

- Media4Equality Award: Launched and awarded 39 ethical media platforms, encouraging gender-sensitive and inclusive media coverage.
- Media Coverage: Achieved 55 project broadcasts and reached 896,394 unique accounts via Facebook and 328,631 via Instagram.
- 14 media managers have signed a memorandum, committing their media outlets for ethical standards on reporting on femicide. against environmental challenges.

**Advocacy and Policy Changes:**

- Local Advocacy: Supported women activists in 6 municipalities, leading to 8 municipal policy changes and over 10 infrastructure improvements.
- As a result of the advocacy by local activists, 21 changes improving access to services to socially vulnerable people, women with disabilities and youth in 3 municipalities were budgeted and implemented.
- National Influence: Co-chaired the Working Group on Women's Economic Empowerment, resulting in the parliamentary approval of the state concept on women's economic empowerment.

**Strategic Networking:**

- Networking Meetings: Conducted 36 strategic networking meetings with 583 participants, including women, ethnic minorities, and WWDs.
- Policy Dialogues: Held 20 local policy dialogues to discuss women's empowerment and gender-sensitive budgeting.

**Sustainability and Future Plans:**

Despite the worsening political situation, this project built long-term capacities in local trainers and organisations, ensuring continued support for women's empowerment. It also established strategic partnerships and advocacy efforts have set the foundation for ongoing policy influence and support for

**4.1.2 Ecofeminist Movement Building fund**

WECF has been instrumental in driving sustainable development, particularly SDG5 through the ecofeminist movement building fund, launched in 2021 thanks to funding from the Dutch National PostCode Lotterij (NPL) and continued since Q3 of 2023 with support of a French Foundation.

By 2023, the reach of the ecofeminist movement building initiative had broadened to cover a total of 18 WECF's network partners in 14 countries across Africa, Asia, Europe, South America, and Oceania with more than 200,000 EUR reflecting a global effort to support ecofeminist initiatives and gender equality. Impact stories of partners supported by this fund are highlighted here.

**Key Achievements** of the Ecofeminist Building Fund since its inception phase are:

**Project Diversity and Reach:**

- Supported a wide range of themes from agroecology to solar energy.
- Benefited diverse target groups including young climate activists, female farmers, and communities in countries such as Georgia and Colombia.
- Implemented projects across 14 countries: Morocco, Tunisia, Uganda, DRC, Cameroon, Nigeria, Moldova, Indonesia, Ukraine, Georgia, Tajikistan, Kyrgyzstan, and North Macedonia, Colombia.

**Capacity Building and Training:**

- Trained grassroots communities in renewable energy through online and offline platforms.
- Developed and implemented energy projects by women's activist groups such as in Moldova, building three solar installations and creating public energy cooperatives in Uganda for solar energy production.
- Supported the installation of photovoltaic power plants providing clean drinking water in rural areas.
- Empowered women to participate in sustainable energy projects, resulting in significant local benefits such as reduced energy costs for community centers.
- Initiated fundraising efforts to support partners affected by natural disasters, such as providing solar power banks to earthquake-affected cities in Turkey.

### **Advocacy and Networking:**

- Held events such as the "Women Making Waves" Feminist Foreign Policy (FFP) conference to discuss water, climate change, and gender equality.
- Engaged in high-level policy forums and international conferences, advocating for ecofeminist issues and forming strategic partnerships.

### **Community Engagement:**

- organised local events like a Women's Summit in Bali, which involved 170 grassroots women and activists from Indonesia and other regions, focusing on issues like climate change and economic
- Produced podcasts to highlight the challenges faced by eco-migrant women in Georgia, raising awareness and driving collective climate action.

### **Future Plans:**

The support from the NPL has catalyzed significant organisational growth for WECF as a network of ecofeminist organisations. This support has enabled us to hire 2 new project managers and expand both our budget and team size, enhancing our capacity to deliver impactful projects.

Our successful fundraising efforts have also secured additional funding sources for the Ecofeminist Movement Building Fund, with a specific focus on Europe starting in September 2023 and a global focus as of January 2024. This new funding allows WECF to continue providing flexible grants to network partners, promoting ecofeminist initiatives. Moreover, this approach has strengthened our ability to seek additional funds for global implementation, extending the reach and impact of our ecofeminist initiatives worldwide.

#### **4.1.3 EU – Africa Circular Food System**

WECF is actively involved in the **INCiTIS-FOOD project**, contributing to various aspects aimed at enhancing sustainable urban and peri-urban food systems in Africa. Our focus on gender integration, inclusivity, and ethical conduct ensures that the project's goals are met effectively, creating a positive impact on the communities involved.

The project aims to improve food and nutrition security (FNS) in African city regions by enhancing local food production, access, utilization, and stability, while reducing environmental footprints and promoting circularity. It involves interdisciplinary collaboration, stakeholder-led action, and multi-actor engagement of 24 partners across 14 countries in Europe and Africa, including academic, industry, and NGO partners as well as establishing 8 Living Labs (LLs) in 6 countries across 3 African regions (East: Kenya; West: Ghana, Nigeria, Sierra Leone; Central: Cameroon, Gabon) to co-create innovative agri-food technologies (**Hydroponics, Aquaponics and Insect Farming**) and business models. The outcomes include empowering communities, particularly women and youth, and achieving environmental justice through transformative food policies.

#### **Key Achievements in 2023**

- Support for Food System Analysis: WECF played a crucial role in supporting the food system (FS) analysis by incorporating gender aspects into the survey. We collaborated with multiple Nigerian and Kenyan NGOs as FS actors, enriching the analysis with diverse perspectives and helping to identify potential strategies for making African food systems more inclusive and equitable.



- **Development of Inclusivity Guidelines:** As part of the Inclusivity Team, which includes WECF, Youth4Development (Y4Dev), and Kenyatta University (KU), WECF was instrumental in developing a Code of Conduct. This document outlines the values intended to foster inclusive and safe working environments in the Living Labs. It addresses matters such as accessibility, inclusive language, and measures against all forms of discrimination, including Sexual Exploitation, Abuse, and Harassment (SEAH).
- **Ethical and Safe Working Environments:** WECF's commitment to promoting ethical and safe working environments is reflected in our development of guidelines and protocols that guide the actions of Living Lab staff and participants. These measures ensure that all participants feel welcome and valued, fostering a culture of respect and inclusivity.

#### **4.1.4 Framework Agreement signed with the European Commission**

WECF signed a second Financial Framework Partnership Agreement (FFPA) titled "WomenPower2030: Feminists Accelerate Action for Sustainable Development" with the European Commission, DG International Partnerships. This new agreement, signed in December 2023 and commencing on January 1, 2024, builds on the previous 5-year Women2030 program concluded in 2021.

The primary goal of WomenPower2030 is to foster ecofeminist leadership in the implementation of the global Sustainable Development Goals (SDGs) and climate actions. It aims to strengthen women's and feminist civil society networks, movements, and organisations by increasing their capacity and resources to fight inequalities and promote gender-equal sustainable development. The program also focuses on enhancing the influence of these organisations in global and regional policy processes, particularly in climate change governance and decision-making.

The new FFPA is a 4-year program involving WECF's regional focal partners from Africa, Asia-Pacific, and Latin America, ensuring a comprehensive and collaborative approach to achieving its objectives.

## **4.2 Feminist Actions for Climate & Energy Action**

### **4.2.1 Forests for a Just Future**

The 'Forests for a Just Future' programme for the Power of Voices programme funded by the Ministry of Foreign Affairs carried out by the Green Livelihoods Alliance (GLA), has the long term goal to ensure that tropical forests and forest landscapes are sustainably and inclusively governed in order to mitigate and adapt to climate change, fulfil human rights and safeguard local livelihoods. 2023 is the third year of this five-year program.

The programme's Theory of Change revolves around three mutually reinforcing pathways of change:

- **Pathway A:** Strengthening IP&LC governance over increased areas of forest;
- **Pathway B:** Government and agro-commodities, extractives, energy and infrastructure sectors no longer drive deforestation and address citizens' concerns to protect forests and human rights;
- **Pathway C:** Citizens enjoy human and women's rights and safely participate in social movements.

The programme aims to bolster civil society to take its legitimate position in society to voice the needs and demands of citizens and IP&LCs and hold governments and private sector accountable to the people.

The GLA is an alliance of Gaia Amazonas, IUCN NL, Milieudefensie, NTFP-EP, SDI and Tropenbos International, with WECF and FERN as technical partners. WECF, alongside the Global Forest Coalition (GFC), provides technical support to strengthen the capacity of GLA members and partners in women's rights and gender equality. This includes integrating gender perspectives into policy proposals and advocacy work and has achieved the following since inception:

**Capacity Strengthening and Gender Strategies:** Developed GLA country plans ensuring alignment with local agendas and the needs of Indigenous Peoples and Local Communities (IPLCs) and Environmental Human Rights Defenders (EHRD) women.

**Engagement in Policy and Legislation:** Consulted with the European Commission to design policies eliminating deforestation and human rights infringements in EU market products. Advocated for gender-just climate and biodiversity actions with the Dutch government and contributed to Dutch Feminist Foreign Policy and National Biodiversity Strategies and Action Plans

**International Advocacy and Feminist Analysis:** Conducted feminist analyses of regional deforestation drivers. Also mobilized international movements to address gendered drivers of forest loss.

**Local-to-Global-to-Local Strategies:** Ensured IPLCs and women's voices were heard in international processes like UNFCCC, NDC, and CBD as well as advocated for rights-based and gender-responsive policies.

**Learning and Monitoring for Strategic Management:** Strengthened advocacy capacity through the ELS sessions about the prevention of Sexual Abuse, Exploitation & Harassment (SEAH) and monitored civic space and human rights violations. Also documented sustainable practices by IPLCs and collaborated with the private sector on inclusive solutions.

### **Key Events and Contributions in 2023:**

- Played a key role in the mid-term review process of the GLA.
- Shaping Feminist Foreign Policy Conference: Showcased gender-responsive forest governance through a marketplace stand and video.
- organised a session connecting water governance with land rights, biodiversity, and the impact of extractive industries at the Commission on the Status of Women (CSW67)
- organised events on women's leadership and gender-just water and climate finance at the UN Water Conference.
- COP28/UNFCCC/ SB: Co-organised side events on feminist climate and energy policies and gender-just forest and biodiversity conservation as well as transforming climate finance
- Koronivia Workplan on Agriculture and Food Security: Emphasized community-led, rights-based approaches and gender integration in agriculture negotiations.
- Strategy Workshop on Women's Land Rights: Addressed women's land rights under the three Rio conventions, highlighting best practices and gaps in the UNFCCC.
- Supporting Partners: Facilitated partners' participation in key events like the UN General Assembly, Climate Ambition Summit, Climate Chance Africa Summit as well as Global People's Assembly and advocated for equitable SDG implementation, emphasizing gender, climate, and biodiversity goals.
- Continued co-facilitating the GLA Gender Hub which formulates strategic approaches, guidelines, and advice on gender integration within the GLA programme's framework.

### **4.2.2 Gender Just Climate Solutions**

The Gender Just Climate Solutions (GJCS) program is implemented by WECF jointly with the other feminist organisations from the Women and Gender Constituency (WGC) at the UNFCCC. Since its inception at the Climate Summit in Paris in 2015, the GJCS Awards have recognised numerous outstanding grassroots climate actions led by women that promote gender equality. In 2023 the main funding for the GJCS programme was provided by UN CTCN (Climate Technology Centre and Network) via UNEP and WEDO (Women's Environment and Development organisation). The program continues to emphasize the pivotal role of women's leadership and the necessity of gender equality in achieving sustainable and impactful climate

### **Importance of Gender-Just Climate Solutions**

Globally, most climate funding targets emission reduction through large-scale projects in energy, industry, and transportation. However, at WECF, we emphasize the importance of supporting those most affected by climate change—who need resources to rebuild, replant, and survive. Indigenous and traditional technologies contributing to climate resilience are often overlooked by larger funds. Despite the formal application of gender criteria, genuinely transformative, gender-responsive climate actions remain rare. Inclusiveness must be promoted, which is why the GJCS Awards were created. These awards demonstrate that impactful gender-just climate solutions are already being implemented worldwide.

### **GJCS Awards and Impact Visibility: 2023 GJCS Awards ceremony took place during COP28**

A communication campaign was executed to increase the outreach of the call for applications, awards ceremony, and publication launch which was completed with a GJCS 2023 video.

The awards which include a monetary prize of EUR 5.000 were presented by the German State Secretary for Economic Cooperation and Development, the Chilean Minister for Environment, and the UN Climate Technology Centre and Network (CTCN) Advisory Board vice-chair. The ceremony was attended by over 200 people and honored the three winning projects in the categories of Technical Solutions, Non-Technical Solutions, and Transformational Solutions. The 8th edition of the GJCS publication available in multiple languages emphasizes the importance of integrating gender equality and women's rights in climate action. It also features top applications and award winners per categories, highlighting gender-responsive and inclusive climate solutions that support marginalised communities in their fight against environmental challenges.

**Capacity Building:** Several workshops and side events were conducted at COP28, enabling about 20 awardees and other participants to raise their capacities on climate and gender policy advocacy, including Bridging Gender Gaps in Nationally Determined Contribution (NDC) implementation. Furthermore, a satisfaction survey was conducted, showing positive feedback from participants.

**Mentoring Program:** Mentoring and support is provided to awardees to enhance capacity and scale up successful practices. Monthly video calls and individual meetings supported awardees in project development and funding proposals. A funding guide was co-created to assist awardees in identifying potential funding opportunities  
Global Network through Local-to-Global Advocacy and Feminist Analysis: Awardees join WECF's global network and relate to international organisations to amplify their message in global climate change discourse. Local agendas are linked with international advocacy, ensuring the voices of Indigenous Peoples, Local Communities, and women were heard in global forums like the UNFCCC.

### **4.2.3 Climate Action**

The ClimAct/SPark programme, funded by the European Commission's Development Education and Awareness Raising (DEAR) programme, is a four-year initiative which ends in 2024 led by a consortium of 20 organisations lead by Oxfam-Novib and the Climate Action Network Europe (CAN Europe). The primary objective is to raise awareness, build capacity, and support EU citizens, particularly young people, in tackling climate change and promoting development policies, including those in the Global South, aligned with Agenda 2030. WECF's focus is on ensuring that training, advocacy, and communication are gender

### **Key Achievements in 2023**

- **Climate Justice Workshop Toolkit for Youth:** Developed a comprehensive toolkit aimed at empowering

- Ticket to the Future Event: WECF co-organised the "Ticket to the Future" train journey from Paris to Barcelona. This event included workshops on climate and gender justice and culminated at the Fixing the Future Festival in Barcelona, with almost 130 young activists participating from over 30 countries.
- Feminist March and Climate Justice Block: Co-organised the Climate Justice Block during the Feminist
- **International Advocacy and Policy Engagement:** Participated in the Bonn Climate Change Conference (SB58) to advocate for gender-just transitions and human rights integration in climate policies. Engaged in the Environment for Europe conference, promoting sustainable development and environmental justice.
- **Engagement with European and National Decision Makers:** Started preparations of a toolkit for youth on the upcoming EU elections, focusing on ecofeminist perspectives. The toolkit was made available in multiple languages, aimed to mobilize young activists across Europe. WECF also participated in key national events in the Netherlands, including the Climate and Justice March, Afrikadag, and the Global Climate Debate (Mondiale Klimaatdebat), to advocate for feminist and decolonial climate policies.
- **Communication and Outreach:** Continued the digital campaigns #HerstoryOfChange with 4 powerful stories from Netherlands, Nigeria, Ukraine and India - highlighting personal stories from partners and climate champions. Promoted the Gender Just Climate Solutions Award through various media channels, significantly increasing outreach.
- **Capacity Building:** A total of 17 workshops and trainings were conducted during the course of 2023 through which about 2000 participants enhanced their capacities in climate and gender policy advocacy and raised awareness of gender-responsive and inclusive climate solutions.

#### 4.2.4 Enhancing Energy Efficiency and Resilience in Ukraine

The **TEAD programme** (Trainings for (women) Energy Auditors & Technical Designers in Ukraine), funded by the EU which began on February 1, 2022, aims to enhance Ukraine's capacity for conducting energy audits and implementing energy-efficient designs. The Russian invasion of Ukraine on February 24, 2022, underscored the urgent need for energy efficiency and independence, significantly shifting the programme's focus towards supporting Ukraine's recovery and resilience. In 2023, the TEAD programme continued with an emphasis on creating job opportunities, skill development, and promoting the active participation of women in the energy sector.

##### Key Achievements in 2023

- **Highlighting the Work of Women Energy Ambassadors:** Conducted interviews with female professionals in the energy sector across Ukraine, sharing their experiences, successes, and challenges in a male-dominated field. These stories were documented in October and November to inspire and encourage more women to enter the sector.
- **Training-the-Trainer:** Developed training programmes to increase the number of qualified specialists for energy audits. Instructors were trained to subsequently train others, ensuring continuous professional development for energy auditors. These training sessions were developed in 2023 and are set to commence in 2024.
- **Empowering Women in Ukraine's Energy Sector Workshop:** Hosted a workshop titled "Empowering Women Energy Ambassadors in Ukraine" to analyze the challenges and gaps faced by women in the energy sector. The workshop facilitated dynamic group discussions to identify the knowledge, skills, resources, and support needed by women in their professional lives.
- **Berlin Ukraine Energy Events:** In October 2023, the programme's Communications and Gender expert attended two major events focused on Ukraine's sustainable recovery efforts.

These included:

- o Women Energy Club of Ukraine's Annual Conference "No Energy Without Gender": Held in Berlin, this conference addressed gender equality in the energy sector,
- o German-Ukrainian Energy Day & Build Ukraine Back Better Meeting: A collaborative event where representatives from both countries discussed the importance of energy cooperation in supporting Ukraine's recovery.

#### **4.2.5 Gender Responsive Climate Finance**

The project 'Gender Responsive Climate Finance' funded by BMZ (Federal Ministry for Economic Cooperation and Development, Germany), aims to promote **gender-responsive climate action** in three countries: **Georgia, Colombia, and Uganda**. Running from October 2022 to December 2025, the project aligns with BMZ's 2030 reform concept and focuses on feminist development policy and just transition principles. The project underscores the critical need for gender-responsive climate policies and actions. By empowering women and girls and integrating gender perspectives into climate programs, the project aims to foster inclusive and sustainable development, addressing structural inequalities and promoting environmental justice

The key objectives are to enhance the capacities of climate actors for gender-responsive planning and implementation, create a framework empowering women and girls in climate decision-making, and integrate a holistic, intersectional approach in climate programs. Additionally, the project aims to ensure policy coherence between climate and gender policies, aligning with international and national agreements.

#### **2023 Key Activities and Achievements:**

##### **Advocacy:**

- organised a side event at COP27 to present gender-specific goals and policy recommendations for development. This event facilitated a dialogue on community-based, gender-responsive climate solutions.
- Held a side event during SB 58 in Bonn to highlight the need for restructuring financial mechanisms to improve gender-responsive climate financing and remove barriers for local and indigenous women and feminist organisations.

##### **Country-Specific Activities:**

##### **Georgia:**

- Engaged with the German Embassy, GIZ, and local stakeholders to integrate gender aspects into the new climate law and national climate communication.
- Conducted interviews with key climate and gender actors and participated in various workshops and consultations.

##### **Colombia:**

- Engaged with German Embassy and conducted interviews with national gender and climate focal
- Participated in the Latin American and Caribbean Climate Week, promoting gender-just transitions.
- Highlighted the work of Enda Colombia with waste collector collectives in Bogotá, focusing on care economy and overcoming patriarchal barriers.

##### **Uganda:**

- Engaged with the German Embassy and conducted interviews with key gender and climate
- Emphasized the role of energy cooperatives in just transitions and the importance of financial alternatives for women to develop their climate solutions.

#### 4.2.6 Active Citizen for People and Planet

The 'Active Citizen for People and Planet!' (ActZen) project aims to enhance citizens' knowledge of ongoing political debates and measures from 2023 to 2024. The initiative involves a diverse consortium of seven organisations, including WECF and four Oxfam affiliates, spanning multiple European countries. The project focuses on engaging citizens and communities in climate and environmental discussions, promoting media literacy, and countering disinformation, particularly greenwashing, with the involvement of journalists.

##### Focus Areas

- **Accountability and Policy Analysis:** Analyzing political proposals related to the environment and green issues from various parties and demanding accountability from parliamentarians for their commitments.
- **Youth and Citizen Engagement for Climate Action:** Raising awareness among citizens through cultural events, online debates, and festivals, incorporating feminist, interdisciplinary, decolonial, and intersectional perspectives.

##### Key Achievement in 2023 is the Development of the 'EU Elections Toolkit for Youth'

- **Objective:** Created for the 2024 European Union elections, the toolkit addresses the urgent climate and ecological crises, the geopolitical tensions, and the rise of far-right populist parties in Europe.
- **Content:** The toolkit explains the workings of the European Union and EU elections, emphasizing the importance of ecofeminist issues. It aims to mobilize youth for a unified, green, and feminist Europe.
- **Impact:** Helps young people understand the significance of their involvement in the EU elections and

#### 4.2.7 Just, sustainable, inclusive, and gender-transformative economy

WECF partnered with Oxfam Belgium to Advocate for a just, sustainable, inclusive, and gender-transformative economy as part of Oxfam's five-year advocacy programme (2022-2026). Our focus is on the intersection of gender inequality, climate change, sustainable development, and biodiversity, aiming to enhance the capacity of organisations to adopt gender-transformative approaches.

##### 2023 Key Achievements

- **CONCORD Equality Day:** WECF Netherlands' director participated in CONCORD Equality Day, discussing gender equality in the context of SDGs, care work, EU policies, and the Global Gateway, emphasizing the need for an intersectional and multidimensional approach.
- At the Climate Chance Summit in Yaoundé, Cameroon, WECF organised an event on transformative climate finance with partners, in highlighting local initiatives for resilient agriculture and exchanging best practices. This participation provided excellent networking opportunities with influential African policymakers and emphasized the importance of gender and environmentalism.
- WECF attended the Degrowth Conference in Zagreb, exploring degrowth's role in gender-transformative change, distributing over 30 toolkits, and discussing potential workshop and project ideas in queer ecology. We also organised a full-day capacity-strengthening and networking event in Brussels with the Coalition Climat, discussing the link between intersectional feminism and climate justice, presenting the toolkit "Towards a Gender-Transformative organisation," and achieving successful participation and
- At UNFCCC COP28 in Dubai, WECF organised the side-event "Making BENELUX Climate & Energy Policies Feminist & Decolonial", supporting BENELUX policymakers in adopting inclusive policies, resulting in a new collaboration opportunity with UN WOMEN.

### 4.3 IZFeminist action for a Toxic Free Future

WECF continued efforts in fostering a better understanding of toxic chemicals in products with a particular emphasis on the Gendered Dimensions of Plastic Waste and encouraging engagement to push for changes in policies. During the year, we engaged on actions promoting toxic free future through the following projects and international processes based on several small funds.

#### 4.3.1 Toxic Free Future (TFF) Campaign

In 2023, WECF launched the Toxic Free Future (TFF) campaign across its offices in the Netherlands, Germany, and France. This programme, undertaken in close collaboration with the European Environmental Bureau (EEB) Network, helps Europeans gain a better understanding of toxic chemicals in the products they use and consume, encouraging them to push for changes in EU policies such as REACH that currently fail to protect the health of people and the environment, both domestically and internationally. It aims to increase the awareness and actions of civil societies, women's, and youth organisations regarding toxic-free solutions.

**2023 Key achievements** included capacity-building activities such as workshops and campaigns to raise awareness about harmful chemicals in menstrual products and everyday items, as well as targeted communications like social media campaigns and publications in multiple languages. WECF actively engaged with stakeholders by participating in national consultations, contributing to policy development, and organizing events with policymakers.

##### **WECF Netherlands - Toxic-Free Periods Initiative:**

Engaged over 500 young feminists through various activities, including:

- Poster presentation at the **7th Ministerial Conference on Environment and Health** in Budapest, advocating for non-toxic menstrual health to a global audience.
- **Menstrual Health Rights** event at the UN High-Level Political Forum.

##### **WECF Germany - Policy Advocacy and Stakeholder Engagement:**

- organised Chemiepolitische Mittagstalks (Brownbag Talks on Chemical Policies), engaging 180
- Updated and distributed **11,000 brochures** on avoiding toxic chemicals in everyday products.
- Published over several **articles and social media posts** about toxic-free menstruation.
- Participated in national consultations on environmental policy and chemical pollution.
- Co-organised multistakeholder sessions at UN BRS Convention and launched WECF's movie "Tackling Toxics: Gender Dimensions of chemicals and waste policies".
- Participated at the **World Chemical Conference (ICCM5 / SAICM Beyond 2020)**.
- Engaged with over 50 civil society organisations and policymakers.
- Contributed to Germany's Endocrine Disrupting Chemicals (EDC) National Action Plan.

##### **WECF France - Comprehensive Outreach and Engagement:**

- Conducted workshops for 160 healthcare **professionals on menstrual health and PFAS**.
- organised menstrual health workshops for over 200 high school students.
- Created and distributed 5,000 educational leaflets on harmful substances in menstrual products.
- Published 10 articles and launched several online campaigns on menstrual health and endocrine
- Contributed to **media publications**, reaching a broad audience on environmental health
- Contributed to 4 national environmental health plans and strategies including French National Strategy on Endocrine Disruptors.
- Actively participated in 6 stakeholder meetings and consultations on chemical regulations.

### **Strategic Coordination - Collaboration Between WECF Offices:**

- **Joint Preparation for the ICCM5 Conference:** WECF offices in the Netherlands, Germany, and France collaboratively prepared for the ICCM5 conference, ensuring a unified and strategic approach to presenting and advocating for the Toxic Free Future initiative.
- **Coordinated Social Media Campaigns:** During Environmental Health Week, the WECF offices conducted a coordinated social media campaign, reaching over 10,000 individuals and engaging thousands across multiple platforms with information on harmful chemicals in menstrual products to ensure menstrual health commitment at the highest level.
- **EEB Network Coordination:** WECF prepared joint messaging and campaign materials in collaboration with EEB Network as well as engaged in monthly coordination calls with EEB network members, fostering consistent collaboration, alignment, and strategic planning across the network.

### **4.3.2 Women and Water on the World stage**

During the United Nations Water Conference in New York, thanks to funding from the Rijksdienst voor Ondernemend Nederland, WECF highlighted the crucial **link between women's rights, gender equality, and water**. This was a historic event, being the first UN Water Conference in almost 50 years, calling on Member States, civil society, and the private sector to commit to accelerating water action to achieve SDG 6. The conference served as a platform to amplify the voices of women and youth, showcasing practical and proven solutions to water-related challenges. It also enabled WECF to connect broader initiatives on toxic-free future and menstrual health commitment with the critical discussions and actions taken during the UN Water Conference. This integration showcases WECF's holistic approach to addressing environmental and health challenges through gender-inclusive solutions and international collaboration.

### **2023 Key Activities and Achievements**

- **Support for Local Partners:** WECF supported a delegation of over 15 partners from 12 countries,
- **Gender and Water Connection:** To ensure coherence and avoid working in silos, WECF connected the  
- WECF organised a parallel event titled "Gender Transformative Water Solutions," moderated by Executive Director Sascha Gabizon, linking SDG 5 (Gender Equality) and SDG 6 (Water).
  - o Notable speakers included Henk Ovink, Special Envoy for International Water Affairs for the Kingdom of The Netherlands, and Trupti Jain, co-founder of Naireeta Services India, who presented innovative water reuse technology used by women farmers.
- **Transboundary Water Cooperation:** WECF co-organised two events on transboundary water cooperation, including an official side event hosted by the Ministry of the Environment of the Republic of Moldova. This event showcased good practices from the Balkan and Eastern European, Caucasus, and Central Asian (EECCA) region, highlighting the role of civil society and feminist organisations in water diplomacy. Speakers included representatives from Eco-Tiras, Black Sea Women's Club, Journalists for Human Rights, and ARGO
- **Radical Collaboration for Water Resilience:** As part of the Women's Major Group, WECF co-organised two special events, one of which included a panel discussion moderated by Dr. Priscilla Achakpa of WEP Nigeria and featuring speakers from various countries and indigenous communities. The King of The Netherlands, Willem Alexander, also attended this event.



### 4.3.3 Menstrual Health Initiative in Ukraine

In times of war, such as the current conflict in Ukraine, access to essential products, including menstrual supplies, can be severely limited, endangering people's menstrual health. To address this critical issue, WECF partnered with Natracare and organisations such as Marsh Zhinok (Women's March Ukraine) and Brave Ukraine, demonstrating a collective effort to support women and girls in the region.

#### Key Achievements

##### Humanitarian Aid Initiative in Odessa:

- Partnered with the Odessa Housing Union and the Black Sea Women's Club.
- Implemented a project aimed at alleviating energy poverty in apartment buildings.
- Provided essential supplies to impoverished households with financial support from Natracare.

##### Collaboration with Marsh Zhinok (Women's March Ukraine):

- Supported women in active conflict zones, internally displaced persons, and refugees.
- Distributed essential hygiene products and improved shelter conditions.
- Delivered 50 customized sanitary solutions and 25 medical kits.

##### Empowering Ukrainian Women Defenders:

- Launched a joint initiative with Brave Ukraine in September.
- Provided female uniforms, hygiene products, and specialized underwear to Ukrainian women defenders, particularly for harsh winter conditions with temperatures dropping to -30°C.
- Aimed to support women defenders, fostering resilience and unity.

These initiatives highlight the critical support provided by Natracare and partners to address menstrual health needs, improve living conditions, and empower women amidst the ongoing conflict in Ukraine.

## 5. Organisational developments

### 5.1 Staff

WECF has a dedicated and professional staff. We find it important everyone can bring out the best in them. We attach immense importance to empowerment and personal development. In 2023 personal development reviews with all staff members were held to identify personal needs and improvements for the organisation. In the Utrecht office, one-on-one 'check ins' are held on a periodic basis between each staff and director focusing on personal wellbeing and to identify areas where additional support is required for day-to-day activities.

In 2023, WECF International employed on average 10 persons with 7,9 full time equivalents; two new staff joined the organisation, while one left in August. 11 employees were deployed for core tasks, including: management of the network (2), implementation of programmes (5), advocacy & campaigning (1), communication (1), financial administration and controlling (2). WECF International supports the representative office WECF Georgia with 6 employees: management (1) implementation of programmes (2), communication (2) and accounting (1). All staff members have a responsibility for fundraising. Also, in 2023 we had interns and volunteers who supported our work with great enthusiasm, in total 6.

Since we are a network organisation our programmes are implemented in close cooperation with staff of our sister offices in Germany, in France and its representative office in Switzerland. This way of working enables WECF International to keep a lean management and organisation and to strengthen the autonomy and capacity of the organisations in our network.

## 5.2 Integrity

WECF strives for the highest levels of integrity, financial management, and accountability. This commitment is embedded in its Integrity Policies, which include a robust Code of Conduct, Anti-Fraud and Anti-Corruption Policy, and a Child Protection Policy. Any violations of the Code of Conduct must be reported immediately, ensuring transparency and accountability within the organisation. These policies are designed to safeguard against any forms of misconduct, including fraud and corruption, and to protect vulnerable individuals involved in or impacted by WECF's work.

The contacts of our Integrity Officer, the Integrity Adviser in the Board of Trustees, the external whistleblower point as well as the external Person of Trust can be found on our website. In 2023, there were no reported violations of the Code of Conduct, reflecting the organisation's commitment to maintaining ethical

## 6. Governance

The Board of Trustees, consisting of members appointed for their expertise, met regularly to advise, and oversee the organisation's activities. The International Advisory Board provided strategic advice and represented partner organisations. The Board of Directors managed WECF International with a collaborative approach involving directors from sister offices in Germany and France.

### 6.1 The Board of Trustees (BoT)

In 2023 the Board of Trustees consisted of the following members:

- **Corinne Lepage**, (President - she has ended her mandate at december 2023.) Other relevant functions: Associate Lawyer at Hugo 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 Doctor 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).
- **Marieke van Doorninck** (Co-chair), Director of Kennisland (paid). Experienced activist and political leader championed the rights of marginalised groups, with a recent focus on climate issues and sustainability. Former member of the City Council of Amsterdam, deputy Mayor on urban planning and sustainable development, former co-chair of the board of MamaCash,
- **Aniek Moonen** (Co-chair), Future generations representative, public speaker and moderator. Former chair of the Dutch Youth Climate Movement, Co-host BNR Duurzaam.
- **Jolein Baidenmann** (Secretary & Integrity Advisor), Program Manager Ministry of Economic Affairs and Climate (Paid). Expert Sustainability and Gender
- **Yuliya Savchenko** (Treasurer), Finance and Administration Director, Yuliya has many years of experience
- **Dominique Ounadjela** (Member), Board member Réseau Cohérence de Bretagne (unpaid), Board member Mutuelle (unpaid), Board member of a territorial Development Council in « Pays de Morlaix »
- **Miriam Mona Mueller** (Member), PhD-researcher taking a decolonial perspective on gender, peace and security and besides that also works for the Centre of Feminist Foreign Policy
- **Claudia Wendland** (Member up till June 2023), Water and sanitation specialist with experience on EU, UNECE and international policy. Claudia's background is civil and environmental engineering.

The BoT met three times in 2023 to approve annual plans, budgets, and reports. They gave strategic advice to the Board of Directors and performed several representative functions on behalf of WECF. No member of the BoT received any remuneration during 2023. The members do receive reimbursements for actual travel expenses incurred, accommodation costs and cost for food and drinks.

## 6.2 The International Advisory Board

The International Advisory Board advises the organisation 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 2023:

- **Dalila Loudyi**: Africa, Morocco, ADFM - Association Democratique des Femmes du Maroc
- **Ernestine Leikeki**: Africa, Cameroon, CAMGEW - Cameroon Gender and Environment Watch
- **Karima Kaddatouati**: Africa, Algeria, Women Association in Green Economy
- **Titilope Ngozi Akosa**: Africa, Nigeria, Centre For 21st Century Issues
- Olga Djanaeva: Asia, Kyrgyzstan, Association Women's organisation Alga
- **Maria Teresa Guia-Padilla**: Asia, Philippines, AnthroWatch
- **Trupti Jain**: Asia, India, Naireeta Service
- **Yuyun Ismawati Drwiega**: Asia, Indonesia, Foundation Nexus3
- **Andriy Martynyuk**: Europe, Ukraine, NGO Ecoclub
- **Christine Lins**: Europe, Austria, GWNET - Global Women's Network for the Energy Transition
- **Maria Victoria Bojacá Penagos**: South America, Colombia, Enda Colombia

No members of the International Advisory Board received any remuneration during 2023. The members receive reimbursements for travel expenses, accommodation costs and the cost for food and drinks.

## 6.3 Board of Directors / The Joint Advisory Committee

WECF International is managed by the Board of Directors (BoD) consisting of the Executive Director and the Director of the Dutch office. The Joint Advisory Commission (JAC) consists of the BoD and Directors of Germany and France, who establishes common principles and guidelines for WECF International programmes as these are done in close cooperation with these sisters' offices in Germany and France. The Cooperation Framework Agreement defines the roles and responsibilities of the JAC.

In 2023, the BoD and JAC consisted of the following members

- Sascha Gabizon, Executive Director. Other relevant functions: advisor to the Women's Major Group at UNEP (unpaid), Board Member of the Institute for Sustainable Chemistry (Germany) (unpaid).
- Christy Aikhorin, Director WECF Netherlands.
- Annemarie Mohr, Director WECF Germany.
- Véronique Moreira, President of WECF France and Carolina Toro till June 2023, Director WECF France

The salary for the executive director amounts to € 46.391 (0,75 fte) via WECF International. The Director of WECF Netherlands received a gross salary of € 48.157 (0,8 fte). Details are to be found in Addendum 1. WECF paid social security premiums on top of that. The directors receive reimbursements for travel expenses, accommodation costs and costs for food and drinks, but only for costs incurred during activities for WECF. There are no other benefits applicable.

## 7. Communication with Stakeholders and Target Groups

WECF collaborates with a diverse range of stakeholders to achieve its mission of advocating and implementing feminist action for sustainable development, climate solutions, and a toxic-free future. Through these partnerships, WECF aims to address growing inequalities, environmental degradation, and the rollback of women's rights globally.

WECF's main stakeholders and target groups include:

### Civil Society organisations

- **Women's and Ecofeminist Groups:** Over 250 women's and civil society organisations in 70 countries. Partners include Women Environmental Programme (WEP) Africa, Asia Pacific Forum on Women, Law and Development (APWLD), and the Global Forest Coalition (GFC).
- **Grassroots organisations:** Engagement is facilitated through monthly calls and regular email communication, as well as face-to-face meetings during international advocacy events and trainings.

### International Bodies and Networks

- **United Nations Entities:** Active participation in forums such as the United Nations Environment Assembly (UNEA) and collaboration with the Women's Major Group (WMG) and the Women and Gender Constituency (WGC). Strategic cooperation are with UNFCCC, CTCN, UN Women, and UN Environment.
- **Regional Mechanisms:** Engagement with platforms like the UNECE Regional Civil Society Engagement Mechanism (ECE-RCEM) to influence policy at regional levels.

### Governmental and Policy-Making Institutions:

- **European Union:** Collaborations through Framework Partnership Programmes and policy advocacy in line with EU directives and funding programs. This includes key funding from the European Commission for several of our projects mentioned above like the TEAD, ClimAct/SPARK, ActZen.
- **National Governments:** Working with national and local governments to advocate for gender-responsive and sustainable policies. Regular interactions with Members of Parliament and various Ministries (Health, Infrastructure and Water Management, Foreign Affairs, Economic Affairs and Climate Policies), by providing information by mail, responses to consultations and by meeting in policy dialogues in different formats, ranging from public debates (online) to bilateral meetings.

### Donors and Financial Partners:

- **Institutional Donors:** Includes funding from the European Commission DG International Cooperation and other governmental and non-governmental sources.
- **Foundations:** Financial support from foundations like the National Postcode Loterij Foundation and strategic partnerships with funding bodies focused on gender equality and environmental sustainability.

### Academic and Research Institutions:

- **Research Collaborations:** Partnerships with universities and research centers to support data-driven advocacy and develop sustainable solutions based on scientific research. Key partners from the INCiTIS-FOOD project include the University of Development Studies (UDS), Tamale, Ghana, and the Universität der Bundeswehr München, Germany.

### **Consortium Leaders and Strategic Partners:**

- **Consortium Leaders:** WECF collaborates with consortium leaders like the European Environmental Bureau (EEB), Oxfam Novib, and Milieudefensie (Friends of the Earth, Netherlands) on various projects such as Toxic Free Future, ClimAct and the Green Livelihoods Alliance.
- **Strategic Partners:** Includes cooperation with civil society organisations such as WO=Men, CONCORD, Partos, and environmental organisations like the Climate Action Network (CAN) advocating for climate

## **8. Risks and uncertainties**

WECF operates in a complex global environment, presenting various risks and uncertainties that could impact its operations and project outcomes. The organisation has established comprehensive policies and protocols to identify, assess, and mitigate these risks effectively. In 2023, the key risks identified fell into three principal areas: Integrity Risks, Financial Risks, and Operational Risks.

### **8.1 Integrity Risks**

- **Potential Issues:** Involvement of staff or partners in fraud, corruption, sexual exploitation, abuse, and harassment.
- **Mitigation Strategies:** WECF has adopted a zero-tolerance policy towards inappropriate behavior, supported by a Code of Conduct, anti-fraud and anti-corruption policies, and procedures to prevent and address sexual harassment and abuse. All staff, partners and consultants have to comply by these integrity policies. A screening protocol ensures transparency and accountability through annual checks against sanction lists, organisational audits, and compliance checks.

### **8.2 Financial risks**

- **Potential Issues:** Financial challenges due to shrinking civic space, volatile funding environments, and high inflation rates caused by geopolitical conflicts such as the war in Ukraine.
- **Mitigation Strategies:** Aggressive fundraising efforts have improved WECF's financial situation, securing new grants from individual donors supporting initiatives like the Ecofeminist Movement Building and multi-year funding from the European Commission for the Women2030 alliance. Measures were taken to offset inflation impacts through salary increases and revised HR policies.
- **Continuous proactive fundraising strategies** include:
  - o Secure additional funding for the Women2030 alliance by targeting UN and EU institutional donors, private and public sector funds.
  - o Raise funds for historically strong partnerships to support long-standing partners in these regions who are facing significant challenges due to geopolitical conflicts.
  - o Identify support for mid-sized projects aligned with feminist development policies to secure funding for projects that are closely aligned with the work of WECF's network partners.
  - o Explore income generation avenues such as private donations and crowdfunding to diversify its funding base.
  - o Seek funds to support initiatives that involve data collection, knowledge dissemination, and awareness-raising on feminist action for sustainable development, climate resilience, and a toxic-free environment as this aligns with WECF's expertise.

### 8.3 Operational Risks

- **Potential Issues:** Constraints in capacity and resources that could hinder the achievement of project and program objectives.
- **Mitigation Strategies:** Enhancing synergy across various offices, exploring co-funding mechanisms, improving communication processes, and streamlining activities to align with WECF's feminist vision and mission. Emphasis on a supportive leadership style that values self-care and respects boundaries to maintain a healthy work environment. Also invest in project management tools, data management systems and continuous capacity building of staff and partners.

By addressing these risks through robust protocols and continuous monitoring, WECF aims to ensure successful project implementation while safeguarding the integrity and security of its operations and

## 9. Financial policy and results

The income for WECF in 2023 primarily came from governmental and multilateral organisations. The key funding sources included:

- **Governmental and Multilateral Funding:**

- o Ministry of Foreign Affairs of The Netherlands (BuZA): Under the 'Power of Voices' program.
- o German Federal Ministry for Economic Cooperation and Development (BMZ).
- o European Commission (EC DEAR, NEAR).
- o UN Environment Programme (UNEP).

- **Project-Specific Funding:**

- o EC DEAR Project on Climate Action: Continued into its third year and will last until August 2024.
- o 'Women's Power and Participation' Project: Run by WECF's office in Georgia, this project was in its final (third) year and is financed by the NEAR program of the European Union. The project was audited and closed in February 2024.
- o Climate & Gender Project: Financed by the Ministry of Foreign Affairs Germany BMZ, started in November 2022. 2023 marked its first full year, with most activities carried out by WECF Germany.
- o UNEP-CTCN Grants: Supported activities around COP27 and COP28.

- **Additional Income Sources:**

- o Dutch Nationale Postcode Loterij
- o Contributions from Other organisations this include:
  - § A French and American Foundation
  - § Smaller grants from The Netherlands Enterprise Agency (RVO), Oxfam-Solidarité.
  - § NatraCare (an organic menstrual product producer).

These grants are designated for specific projects, ensuring all costs are related to project implementation, including associated salary expenses. WECF adheres to a policy of minimizing administrative and fundraising expenses to maximize the impact of project funding.

### **New Projects Initiated in 2023:**

- EU-Funded Projects:
  - o CERV ACTZEN: Continuing until June 2024.
  - o H2020-INCITIS-FOOD: Continuing until the end of 2026.
  - o Women Power 2030 - framework partnership signed in Dec 2023, will last till Dec 2027
- Toxic Free Future Project: Funded by the US-based Tides Foundation, commencing in 2023 and lasting until mid-2025.
- EU Ecofeminist Grants Project: Funded by a French Foundation, continuing until mid-2026.

For EU-funded projects, co-funding of at least 10% is required (DEAR, NEAR). This co-funding is realised by the partners involved in these projects, with additional support from WECF sister organisations in Munich, Germany, and Annemasse, France. Consequently, co-funding represents a significant source of income for WECF.

By diversifying its income sources and securing substantial co-funding, WECF has successfully maintained a robust financial management strategy, ensuring financial stability and sustainability for its projects and initiatives

Further details on income sources and financial figures can be found in the "Notes to the statement of the revenues and expenditure" (page 36)

### **9.1 Financial key figures**

1. Total **turnover in 2023: 1.865.896 Euro** (2021: 1.752.666). Which was at a stable level, but a bit more than budgetted (1.680.000). The main turnover was at the Green Livelihoods Alliance-project via Milieudefensie, financed by the Ministry of Foreign Affairs, the EU-NEAR-project in Georgia, the Postcode Loterij-project and the Climate & Gender project financed by the German Ministry of BMZ (development co-)
2. **Costs spent on objective as a % of total income:** total costs on objectives 1.689.322 / total income 1.865.896 = **90,5%** (2022: 94,7%).
3. **Expenses related to income generating** and fundraising activities are low; these expenses divided by the income from grants of governments: 15.156 / 1.444.341 = 1,0% (2022: 0,7%).
4. The **current ratio** at 31 december 2023: current assets 1.164.090 / current liabilities 884.959 = 1,32 (2022: 1,28). Both the current assets and the current liabilities are higher than in 2022. This is a relection of the expansion of the activities in 2023.
5. **Liquidity** per 31 december 2023: the cash position was 941.617 / payables 884.959 = 1,06 (in 2022: 1,10). Just a bit less good than the year before, but it was still good. All payables increased, as you can see in the Notes to the balance (page 31).

### **9.2 Short, middle and long-term future**

With a 2024 budget of almost 4M, WECF aims to sustain its financial positive results and continue its impact on feminist action for sustainable development, climate solutions, and a toxic-free environment. It's diversified and substantial funding from government and institutional grants, as well as secured income from lotteries and private donation while maintaining efficient operational practices, enables WECF to ensure financial stability in the short and medium term.

WECF's reserves have increased. The continuity reserve has increased slightly from 181.424 Euro to 206.315 Euro. A new fund has been created as Healthy Planet (HP), a small foundation established by WECF about 20 years ago to function as a financial safety net, has dissolved in 2023 and the funds available in HP have been transferred to WECF (59.050 Euro) prior to the foundation's closure to be used as an emergency fund. Furthermore, specific funds (2.122 Euro) were received for an award linked to former WECF Board Member Irene Dankelman, which have been allocated to a specific award. Including the added CO2-reserve (11.643 Euro, moved from liabilities) the total of Reserves & funds are at the end of 2023 279.131 Euro.

On the long term basis, WECF aims to focus on sustainable growth and continued diversification by:

- Continued Focus on Securing Government Grants: Strengthening relationships with key governmental and multilateral organisations to ensure consistent funding.
- Enhancing Contributions from Private Foundations and organisations: Expanding outreach to international foundations and private sector partners to increase co-funding and support for specific
- Leveraging Successful Project Models: Utilizing success and learnings from ongoing and past projects to secure future funding and support.

Furthermore, WECF will focus on operational efficiency by:

- Minimizing Administrative Costs: Maintaining a policy of keeping administrative and fundraising expenses low to maximize the impact of project funding.
- Strategic Financial Management: Ensuring robust financial practices to manage turnover, expenses, and liquidity effectively and investing in financial management tools.

Lastly, WECF will build financial reserves by ensuring that positive financial results are appropriated to continuity reserve, providing financial stability and flexibility for future activities.

### 9.3 Corporate Social Responsibility

WECF is guided by its **Ethical Charter** and comprehensive **Integrity Policies** including a robust Code of conduct. These commitments ensure high standards of integrity, financial management, and accountability across all operations.

We make choices according to our beliefs and in line with the mission of our organisation. WECF advocates for feminist solutions that address environmental and social injustices. The organisation emphasizes the importance of gender equality, sustainable energy, safe water, and sanitation for all. By promoting toxic-free environments and holding polluters accountable, WECF ensures that human rights, health, and the environment are prioritised over economic interests.

WECF is dedicated to promoting sustainable practices both within the organisation and through its projects. This includes a strong focus on travel sustainability. WECF compensates for its international travel by investing a percentage of travel costs (about 7%) into a fund that supports climate action. This practice reflects WECF's commitment to reducing its carbon footprint and mitigating the environmental impact of its As an ecofeminist network, WECF addresses issues holistically, recognising the interconnections between gender equality, climate justice, and sustainable development. This integrated approach ensures that solutions are comprehensive and reflect the diverse needs and experiences of women and marginalised



#### **9.4 Events after date of balance**

The external audit of the (DEVCO) Women2030 project, conducted by Ernst & Young on behalf of EU/INTPA, was initiated in August 2022 and completed in April 2023. WECF is still awaiting a final communication from the European Commission regarding the audit results. There was a potential risk of about 9,000 Euro being deemed ineligible costs. However, WECF considers the likelihood of needing to repay this amount to be close to zero. Any potential costs, if necessary, would be covered from WECF's general continuity reserve.

WECF faces potential vulnerability due to the departure of some key staff members. The accountant will leave by August 2024. Finding a replacement for the accountant role is proving to be a challenge due to the current job market conditions. We are actively exploring options to address this issue.

**BALANCE SHEET***December 31, 2023 (after appropriation of the result)*

	<b>2023</b>	<b>2022</b>
<b>ASSETS</b>		
<b>Current assets</b>		
Receivables and prepayments (1)	111.810	119.145
Prefinancing grant activities (2)	110.664	0
Cash at banks and in hand (3)	941.616	708.115
	<i>1.164.090</i>	<i>827.260</i>
<b>Total Assets</b>	<b>1.164.090</b>	<b>827.260</b>
<b>RESERVES AND LIABILITIES</b>		
<b>Reserves &amp; Funds (4)</b>		
Going concern fund Healthy Planet	59.050	
Irene Dankelman Awards fund	2.122	
Continuity reserve	206.315	181.424
CO2-reserve	11.643	11.643
	<i>279.131</i>	<i>193.067</i>
<b>Current Liabilities</b>		
<b>Grants received in advance (5)</b>	<i>658.280</i>	<i>431.298</i>
<b>Payables &amp; Accruals (6)</b>		
Trade payables	73.928	60.927
Tax payables	19.032	31.506
Payables to personnel	29.876	18.491
Audit costs to pay	21.236	12.954
Amounts due to partner organisations	82.607	49.489
Other payables	0	29.528
	<i>226.679</i>	<i>202.895</i>
<b>Total Reserves and Liabilities</b>	<b>1.164.090</b>	<b>827.260</b>

*Explanations can be found in the Notes to the Balance on page 31.*

**STATEMENT OF REVENUE AND EXPENDITURE**  
**FOR THE PERIOD ENDED DECEMBER 31, 2023**

	Actual 2023	Budget 2023	Actual 2022
<b>INCOME</b>			
<b>Sources of Income</b>			
1.1 Income from grants of governments	1.444.341	1.447.000	1.487.818
1.2 Income from other organisations	75.715	40.000	8.119
1.3 Income from affiliated organisations	56.499	0	71.894
1.4 Income from lotteries	222.088	173.000	175.818
1.5 Private donations	4.887	10.000	9.016
1.6 Various other income	62.366	10.000	0
<b>Total income (1)</b>	<b>1.865.896</b>	<b>1.680.000</b>	<b>1.752.666</b>
<b>EXPENSES</b>			
<b>Expenses on objectives</b>			
<b>Expenses relating to objectives (2)</b>	<b>1.689.322</b>	<b>1.578.000</b>	<b>1.660.488</b>
<i>Expenses on objectives as a % of total income (= 2/1)</i>	<i>90,5%</i>	<i>93,9%</i>	<i>94,7%</i>
Expenses income-generating and fundraising activities (3)	15.156	11.000	11.003
Operational and administrative expenses (4)	71.296	75.000	63.399
<i>Subtotal income-generating &amp; operational expenses</i>	<i>86.452</i>	<i>86.000</i>	<i>74.403</i>
<b>Total expenses</b>	<b>1.775.774</b>	<b>1.664.000</b>	<b>1.734.890</b>
<i>Direct income-generating expenses as a % of subsidies &amp; grants from governments (= 3/1.1)</i>	<i>1,0%</i>	<i>0,8%</i>	<i>0,7%</i>
<i>Operational &amp; administrative expenses as a % of total income (= 4/1)</i>	<i>3,8%</i>	<i>4,5%</i>	<i>3,6%</i>
<b>RESULT BEFORE Financial costs &amp; income</b>	<b>90.122</b>	<b>16.000</b>	<b>17.775</b>
<b>Financial costs &amp; income (5)</b>	<b>-4.058</b>	<b>-5.000</b>	<b>2.822</b>
<b>RESULT INCLUDING Financial costs &amp; income</b>	<b>86.064</b>	<b>11.000</b>	<b>20.597</b>
Appropriation of result to reserves & funds	86.064	11.000	20.597

*Explanations can be found in the Notes to Revenue and Expenditure on page 36.*

ALLOCATION OF COSTS TABLE

	Total Costs of Objectives 2023	Expenses related to income generation and fundraising activities	Operational and Administrative costs	Totals of 2023	Totals of 2022
<b>Direct project expenses</b>					
External experts	36.626			36.626	58.354
Project costs partners	806.986			806.986	951.245
Travel- and accommodation	103.027			103.027	65.090
Publications and materials	159.205			159.205	154.682
<b>Subtotal direct project expenses</b>	<b>1.105.844</b>			<b>1.105.844</b>	<b>1.229.372</b>
<b>Staff &amp; indirect costs</b>					
Staff expenses	494.058	13.489	63.454	571.001	423.143
Indirect project costs	28.362			28.362	18.976
General operating costs	61.058	1.667	7.842	70.567	60.577
<b>Subtotal staff &amp; indirect costs</b>	<b>583.478</b>	<b>15.156</b>	<b>71.296</b>	<b>669.930</b>	<b>502.696</b>
<b>Overall total</b>	<b>1.689.322</b>	<b>15.156</b>	<b>71.296</b>	<b>1.775.774</b>	<b>1.732.068</b>
<i>As percentage per objective</i>	<i>100,0%</i>				
<b>Budget 2023</b>	<b>1.578.000</b>	<b>11.000</b>	<b>80.000</b>	<b>1.669.000</b>	<b>1.823.000</b>
<i>As percentage per objective</i>	<i>100,0%</i>				

## **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 (for Fund Raising organisations). The purpose of this set of accounting principles is to enhance the insight on the expenses of the organisation 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

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.

### **Projects exceeding one year, or with implementing period unequal to the book year**

In case a project or a grant agreement has an operating period exceeding one year, or in case the implementing project period is not equal to the book year, the actual balance of the project / grant appears in the balance sheet; if relevant both at the start and the end of the year. The balance sheet shows both the expenses and the amounts received in advance from the grant authorities relating to the book year and to previous years. This is shown in detail in the projects overview on page 25. If expenses are higher than received advances it is shown as 'prefinancing grant activities' under current assets; if the advances are higher than the expenses it is shown as 'grants received in advance' under current liabilities.

Receivables or liabilities arising from finalised 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 recognised in the year in which it is

## **Expenditure**

Costs are recognised 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 2023 the foundation WECF International employed on average 10 persons with 7,9 full time equivalents (in 2022: 9 persons and 7,1 FTE).

### **Pension scheme**

The pension scheme valid for WECF's personnel is financed by monthly remittances by the employer to the pension administrator (Centraal Beheer Algemeen Pensioenfonds). 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, 2023**

	<b>2023</b>	<b>2022</b>
<b>CURRENT ASSETS</b>		
<b>Receivables and prepayments (1)</b>		
Receivables	47.098	13.172
Payments in advance to WECF Georgia	0	15.976
Payments in advance to NPL-partners	56.997	89.997
Payments in advance to BMZ-partners	7.715	0
<i>Subtotal payments in advance to partners</i>	<i>64.712</i>	<i>105.973</i>
Grants to receive, after closing of project	0	0
	<b>111.810</b>	<b>119.145</b>
<b>Prefinancing grant activities (2)</b>		
EU Georgia Women's Power and Participation	84.045	0
UNEP-CTCN - GJCS COP28	26.618	
	<b>110.664</b>	<b>0</b>
<b>Cash at bank and in hand (3)</b>		
Current accounts Rabobank	941.616	708.115
	<b>941.616</b>	<b>708.115</b>
Cash at bank is available on demand.		
<b>Total of Current Assets</b>	<b>1.164.090</b>	<b>827.260</b>

The increase of debtors shows in general an increased level of activities. The payments in advance to (local) partners decreased a bit.

There were no grants to receive from donors at the end of the bookyear.

The prefinancing of grant activities consists of the remaining funds to receive of the two named projects. The amount for the Georgian Women's Power and Participation project coincides with the final 10% payment request to the EU delegation in Georgia.

The amounts at the Rabo bank accounts have increased and also reflect the increase in WECF's activities. The increase of interest percentages was a stimulant to hold most of the cash in an accessible savings account.

	<b>2023</b>	<b>2022</b>
<b>RESERVES &amp; FUNDS (4)</b>		
<b>Balance at January 1</b>	<b>193.067</b>	<b>160.827</b>
Appropriation of net result	86.064	20.597
CO2-reserve		11.643
<i>The net result will be divided over:</i>		
Going concern reserve Healthy Planet	59.050	
Irene Dankelman Awards fund	2.122	
Continuity reserve	24.891	
	<b>86.064</b>	
<b>Reserves &amp; Funds Composition as at December 31</b>		
Going concern fund Healthy Planet	59.050	
Irene Dankelman Awards fund	2.122	
Continuity reserve	206.315	
CO2-reserve	11.643	
<b>Balance at December 31</b>	<b>279.131</b>	<b>193.067</b>

At 10 July 2023 WECF received a letter of the (supportive) 'Stichting Healthy Planet NL' that they abolished the foundation and their remaining balance would be donated to WECF, according to their statutes. This was at the condition to separate the fund in a 'going concern fund', to be used in difficult times, or for unexpected and unavoidable expenses. WECF received the donation of 59.050 Euro.

The board decided in 2023 to establish the 'Irene Dankelman Award' as a tribute to one of the founders of WECF, who died at the end of 2022. WECF received the 2.122 Euro for this purpose as donations, which were separated in a fund for this purpose.

The CO2-reserve has been moved from liabilities, where it was presented until end of 2022.

The foundation wants to ensure sustainability of the organisation 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 350.000 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.

	<b>2023</b>	<b>2022</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
<b>Grants received in advance (5)</b>		
EU-DEAR II - Climate Action	31.761	15.405
NL Min. of FA, Green Livelihood Alliance	76.199	36.882
DE Min. BMZ, Climate & Gender	49.671	26.894
EU Georgia Women's Power and Participation	0	12.200
French Foundation	331.423	0
Nationale Postcode Loterij	75.955	298.043
Diverse grants for smaller projects	93.272	41.874
	<b>658.280</b>	<b>431.298</b>



	<b>2023</b>	<b>2022</b>
<b>Payables and accruals (6)</b>		
<b>Trade payables</b>	<b>73.928</b>	<b>60.927</b>
<b>Tax payables</b>		
VAT to pay	12.047	24.105
Wage tax & social security premiums	6.985	7.401
	<b>19.032</b>	<b>31.506</b>
<b>Payables to personnel</b>		
Provision benefits holiday schemes	29.228	18.491
Salaries to be paid	648	0
	<b>29.876</b>	<b>18.491</b>
<b>Audit costs to pay</b>	<b>21.236</b>	<b>12.954</b>
<b>Amounts due to partner organisations</b>		
Amount due to WECF eV, Germany	10.768	1.050
Amount due to WECF France	17.072	0
Amount due to WECF Georgia	45.724	0
Amount due to GFC, Netherlands, GLA-partner	9.044	48.439
	<b>82.607</b>	<b>49.489</b>
<b>Other payables</b>	<b>0</b>	<b>29.528</b>
<b>Total of Payables &amp; Accruals</b>	<b>226.679</b>	<b>202.895</b>
<b>Total of Reserves and Liabilities</b>	<b>1.164.090</b>	<b>827.260</b>

The credit balance post 'Grants received in advance' (minus spending) increased mainly because of a big grant (350.000 Euro) by a new French donor, a bit late in the year. Whereas most of the grant of 500.000 Euro received by the Dutch Nationale Postcode Loterij in april 2021 for the project Building Ecofeminist movement has been spent by end of 2023. The project was finished at the end of april 2024. For other grants / projects their is a steady increase in advance payments by the donors minus spending upto end of the book year. This is all specified in the projects overview at the next page.

Amounts due to WECF partners (Germany, Georgia, France), or payments in advance, may also be included in other balance posts (debtors, creditors, receivables, payables, advances to - local - partners). The total overview of the outstanding balance amounts per year's end are to find in the reconciliation letters with each WECF partner.

The trade payables increased a bit compared to a year earlier. It consisted for 78.236 Euro of expense statement by WECF Germany for project expenses.

Overview of receivables and liabilities of WECF's sister organisations:

*Receivables:*

WECF Georgia	9.000
WECF Germany	32.289
WECF France	942

*Liabilities:*

WECF Georgia	45.724
WECF Germany	10.768
WECF France	17.072

*Creditors / Trade payables:*

WECF Georgia	1.990
WECF Germany	78.702
WECF France	4.136

PROJECTS started, in progress and closed in 2023

	zaterdag 31 december 2022			Movements in 2023					zondag 31 december 2023			
	Projects in progress			All projects		Closed projects			Projects in progress			
	Project expenses	Received advances	Balance	Project expenses	Received advances	Eligible expenses	Received advances	Balance* at closure	Project expenses	Received advances	Balance	
<u>PROJECTS CLOSED in 2023</u>												
UNEP	CTCN 22-008 GJCS COP27	85.400	89.062	-3.663	41.225	36.088	126.624	125.150	1.474			
<u>ONGOING PROJECTS in &amp; after 2023</u>												
EU	DEAR II - Climate Action*	166.395	181.800	-15.405	61.368	77.724				227.763	259.524	-31.761
Min. BUZA	Green Livelihood Alliance	1.452.849	1.489.731	-36.882	762.082	801.399				2.214.931	2.291.130	-76.199
EU-NEAR	Georgia Women's Power and Partic.*	623.278	635.478	-12.200	236.323	140.078				859.601	775.556	84.045
NPL	Nationale Postcode Loterij	201.957	500.000	-298.043	222.088	0				424.045	500.000	-75.955
OXFAM	OXFAM Belgium co-operation	7.517	10.000	-2.483	10.728	10.000				18.245	20.000	-1.755
DE Min. BMZ	Climate & Gender	23.106	50.000	-26.894	127.223	150.000				150.329	200.000	-49.671
NatraCare	Ukraine, Odesa	0	5.729	-5.729	4.779	0				4.779	5.729	-951
<u>NEW PROJECTS in 2023 - only in 2023</u>												
RVO	UNWater WCS22013	0	30.000	-30.000	30.000	0	30.000	30.000	0			
<u>NEW PROJECTS in 2023 - ongoing in 2024</u>												
EU	H2020-INCITIS-FOOD				29.894	72.786				29.894	72.786	-42.893
EU	CERV ACTZEN				18.163	33.747				18.163	33.747	-15.584
EU	Agro Uzbekistan				7.572	15.000				7.572	15.000	-7.428
BRF	All for a Toxic Free Future				56.993	81.655				56.993	81.655	-24.662
French Found.	EUROPE ecofeminist grants				18.577	350.000				18.577	350.000	-331.423
UNEP	CTCN - GJCS COP28				114.985	88.367				114.985	88.367	26.618
<b>TOTAL</b>		<b>2.560.503</b>	<b>2.991.800</b>	<b>-431.298</b>	<b>1.741.999</b>	<b>1.856.844</b>	<b>156.624</b>	<b>155.150</b>	<b>1.474</b>	<b>4.145.877</b>	<b>4.693.494</b>	<b>-547.617</b>

\* excl. co-financing

\*balances settled in 2023

547.617-

Subtotal at assets:

110.664

Subtotal at liabilities:

-658.280

## Contingencies and commitments

WECF International moved office in January 2023 to: Arthur van Schendelstraat 550, 3511 MH in Utrecht. Since then WECF has a rental contract for € 25.343 annually including advances for service costs. The rent contract started at 1st January 2023 for a period of one year and is extended automatically each year. There is a mutual notice period of 6 months.

WECF paid a deposit ('waarborgsom') in January 2023 of 3 months rent (€ 5.206). This amount is included in assets at year-end.

The foundation has a pension agreement with a life-insurance company in the Netherlands for all employees. The pension scheme concerns a defined contribution scheme, therefore the possibility of future obligations is excluded. It is an ongoing regulation with annual agreements, the first started at January 1st 2020. The annual agreements have a 3 month mutual notice period before the end of the contract-year.

WECF has a facility agreement with a local credit institution, which means the foundation has a credit facility amounting to € 60.000 that it can use if necessary. WECF is not currently using this facility.

## NOTES TO THE STATEMENT OF REVENUE AND EXPENDITURE FOR THE YEAR ENDED DECEMBER 31, 2023

	Actual 2023	Budget 2023	Actual 2022
<b>SOURCES of INCOME (1)</b>			
<b>1.1 Income from grants of governments</b>			
Ministry of Foreign Affairs The Netherlands, Green Livelihoods Alliance Forests for a Just Future	762.082		867.598
Ministry of Foreign Affairs Germany, BMZ	127.223		23.106
EuropeAid DEAR project on SDG's and Climate action	61.368		72.854
EuropeAid NEAR Georgia Women's Power and Participation	236.323		309.752
UNEP & UNDP projects	156.210		173.233
EU-CERV ACTZEN	18.163		0
EU-H2020-INCITIS-FOOD	29.894		0
Other small grants	53.078		41.275
<b>Total</b>	<b>1.444.341</b>	<b>1.447.000</b>	<b>1.487.818</b>
<i>percentage of total income</i>	<i>77,4%</i>	<i>86,1%</i>	<i>84,9%</i>

In total the activities funded by grants from governments were very close to budget and to the prior year. The main activity was, as in 2022, the 'Green Livelihoods Alliance Forests for a Just Future' project. GLA started in 2021, financed by the Ministry of Foreign Affairs of the Netherlands in the 'Power of Voices' programme. It is within a consortium lead by Milieudefensie, with 8 partners and lasts for 5 years. The spending on the GLA-project in 2023 was back at its normal level (in 2022 activities increased, due to postponement in prior years due to COVID-19). The DEAR-project on climate change continued in its third year and will last until August 2024. The 'Women's Power and Participation' project run by the office of WECF in Georgia was in its final (3rd) year. It is financed by the NEAR programme of the European Union; the project was audited and closed in February 2024. The Climate & Gender project financed by the Ministry of Foreign Affairs Germany BMZ started in November 2022, meaning 2023 was its first full year. Almost all activities are carried out by WECF Germany. The two grants by UNEP-CTCN were to support activities at and around COP 27 and COP 28. Two new EU-funded, smaller projects started: CERV ACTZEN (continuing until May 2024) and H2020-INCITIS-FOOD (48-month project until end of 2026).

### 1.2 Income from other organisations

BRF - Toxic Free Future	56.993		0
French Found. EUROPE ecofeminist grants	18.577		0
Contributions from other (related) organisations	145		8.119
<b>Total</b>	<b>75.715</b>	<b>40.000</b>	<b>8.119</b>
<i>percentage of total income</i>	<i>4,1%</i>	<i>2,4%</i>	<i>0,5%</i>

New in 2023 were the Toxic Free Future project, funded by the US-based Broad Reach Foundation. This project will last until mid-2025. Also new in 2023 is the EUROPE ecofeminist grants project funded by a French Foundation, running until mid-2026. Granting to local organisations is its main purpose. Due to these two new projects, contributions from other organisations were therefore higher in 2023 than budgeted (and higher than the prior year).

	Actual 2023	Budget 2023	Actual 2022
<b>1.3 Income from affiliated organisations</b>			
Cofunding from affiliated organisations	28.449	0	52.754
TEAD - consultancy	28.050		19.140
<b>Total</b>	<b>56.499</b>	<b>0</b>	<b>71.894</b>

The EuropeAid projects require a cofunding of 10% (DEAR and WPP). This is partly realised by WECF itself, and partly by the partners in these projects. For the Georgian WPP-project much less was needed than in 2022. The amount received from TEAD for consultancy on energy in Ukraine (via WECF Germany) also increased. This project

#### 1.4 Income from lotteries

Grant of the Dutch Nationale Postcode Loterij	222.088		175.818
<b>Total</b>	<b>222.088</b>	<b>173.000</b>	<b>175.818</b>
<i>percentage of total income</i>	<i>11,9%</i>	<i>10,3%</i>	<i>10,0%</i>

The grant of the Dutch Nationale Postcode Loterij started in 2021 and will last till april 2024. The level of spending was higher than in 2022, a big part of this by local partners via subgrants. It was higher than budgeted.

#### 1.5 Private donations

Donations	4.887	10.000	9.016
<b>Total</b>	<b>4.887</b>	<b>10.000</b>	<b>9.016</b>
<i>percentage of total income</i>	<i>0,3%</i>	<i>0,6%</i>	<i>0,51%</i>

Regular donations were lower than in 2022, and than budgeted. The '1% for the Planet' action was less succesful.

#### 1.6 Various income

Various costs & income	62.366	10.000	0
<b>Total</b>	<b>62.366</b>	<b>10.000</b>	<b>0</b>
<i>percentage of total income</i>	<i>3,3%</i>	<i>0,6%</i>	<i>0,0%</i>

The various income consisted mostly of a big donation by WECF's abolished supportive foundation Healthy Planet (59.050 Euro). See also the note to the balance.

The remaining part of the various costs and income came mostly from corrections for previous years. It stays a highly unpredictable post.

## EXPENDITURE

### 2 Expenses relating to objectives

<b>Total</b>	<b>1.689.322</b>	<b>1.578.000</b>	<b>1.660.488</b>
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In the Allocation of costs tabel at page 28 this total amount spent on the objectives is subdivided into categories. For this year WECF chose to contract its 3 main objectives into just one overall objective, since allocating costs to specific objectives is often difficult in practice. In the director's report WECF's main 3 objectives are described into detail. WECF spent a bit more on its objectives than the year before and than budgeted.

	<b>Actual 2023</b>	<b>Actual 2022</b>
<b><i>Additional information on staff expenses</i></b>		
Salaries	471.974	340.468
Social security premiums	57.493	49.560
Pension premiums	12.059	10.878
Travel home work costs	7.647	8.959
Other personell costs	21.828	13.278
<b>Total</b>	<b>571.001</b>	<b>423.143</b>

The staff expenses have increased a lot compared to the year before: a general increase in salaries was done and the staff has been expanded. Due to increased activities by WECF Germany and also by WECF France more salaries of those office were included in the staff costs, mainly for the BMZ Gender and Climate project, the BRF Toxic Free Future project and the UNEP-CTCN projects for the climate COPs 27 and 28.

### **3 Expenses related to income generating and fundraising activities**

<b>15.156</b>	<b>11.000</b>	<b>11.003</b>
---------------	---------------	---------------

In 2023 WECF had again 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 of direct fundraising costs and mostly of salary costs of employees attending events and conferences, partly organised 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 very integrated with the activities related to the objectives (2). WECF staff spent more hours on these fundraising activities than in 2022 and also more than budgeted.

### **4 Operational and administrative expenses**

*11,1% of these costs categories below is charged to Operational and administrative expenses in 2023*

Indirect staff costs	63.454	*
Housing costs	2.843	26.881
Audit & insurance costs	1.600	12.481
Automations costs	1.941	12.959
Diverse operational costs	1.458	11.078
<b>Total</b>	<b>71.296</b>	<b>63.399</b>

*\* not specified in 2022*

WECF tries to keep the operational and administrative costs at a minimum; they amounted to 71.296 Euro in 2023 (in 2022: 63.399). It was a bit below budget.

Due to another way of presenting, these figures of 2023 can't be compared very well to those of 2022.

The operational and administrative costs are charged to projects, partly based on the 7% lumpsum-amount in the EU-projects, but also to the other projects.

<b>5 Financial costs &amp; income</b>	<b>4.058</b>	<b>5.000</b>	<b>-2.822</b>
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Exchange rate differences showed a big loss of 4.428 Euro, while in 2022 it had a big positive result of 7.447 Euro. Other costs were comparable to the year before.

Altogether this financial costs categorie shows again to be very unpredictable.

## Remuneration of Board of Directors and of the International Advisory Board

<i>Function</i>	<i>Executive Director</i>	<i>Director Netherlands</i>	<i>Total of 2023</i>	<i>Total of 2022</i>
Name	S.A. Gabizon	C.E. Aikhorin		
Position	permanent	temporary		
Hours per week	30	32		
Period	1/1 - 31/12	1/1 - 31/12		
Gross salary, incl. holiday fee	42.450	46.230	88.680	84.126
Pension premiums	3.941	1.926	5.867	5.703
<b>Total</b>	<b>46.391</b>	<b>48.157</b>	<b>94.548</b>	<b>89.829</b>

S. Gabizon works on a regular contract with WECF International for 0,75 FTE. Since she lives in Munich, and mostly works from there, the contract has been set-up according to German labour legislation, and also the salary administration is done by an administration office in Munich. In addition, S. Gabizon does work for the German WECF eV.

C.E. Aikhorin is Director Netherlands for 32 hours per week (0,8 FTE).

The members of the International Advisory Board did not receive any remuneration during 2023. The members receive only reimbursements for relevant travel expenses, accommodation costs and the costs for food and drinks.



## **Signing of the Annual Accounts 2023 by the Board of Trustees and Directors**

\* Marieke van Doorninck, shared President

\* Aniek Moonen, shared President

\* Jolein Baidenmann, Secretary

\* Yuliya Savchenko, Treasurer

\* Miriam Müller, Member

\* Dominique Ounadjela, Member

\* Sascha Gabizon, Executive Director

\* Christy Aikhorin, Director WECF Netherlands

Utrecht, July 24, 2024

## 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 2023 included in the annual report

#### ***Our opinion***

We have audited the financial statements 2023 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 Women Engage for a Common Future - International as at 31 December 2023 and of its result for 2023 in accordance with the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.

The financial statements comprise:

1. the balance sheet as at 31 December 2023;
2. the statement of income and expenditure for 2023; 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 financial statements' section of our report.

We are independent of Stichting Women Engage for a Common Future - 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 annual report

The annual report contains other information, in addition to the financial statements and our auditor's report thereon.

Based on the following procedures performed, we conclude that the other information:

- is consistent with the financial statements and does not contain material misstatements;
- contains all the information regarding the management report and the other information as required by the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.

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 of Directors is responsible for the preparation of the management report and other information in accordance with the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.

### **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 Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board. Furthermore, the Board of Directors is responsible for such internal control as the Board of Directors 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 foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Board of Directors should prepare the financial statements using the going concern basis of accounting unless the Board of Directors either intends to liquidate the foundation 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 foundation's ability to continue as a going concern in the financial statements.

The Board of Trustees is responsible for overseeing the foundation'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.

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 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 foundation's internal control.
- Evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- Concluding on the appropriateness of the Board'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 foundation'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 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 foundation to cease to continue as a going concern.
- Evaluating the overall presentation, structure and content of the financial statements, including the disclosures.
- Evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Directors and the Board of Trustees 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.

Was signed in Amersfoort, 24 July 2024.

WITh Accountants B.V.  
Drs. J. Snoei RA

## ADDENDUM 1

### BUDGET 2024 and Forecast 2025

	Budget 2024	Forecast 2025	Budget 2023	
<b>INCOME</b>				
<b>Source of Income (1)</b>				
1.1 Income from grants of governments - NL & German Ministries of Foreign Affairs, EuropAid Framework Partnership Agreement, Europaid-Climate Program, UN-programmes	2.892.870	2.800.000	1.447.000	
1.2 Contributions from other organisations; incl. co-funding - private foundations in France, UK, GB, US and NL; co-funding from (Global South) partners for projects	1.006.479	950.000	40.000	
1.3 Income from lotteries	40.000	0	173.000	
1.4 Private donations	10.000	10.000	10.000	
1.5 Various income	10.000	10.000	10.000	
<b>Total income</b>	<b>3.959.349</b>	<b>3.770.000</b>	<b>1.680.000</b>	
<b>EXPENSES</b>				
<b>Expenses on objectives:</b>				
<b>1. Feminist Action for Sustainable Development</b> - EU WomenPower2030, NL Ministry of Foreign Affairs - Green Livelihood Alliance, NL Nationale Postcode Loterij, French Foundation EU and Int. (33%), EU-Horizon2020-INCITIS (Food).	1.302.757	1.240.000	270.000	
<b>2. Feminist Action for Climate Solutions</b> - Europaid-Climate Program EU DEAR - Climate Action with OxfamNovib & CAN, new EC-DEAR with CAN, NL Ministry of Foreign Affairs - Green Livelihood Alliance, German Min. of Foreign Affairs - Gender & Climate, NL Nationale Postcode Loterij and French Foundation EU and Int. (33%), UN Environment, EU-CERV ACTZEN.	1.526.845	1.450.000	1.112.500	
<b>3. Feminist Action for a Toxic Free Environment</b> - NL Ministry of Foreign Affairs - Green Livelihood Alliance, NL Nationale Postcode Loterij and French Foundation EU and Int. (33%), UN Environment	999.446	950.000	195.500	
<b>Expenses relating to objectives (2)</b>	<b>3.829.047</b>	<b>3.640.000</b>	<b>0</b>	<b>1.578.000</b>
Expenses related to income generating and fundraising activities (3)	15.000	16.000		11.000
Operational and administrative expenses (4)	90.500	92.500		75.000
<b>Financial costs &amp; evt. income (5)</b> <i>Bank costs, rate losses, interest paid and evt. received</i>	6.000	6.500		5.000
<b>Total expenses</b>	<b>3.940.547</b>	<b>3.755.000</b>	<b>0</b>	<b>1.669.000</b>
<b>RESULT</b>	<b>18.802</b>	<b>15.000</b>	<b>0</b>	<b>11.000</b>
	<i>as perc. of income</i>			
<i>Evt. appropriation of the result to the Continuity reserve</i>	18.802	15.000	0	11.000