

FUND FOR GENDER EQUALITY ANNUAL REPORT

2017-2018



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Produced by UN Women's Fund for Gender Equality

Coordination and main text: Sara de la Peña Espín

Editing: Gretchen Luchsinger

Design: blossoming.it

FUND FOR GENDER EQUALITY
ANNUAL REPORT

2017-2018

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FOREWORD

Muslim doctor. Indigenous businesswoman. African teacher. Domestic worker.

The cover of this 2017-2018 Annual Report of the Fund for Gender Equality (FGE) captures the diversity, breadth and importance of the projects and civil society organizations that the FGE supports.

For over nine years, the FGE has funded national women's rights organizations to advance gender equality and women's empowerment. It has successfully supported **their** strategies and visions; helped to strengthen **their** capacity to implement projects, and become stronger and more sustainable; and fostered mutually reinforcing ties between **their** unique insights and contributions, and the work of UN Women.

Whether in backing the fight against online harassment in South Africa, or assisting female construction workers in Bolivia to organize and claim their rights, or working with political parties in war-torn Yemen to build a political culture enabling women's increased participation and representation, the FGE works with and for women and men to open opportunities for all women in all spheres of life.

In its dedication to reaching women and girls in marginalized and/or vulnerable positions, and overcoming the multiple and intersecting forms of discrimination against them, the Fund is making the

sustainable development era principle of "leaving no one behind" a reality.

The Sustainable Development Goals will not be achieved if the most marginalized and vulnerable populations remain in the same situation. Everyone must do their part to work with them, help amplify their voices, hold governments and other duty-bearers accountable for realizing their rights, and open spaces and opportunities for their economic and political advancement.

The FGE team hopes that you find this report's stories of empowerment inspiring, the results from our projects and evaluation impressive, and the feature on domestic workers eye-opening, yet hopeful. It is our wish that the report motivates you to join us to promote the achievements of women-led civil society organizations and the women and girls they support. By 2030, working together, **we can and we must** realize a more gender equal, peaceful, prosperous and sustainable world.

Sincerely,

The FGE Team *(listed alphabetically):*

Elimane Bousso, Sara de la Peña Espin, Rana El Houjeiri, Caroline Horekens, Nancy Khweiss, Cynthia Sjamsu, and Catherine Wolf.

CHAPTER 1

ACCELERATING ACTION TO LEAVE NO WOMAN BEHIND



Supporting underfunded women’s organizations is critical to reaching the marginalised constituencies and issues they serve. Under the umbrella of the UN, FGE has more dependable access to more places than other funds and programmes.

FGE Independent Evaluation 2009-2017

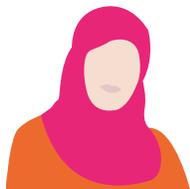
The Fund for Gender Equality (FGE) is UN Women’s global grantmaking mechanism and multidonor fund dedicated to supporting **civil society** in its key role in realizing the Sustainable Development Goals (SDGs). The Fund seeks to accelerate **women’s economic and political empowerment**.

It supports high-impact initiatives from women-led civil society organizations that reach **women and girls left furthest behind** and that deliver **concrete results**. The Fund’s validated model prioritizes strong **beneficiary-focused** interventions and

flexible programming. Almost 97 per cent of its projects target at least one vulnerable group, and 70 per cent involve two or more groups.

Anchored in international commitments to gender equality and aid effectiveness, the FGE is an instrument for feminist philanthropy based on accessibility, trust and women’s ownership. Today, it offers a unique grantmaking model in the United Nations. It goes beyond simply transferring funds to putting **civil society first by investing in their ideas and abilities**.

FROM OUR GRANTEES



Partnership with FGE is a plus and special to the Youth Leadership Development Foundation. It supports our organization to go beyond the war in its thinking and actions.

Safa Rawiah

Youth Leadership Development Foundation, Yemen



Thanks to FGE, my organization is going to another level. This project has allowed us to lead the positioning of women, peace and security issues at the top of the political agenda in Albania.

Bajana Çeveli

Association for Women with Social Problems, Albania



The opportunity to work with FGE is a privilege. The quality, the flexibility, the warmth. FGE support has allowed us to finally achieve goals that we have been working towards for years.

Lilian Soto

Centro de Documentación y Estudios, Paraguay



FGE is a different donor. They really listen and engage. They are flexible. We feel like it’s one of the donors that actually understands us.

Ruth Kihiu

Pastoral Women’s Council, United Republic of Tanzania

OUR MODEL

1.

MULTIDONOR MECHANISM

Under a pooled funding modality, the FGE receives contributions from committed donors wanting to invest in stronger women's movement, home-grown solutions to achieve gender equality, and a grantmaking mechanism that delivers, with efficient processes and rigorous reporting.

GLOBAL CALL FOR PROPOSALS

2.

The FGE conducts a global competitive process for project proposals from women's civil society organizations, applying high quality standards and prioritizing potential for impact in accelerating the realization of gender equality and the SDGs.

3.

WOMEN FURTHEST BEHIND FIRST

National women-led organizations that reach the furthest behind identify the most pressing needs and most promising strategies in their communities and submit concept notes.

ACCOMPANIMENT AND GROWTH

4.

The FGE provides selected grantees with financial and technical support for project design and implementation, as well as capacity-building opportunities. This leads to stronger and better positioned women's organizations and more effective programming.

5.

GLOBAL KNOWLEDGE

The FGE captures and aggregates global data from grantee projects on results and promising practices, contributing to a global knowledge base.

CHAPTER 2

FIRST FGE GLOBAL EVALUATION



In 2017, the FGE commissioned its first independent evaluation. It assessed \$84 million invested through 121 grants across 80 countries since the FGE's creation in 2009.

The evaluation found that the FGE implemented everything it set out to do in its strategies between 2009 and 2017 strategies. It directly touched the lives of an estimated 535,800 people, benefitting millions more through policy-level impact. The key contributions, it concluded, have entailed developing skills, addressing social norms to influence change and establishing gender-responsive governance structures – all of which have enabled women's greater political and economic participation. The FGE

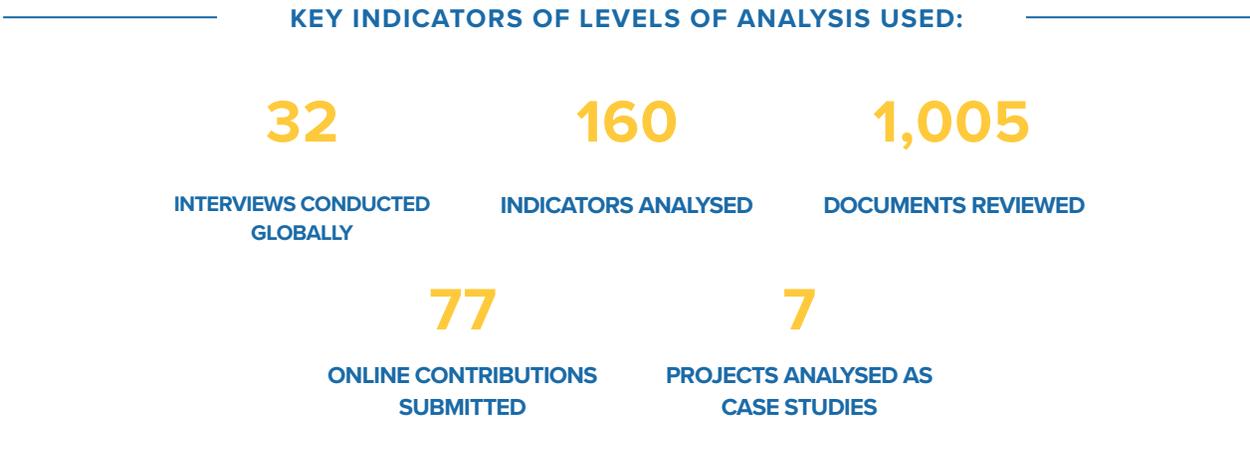
helps legitimize women's organizations and supports their learning through a culture of accompaniment and the evaluation also found that civil society sees the FGE as an important and necessary mechanism.

FGE's sustainability rates are positive, with 96 per cent of projects continuing to some degree after FGE support. The Fund reaches beyond the fifth SDG on gender equality and helps extend UN Women's reach in countries and areas where traditional programming is limited. Its costs benchmark well against comparable funds, and it offers good value-for-money. Areas for improvement comprise more strategic resource mobilization and the need to explore new modalities including an inter-agency model.

FGE remains uniquely placed within the international system to work with organisations and issues in the margins to reach some of the furthest women behind first.

FEMINIST EVALUATION DESIGN

- **DEMOCRATIC EVALUATION: FOCUS ON INCLUSIVE PRACTICES**
- **OUTCOMES HARVESTING: JOINT IDENTIFICATION, FORMULATION, ANALYSIS AND VERIFICATION OF "OUTCOMES" BY STAKEHOLDERS**



**KEY FGE
CONTRIBUTIONS
TO ADVANCING
GENDER EQUALITY**

#1



**FGE HAD THE MOST
IMPACT AT THE
LOCAL LEVEL,
WHERE:**

Women gained skills
More women's groups
and associations
formed

#2



**FGE TRIGGERED
CHANGES IN
SOCIAL NORMS
RELATED TO:**

Changes in perceptions
about women's roles,
including the ability to
generate wealth and lead

More participatory
governance structures

Engagement of allies and
champions for gender
equality

#3



**FGE CONTRIBUTED TO
REDUCING
INEQUALITY BETWEEN
CIVIL SOCIETY
ORGANIZATIONS BY:**

Creating opportunities for
and supporting underfunded
groups reaching the most
marginalized women

STRENGTHS

- Reliably and effectively reaching the furthest-behind-first
- Culture and practice of accompaniment has won public endorsement by women's civil society organizations
- Global overview of knowledge and results
- Scope for mainstreaming non-gender funding

OPPORTUNITIES

- Demand for broader capacity development of women's groups with follow-up
- Synergies and knowledge exchange with other UN Women programmes, platforms and brands
- Strong case for addressing the overall structural underfunding of women's civil society organizations

WEAKNESSES

- Low ownership of FGE in UN system
- Fundraising message and strategy entangled with UN-Women
- Uncertain future for the Fund from 2016 leading to loss of human capital and momentum

THREATS

- More accessible funds replicating the targeting of women's civil society organizations (but with smaller size grants and lower reach)
- Distributive equity of grantmaking combined with reduced funds leading to smaller size/diluted grants

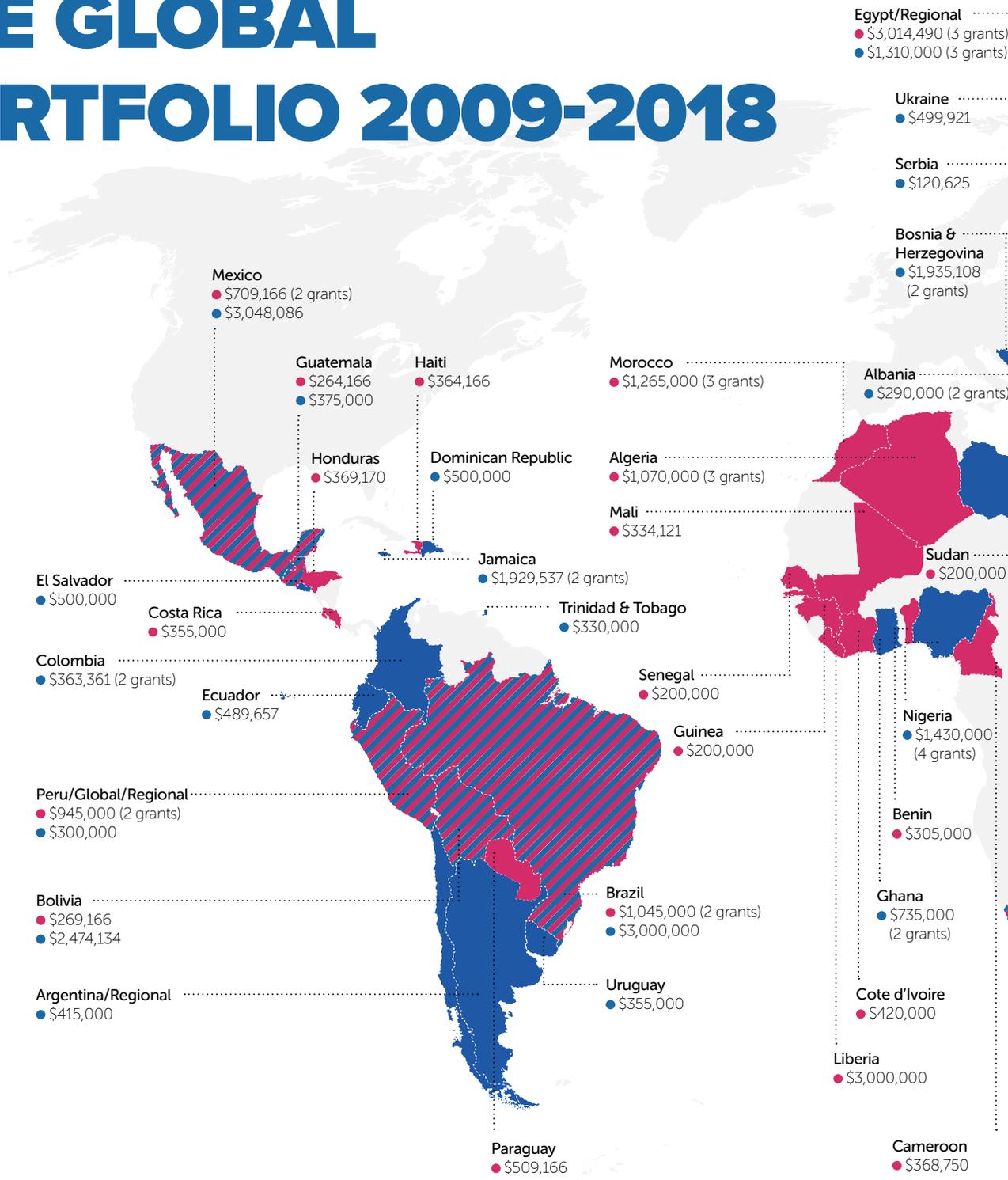
KEY RECOMMENDATIONS

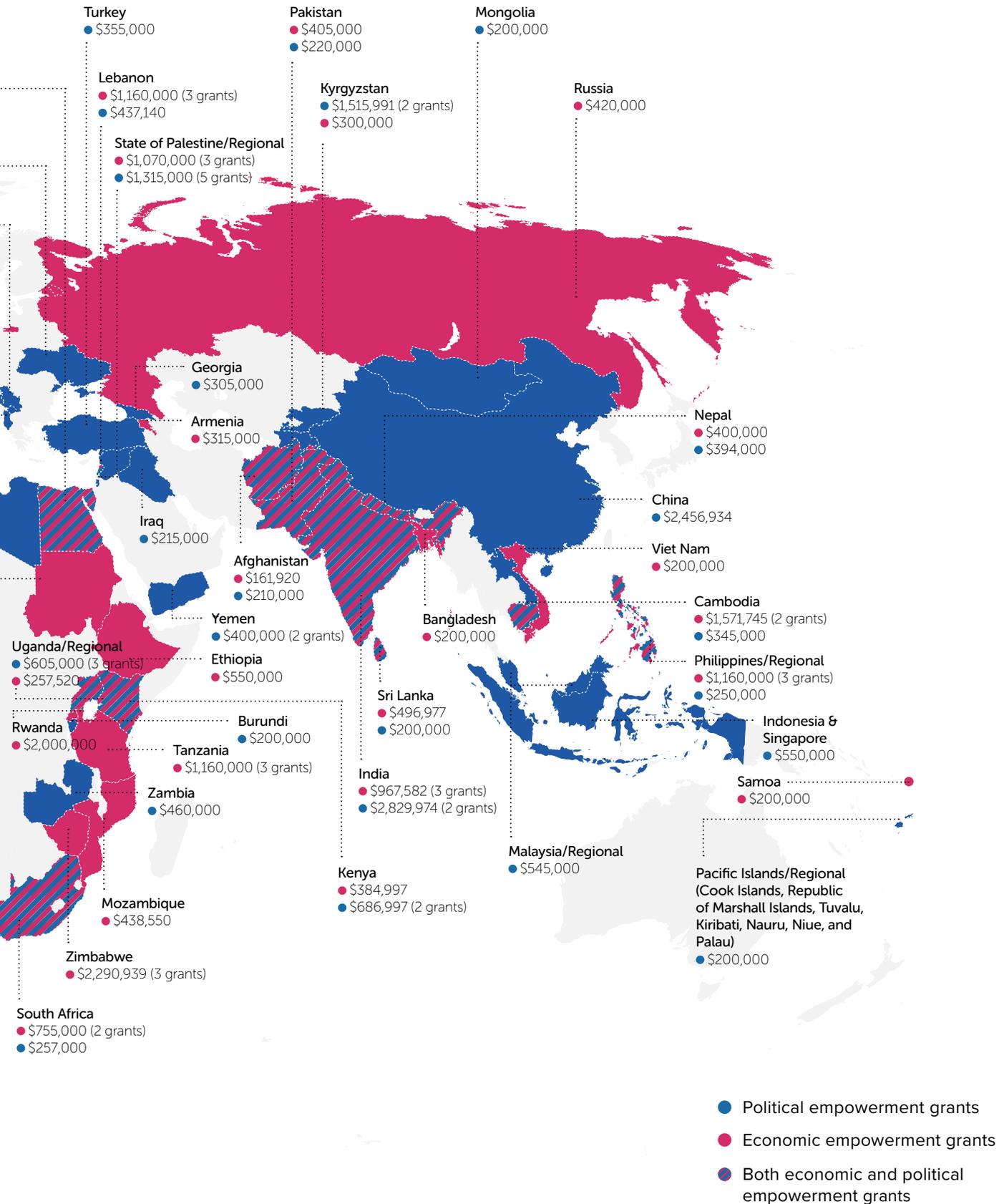
1. Explore ways to make funding more accessible to the furthest behind.
2. Look at the viability of becoming a platform for institutional donors that want to support gender equality through civil society.
3. Integrate a capacity development programme for grantees into FGE's model with follow-up coaching and mentoring to strengthen civil society organizations' strategic and organizational capacities.
4. Become a joint UN fund for gender equality that will address social norms to advance women's political and economic empowerment.
5. Engage institutional donors in a revitalized partnerships strategy.
6. Invest in a ground-up revitalization of the FGE fundraising strategy.
7. Preserve the existing operational assets already established by the FGE.
8. Acknowledge, document and institutionalize the good practices approach, inter-personal dynamics, and contributions of the FGE team.

Full evaluation report available at:
www.unwomen.org/fge

CHAPTER 3

FGE GLOBAL PORTFOLIO 2009-2018





CHAPTER 4

2017 KEY RESULTS AND HIGHLIGHTS



GLOBAL PROGRESS AT A GLANCE

2017 ACTIVE PORTFOLIO

US\$8.1

MILLION
PORTFOLIO
VALUE

US\$2.7

MILLION
DISBURSED

26

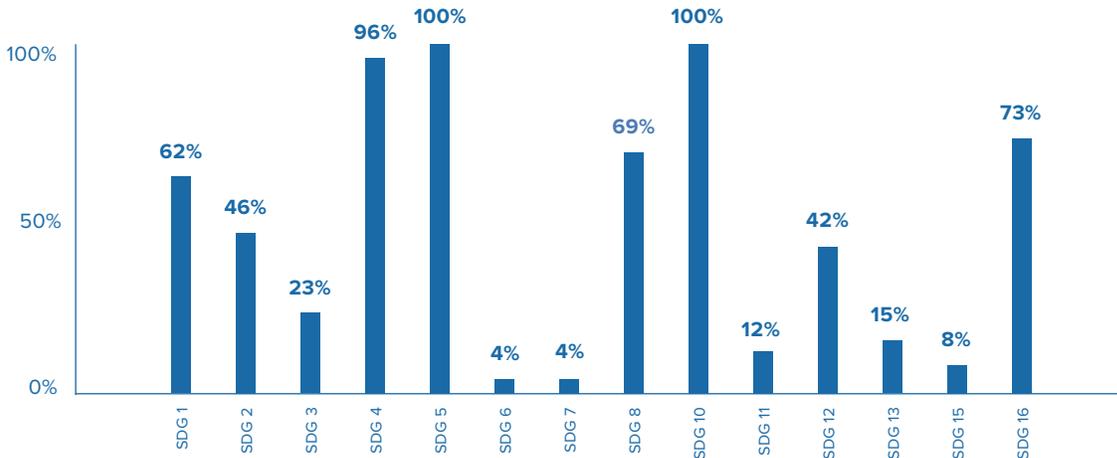
ACTIVE
PROJECTS

32

COUNTRIES

14

SDGs



**ECONOMIC
EMPOWERMENT**

16 PROJECTS

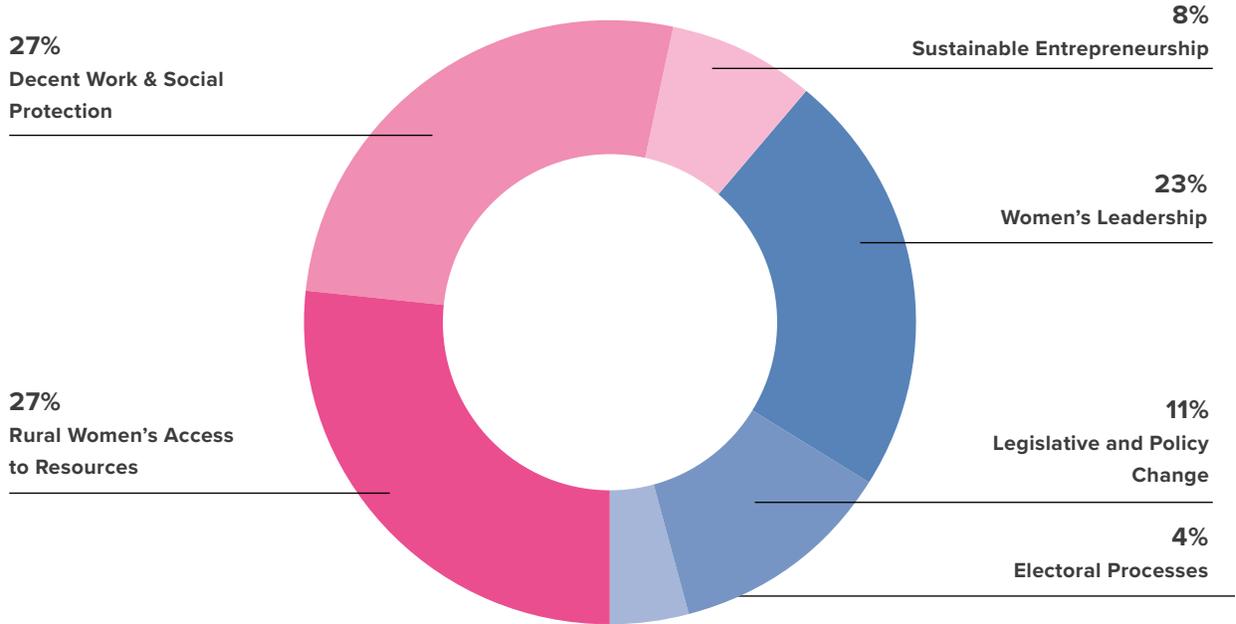
62%

38%

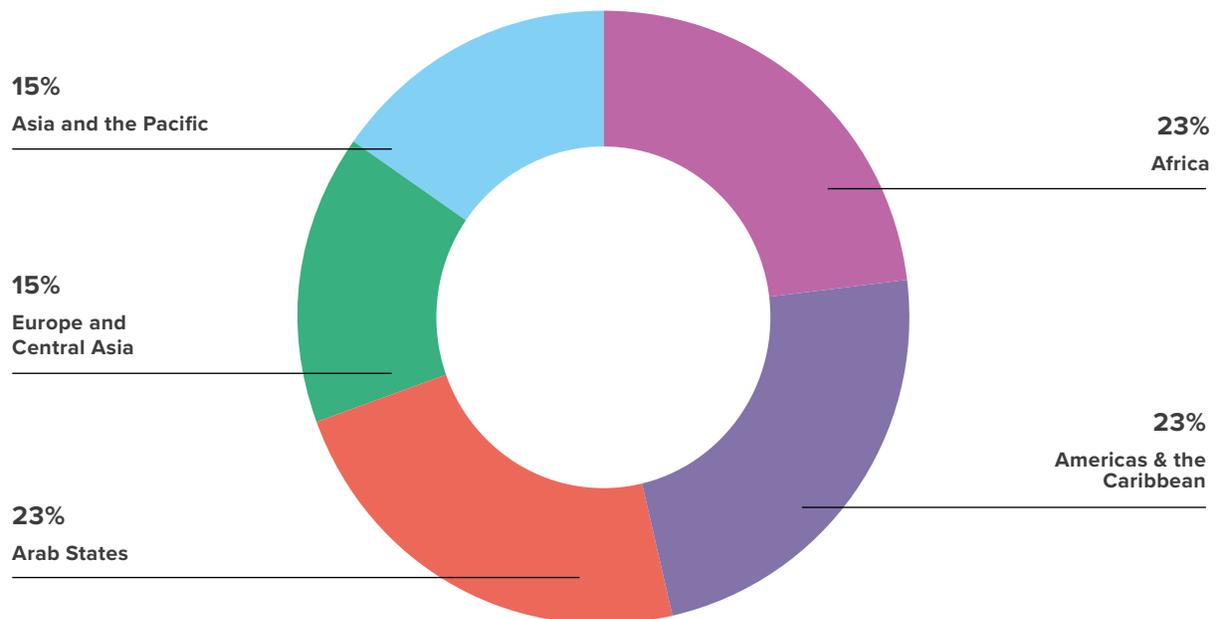
**POLITICAL
EMPOWERMENT**

10 PROJECTS

BY THEMATIC AREA



BY REGION



FGE 4TH GRANTMAKING CYCLE

9

GRANTEES
SELECTED FOR
SCALING-UP

US\$1.5

MILLION
BUDGET

CUMULATIVE GLOBAL RESULTS FROM 2017 ACTIVE PROJECTS

BENEFICIARIES

49,000

Directly impacted

84%

Women

16%

Men

143,000

Sensitized on women's rights

RESULTS

26

Women-led civil society organizations strengthened

26,200

Direct beneficiaries increased knowledge and skills on gender equality

16,000

Women gained technical leadership, literacy and vocational skills

2,000

Women reporting increased control over household decision-making

2,800

Men engaged as gender equality champions

ECONOMIC EMPOWERMENT INDICATORS

9,800

Women with increased incomes

7,900

Women accessed productive resources (land, credit, natural resources)

140

New women's collective structures

6,000

Women joining cooperatives

1,000

Women Became Land Owners

POLITICAL EMPOWERMENT INDICATORS

190

Women trained who were appointed or elected into leadership positions in social, political and economic institutions

365

Policies promoting women's rights adopted

5,500

Women participated in public fora to influence policies

1,300

Women claimed their rights

480

Women received legal assistance to access their rights

GRANTEE AWARDS

Every year, FGE grantees' groundbreaking work is recognized through different awards. FGE is proud to share some examples. Congratulations to all!

- **Red Habitat's** initiative to support women construction workers in Bolivia won UNDP's Local Economic Development and Gender Prize 2018 in the category of good practices for gender equality and women's economic empowerment in Latin America and the Caribbean.
- **Sulá Batsú** won the EQUALS in Tech Award 2017 in the leadership category for its innovative initiative bridging the technological gender divide. The group supports young women in rural Costa Rica to become leaders in science, technology, engineering and math.
- In 2017, the **Samoa Victim Support Group** was awarded the Samoa Public Service Innovation & Excellence Team Award for Most Effective Collaborative Partnership during the celebration of Public Service Day. The honor recognized their work to raise awareness about the rights of *nofotane*¹ domestic workers.



Anelise Melendez (centre), Director of Red Habitat, and three representatives of the Bolivian Association of Women in Construction (wearing yellow helmets) after their prize of the 1st regional Call for Best Practices of UNDP DELGEN initiative together with UNDP representative and two other finalists. Photo courtesy of UNDP Ecuador

¹ The term "*nofotane*" refers to women married to men from a different village and living with their in-laws. They are often exploited as domestic servants and are highly vulnerable to domestic abuse.

VISIBILITY

As part of the FGE's renewed efforts to strengthen grantees' capacities at a more strategic level, the UN Women communications team delivered a practical training session to grantees from the fourth grantmaking cycle on effective communications and media relationships. Four grantees showcased their skills at a Facebook Live Discussion at Voice of America. The largest United States-based international broadcaster, it has a weekly audience of more than 270 million through television, radio and social media in 47 languages.

At a session entitled "Fearless Women on the Ground," activists from Lebanon, Nigeria, the Philippines and

Tanzania presented their own experiences and challenges in supporting women's rights in their countries. Panelists explained how despite barriers such as discriminatory social norms and difficult access for women to information on their rights or to financial resources, progress was possible. They described efforts to increase women's representation in political parties and elected positions in Nigeria, improve access to health and reproductive services in Lebanon, create livelihood opportunities for Maasai women in Tanzania, and expand options for savings, investments and family support that can allow migrant domestic workers from the Philippines to return to their country.



Grantee partners amplified their voices through the power of the media at a Facebook Live Chat at Voice of America. From left to right: Panel moderator Anasthasie Tudieshe, Blessing Ihuaku Duru from Alliances for Africa (Nigeria), Cecilia El Chami from the Lebanon Family Planning Association for Development & Family Empowerment (Lebanon), Ruth Nyakinyi Kihiu from Pastoral Women's Council (United Republic of Tanzania) and Estrella Añonuevo from Atikha Overseas Workers and Communities Initiatives (Philippines). Photo courtesy of UN Women/Sara de la Peña Espín

AFRICA

KENYA

Out of 380 women trained by the **Uraia Trust** on political leadership, one-third managed to vie for positions through political parties or as independent candidates, and 45 women (12 per cent) were nominated and/or elected in 2017 national and county elections. Many received backing from male champions in their communities who supported their case publicly, including the only woman elected as a member of the County Assembly in Turkana County. Overall, more women gained seats than had been expected. Learning from the experience, some women have formed community-based groups to prepare for the 2022 elections. They have started to invest in their livelihood security as a necessary step for political empowerment.

MALI

Almost 750 rural women entrepreneurs in Mali's Sikasso and Segou regions have increased their incomes through services provided by a multifunctional resource centre established by the **Association d'Entraide et de Développement**. At the centre,

women learn agro-food processing techniques, and how to access new markets to sell their products. New revenue has allowed 360 of them, including women with disabilities and women heads of household, to become financially independent. A cohort of 50 women leaders are now participating in community debates and actively advocating for women entrepreneurs' rights. This has resulted in two administrative policies giving women ownership over two hectares of farmland.

SOUTH AFRICA & UGANDA

Women's Net has equipped 200 women with the digital literacy skills needed to overcome the digital divide linked to gender, socioeconomic status, race and age. Over 450 young activists participated in 11 local dialogues for a "feminist Internet," drawing from a two-week social media campaign that engaged more than 1,400 Internet users and reached 19,500. Six evidence-based policy briefs backed advocacy for the inclusion of women and minorities, such as LGBTIQ communities, in the implementation of new Internet-related procedures and policies, for example on data protection and prevention of online harassment.



Farmers from Savalou, Benin, roasting manioc. Some of the 5,000 rural women who are now resilient to water scarcity and climate change thanks to improved production techniques and diversification of products. | Photo courtesy of Association Nationale des Femmes Agricultrices du Bénin, Benin

2017 ACTIVE PORTFOLIO

6

PROJECTS

7

COUNTRIES

16,600

DIRECT
BENEFICIARIES

US\$1.9

MILLION
PORTFOLIO VALUE

STORIES OF EMPOWERMENT

MAASAI ENTREPRENEURS BREAK GENDER STEREOTYPES AS THEY FOSTER ECONOMIC GROWTH

UNITED REPUBLIC OF TANZANIA

Being born a woman in a Maasai community in the United Republic of Tanzania often means having a low life expectancy and few chances to go to school. Women face forced marriages and heavy workloads through a disproportionate share of unpaid chores, such as collecting water. They are excluded from community decision-making, and have little in the way of essential services and control over property.

The **Pastoral Women's Council** is determined to redress these inequalities by equipping Maasai women with new resources and skills. During the past three years, the organization has helped 4,200 pastoralist women improve their livelihoods and economic status by facilitating their access to and control over clean water, land and livestock. Two new boreholes allowing 3,000 people to access clean water are liberating time for women to attend community meetings or literacy classes.

Ester Johanna decided to enroll to learn basic reading, writing and accounting, with the hope that it would help her increase the family income, as expenses were mounting along with the number of children. Born into a family of nine siblings and married at a young age, she never attended school.

But within a few months, she was managing her finances, keeping records and saving funds for her ethnic jewelry business. *"Maasai men don't usually allow women to do business. But my husband has given me permission because I can support 10 people in the house,"* she explains.

The Pastoral Women's Council supports 56 community banks that have enabled women to access credit and loans – they saved \$50,000 in 2017. Four self-managed women's solidarity groups or *"bomas"* were established and PWC distributed over 800 livestock to women. Members of the groups are now able to purchase food, pay schools fees for their children and cover hospital bills.

The groups have also contributed to reducing women's economic dependency on their husbands. Seen as capable of creating and managing wealth, women have improved their status in the household and gained respect from men in their communities.

Deep in a remote village of Ngoyapase in Arusha, Naidiso Sarapo attended a financial literacy

training. Widowed since 2014, she is the sole breadwinner for her family of six children and extended relatives, and needed to find a way to sustain her family. She took a small business loan from a community bank, and rented a shop to sell rice, sugar, beans and oil, supplementing her seasonal income through livestock. She saved enough money to purchase a plot of land to build a modern concrete house, keeping her family safe from the elements.

“Men in the village wonder how I manage to take

care of my family without my husband, and take the lead in a society where traditionally men have always made the decisions,” she says. “But I tell them if women are given the chance, they are just as capable of managing finances and providing for the family.”

“Bomas have empowered women and changed how they see themselves and even how the men relate with them,” remarks another boma member. “We are now able to stand up and talk in community meetings and be listened to.”

If women are given the chance, they are just as capable of managing finances and providing for the family.

NAIDISO SARAPO, MAASAI WOMAN BENEFICIARY OF PASTORAL WOMEN'S COUNCIL



Naidiso Sarapo is a small entrepreneur from Arusha district. Photo: UN Women Tanzania/Deepika Nath

AMERICAS AND THE CARIBBEAN

PARAGUAY

Centro de Documentación y Estudios in Paraguay has mobilized more than 1,000 civil society activists, political party members, and rural and indigenous women to bring the gender parity debate into the political agenda and boost women's political representation. Women from excluded backgrounds – such as rural women, indigenous women, women from poor urban areas and migrant domestic workers – are actively participating in discussions on development priorities and framing the parity debate on their own terms. Proposals for a gender parity law and an amendment to the Domestic Work Law were approved by the Senate as a result of advocacy efforts, demonstrating a high level of political support.

GUATEMALA

Strategic alliances and advocacy efforts led by **ATRAHDOM** in Guatemala contributed to 75 members of Parliament supporting a legislative initiative to ratify International Labour Organization (ILO) Convention 189 on decent work conditions for domestic workers. Support also came from the Executive Board of the National Congress. Based on a study and thorough consultations, a policy proposal for a minimum wage for domestic workers was developed. Over 480 domestic workers have learned about their labour rights. Guatemala has passed the first constitutional Act for the creation of a union for door to door sales persons.

2017 ACTIVE PORTFOLIO

6

PROJECTS

6

COUNTRIES

6,000

DIRECT BENEFICIARIES

US\$1.8

MILLION PORTFOLIO VALUE



Women politicians from different parties at the Paraguay Senate celebrate the adoption of the gender parity law. Photo courtesy of Centro de Documentación y Estudios/Luis Vera

STORIES OF EMPOWERMENT

MAKING DOMESTIC WORKERS' RIGHTS VISIBLE

MEXICO

Norma Palacios used to find it hard to talk publicly about her personal story. But with time, she realized that whenever she does, people start seeing her as a worker with rights.

Raised in a house where her parents served as live-in domestic workers in exchange for just one salary and accommodation for them and their six children, she was forced to look for a job when the couple was fired for being too old to work. They had no savings, no pension and no entitlements. Having received no formal education, Norma thought domestic work was her only option. For 20 years, she cleaned, washed, ironed and cared for others' children. She endured arduous work days and diminishing comments from her bosses. One day she decided to speak up. *"My boss made me sign a resignation letter. Back then I did not know what it meant. I was declining all the rights associated with my 10-year service,"* she says.

That wake-up call pushed her to approach a support and training center for domestic workers (CACEH) and later become one of the founding leaders of the national union of domestic workers in Mexico, SINACTRAHO, where she now serves as the Secretary of Organization. *"All of a sudden, I*

found myself surrounded by a group of women who called me 'colleague'. They shared their stories and I shared mine for the first time. I learned about my rights. I had no idea that I actually had rights!"

Since then, she has devoted the three days a week she is not employed as a domestic worker to SINACTRAHO. At 44 years old, Norma lives with her parents and is the breadwinner in her house. A big responsibility with little time for rest, but to her, it is worth it. *"It's a commitment, a responsibility. This cannot continue to happen, and with perseverance we will be able to achieve our goals. We must be here because if not us, who else would fight for our rights?"*

SINACTRAHO is one of the partners that the **Instituto de Liderazgo Simone de Beauvoir (ILSB)** has been supporting as part of an initiative funded by the FGE. Based on research and ample consultative processes, including a study spotlighting the reality of Mexico's 2.4 million domestic workers and the violations of their rights, the ILSB has fostered a common agenda and partnerships for domestic workers' rights.

As a result, an interinstitutional committee was

We are not going to disappear any time soon because our work is important. I might not be here when it happens, but sooner or later they'll have to recognize our rights.

NORMA PALACIOS, UNION LEADER FOR DOMESTIC WORKERS' RIGHTS AND BENEFICIARY OF INSTITUTO DE LIDERAZGO SIMONE DE BEAUVOIR

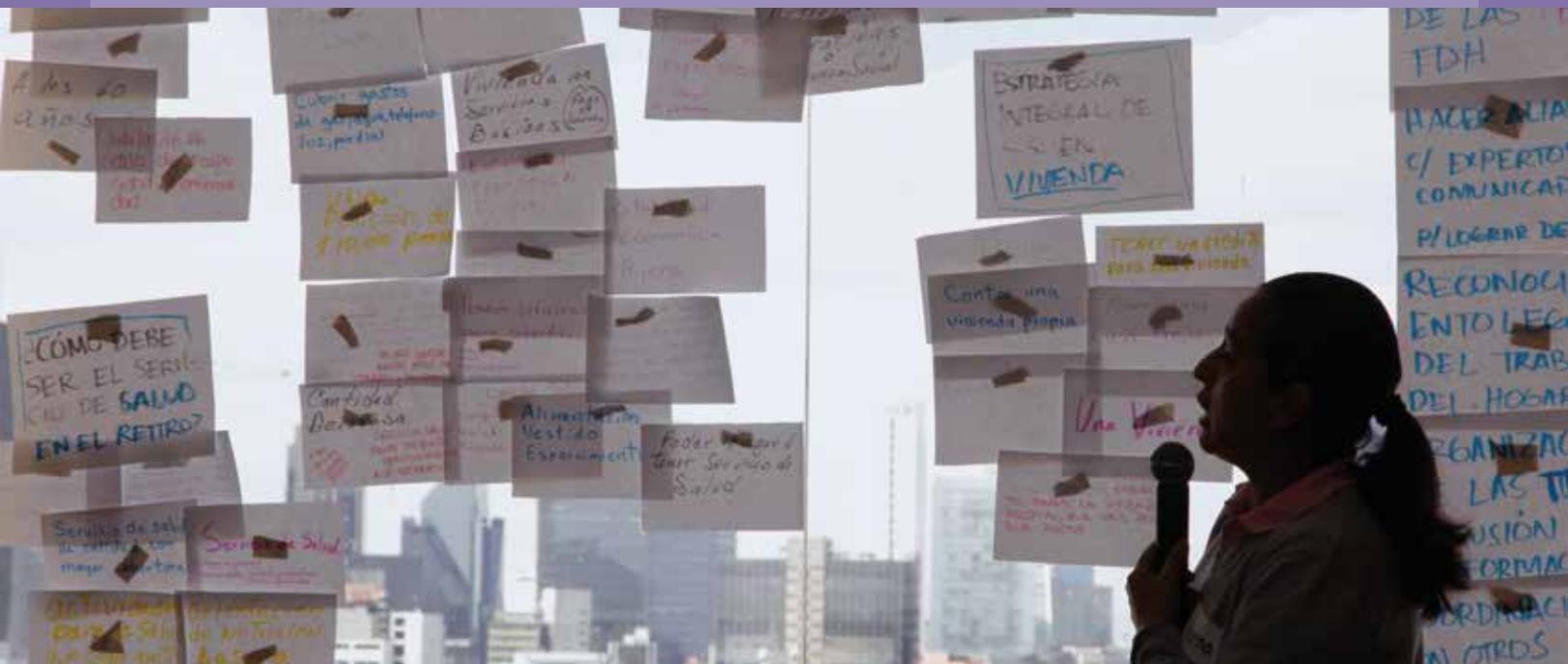
created in 2017 to advocate ratification of ILO Convention 189 on domestic work. For the first time, it brought together governmental institutions, civil society, trade unions and employers. Based on policy recommendations prepared by the ILSB, the new committee drafted a legislative proposal, endorsed by 18 senators, to align the Federal Labour Law with the Convention and reduce discrimination against domestic workers.

For Norma, the biggest achievement of SINACTRAHO has been the recent adoption of a collective labour contract for domestic workers with minimum standards to safeguard the rights of both workers and employers. *"If domestic work had been regulated years ago, if my parents had access to information, their life – and mine – would have been very different,"* she says.

Yet there is still a long way to go. Most domestic

workers labour 10 to 12 hours per day. Those who live with their employers need to be available 24 hours a day. For Norma, the two main priorities are to advocate for the ratification of ILO Convention 189 and to continue sensitizing the population. She wants legal recognition of the basic rights of domestic workers, including a minimum salary, paid leave, and access to basic social security services for them and their families.

Determined to keep this momentum going as she takes on more responsibilities, Norma is heading to a meeting of the International Federation of Domestic Workers in Brazil, where she will represent the union for the first time outside of her country. *"We are not going to disappear any time soon because our work is important. I might not be here when it happens, but sooner or later they'll have to recognize our rights,"* she says.



Norma delivering a training on labour rights for new members of the domestic workers union in Mexico City. Photo courtesy of Instituto de Liderazgo Simone de Beauvoir / Carolina Corral

ARAB STATES

ALGERIA

Nearly 500 women from the poorest municipalities in the Bordj Bou Arreridj region produce, honey and wool thanks to three production units provided by the **El Ghaith Association**. The farmers, most of whom were women heads of household with limited livelihood options, gained skills in agri-food production and transformation techniques and marketing, and learned about their rights and available services. The project operates on a unique principle – “those who receive, give back.” It distributes three units of livestock or beehives to each beneficiary, who redistributes two units to other women after one year. This approach has expanded women’s incomes, and given them the tools to become active community members. Their male family members are also now sensitized on the importance of women’s rights. Aware of the socioeconomic realities of women in this region due to an El Ghaith study, and impressed by the success of the initiative, the Ministry of National Solidarity intends to replicate it in other areas. Local authorities are providing assistance through “proximity centres” or mobile outreach units.

EGYPT

A cohort of 3,800 young women leaders across Egypt’s 27 governorates have gained knowledge and tools to become political candidates and community leaders. **The Egyptian Center for Women’s Rights** used a “snow ball” effect, whereby a core group of 175 young activists were trained and mentored to recruit and train other women about leadership and local governance. Through strong peer support and partnerships among civil society, authorities and political parties, the young women prepared to run for local elections and are already participating in political events and promoting development initiatives in their communities. A more positive social and political environment for women’s political participation has been reinforced by positive messages about female leadership in popular radio and TV shows reaching thousands. Further support comes from a legislative amendment reserving up to 25 per cent of seats on local councils for women, and the same share for young people.



Fatiha Routane, a farmer from Northeastern Algeria, takes pride in looking after the eight goats she raised thanks to the support of El Ghaith. She is now part of a cooperative has improved livelihood transforming milk and wool. Photo courtesy of El Ghaith Association

2017 ACTIVE PORTFOLIO

6

PROJECTS

5

COUNTRIES

10,800

DIRECT
BENEFICIARIES

US\$1.8

MILLION
PORTFOLIO VALUE

STORIES OF EMPOWERMENT

MAKING THE PRIVATE SECTOR ACCOUNTABLE FOR UPHOLDING LABOUR RIGHTS

STATE OF PALESTINE

At 29, Nida wanted to leave her job. For two years, she had been working at a sewing factory in the city of Qabatiya in the West Bank where she was subjected to various forms of mistreatment, including verbal abuse. *“Also, I did not receive any paid leave and did not even have a contract,”* she says.

Such conditions are not infrequent among workers in low-paying jobs in the West Bank, such as domestic and textile workers, secretaries or shopkeepers. Women experience various forms of gender-based discrimination in the workplace and are often unaware of their labour rights.

To address this issue, the **Mother’s School Society** trains and offers specialized support to women in private sector jobs across six governorates in the State of Palestine. An unprecedented coalition of 23 civil society organizations has been established to fight gender-based discrimination and inform women about their entitlements according to Palestinian

labour law and international labour standards.

Through 75 field visits, the project has reached nearly 2,000 women workers and provided training workshops to 380 entrepreneurs, trade union members, civil society representatives and decision makers from the Ministry of Labour.

During a visit to her workplace by members of a Reconciliation Unit established by the project, Nida learned about her labour rights. *“I was determined to quit but was hesitant to request my end of service entitlements, which I deserved,”* she says. Remembering that the unit would help her resolve any conflict related to employment, she decided to contact it. *“The unit talked to my employer on my behalf. That is how I got all my entitlements,”* explains Nida.

A unit has been created in each of the six governorates. So far, they have provided 40 one-on-one counselling sessions and resolved seven cases, including Nida’s.

With the financial entitlements she was able to access, Nida invested in opening a small business of her own. *“Now I have my own sewing shop, and although it is a small shop, I feel as if it is my own kingdom. I encourage other women to seek their labour rights like I did. And remember that help is around if needed.”*

Building on the success of the initiative and an interest from the Government to collaborate, the Mother’s School Society will implement a second phase of the project in 2018-2019, drawing on an additional up-scaling grant from the FGE. This phase will aim at institutionalizing the units in collaboration with the Ministry of Labour.

**I encourage other women to seek their labor rights like I did.
And remember that help is around if needed.**

NIDA, SEAMSTRESS AND ENTREPRENEUR, BENEFICIARY OF MOTHER’S SCHOOL SOCIETY



Nida at her new sewing business. Photo courtesy of Mother’s School Society

ASIA AND THE PACIFIC

PHILIPPINES

Pioneered by **Atikha Overseas Workers and Communities Initiatives**, a “marketplace” strategy links migrant domestic workers to potential sustainable investment and business opportunities back home. It has resulted in 345 workers saving and investing US\$ 690,000. About 50 have set up or expanded businesses, employing a total of 61 workers and investing US\$ 106,000. Businesses include rice production and trading, convenience stores, goat and hog raising, internet cafés, cattle farming and marketing of agricultural products.

SAMOA

Through continuous engagement with village leaders in 166 villages in rural Samoa, the **Samoa Victim Support Group** and its partners have shifted attitudes and behaviours towards *nofotane* women.

More than 1,700 local leaders have recognized women’s rights and implemented measures to stop discrimination against these often marginalized women. By-laws and village council decisions introduced in 162 villages formally advance their rights, such as by allowing them to attend community meetings and wear the same clothes as other women, or forbidding the use of the word *nofotane* to avoid differentiated treatment. A discussion in the Samoan Parliament about the project triggered a national debate around *nofotane* rights and harnessed additional political support. Other efforts have helped 1,600 women gain specialized financial literacy and livelihood skills, such as for fabric printing, handicrafts, commercial cooking and flower arrangement. As a result, almost 240 have started small businesses and created more than 20 support groups to sell the products.

2017 ACTIVE PORTFOLIO

4

PROJECTS

8

COUNTRIES

13,000

DIRECT
BENEFICIARIES

US\$1.4

MILLION
PORTFOLIO VALUE



A Filipino domestic worker in Singapore participates in one of the trainings organized by Atikha to help migrant workers set savings goals and plan their return home. Photo courtesy of UN Women/Staton Winter

are no targeted schemes or policies to eliminate the practice. To address this issue, Nagorik Uddyog organized capacity-building workshops where 50 Dalit activists like Moni learned to develop policies and advocate for budgets that could improve their economic and political situation. “[Now] I feel empowered and able to sit at the same table as policy makers and negotiate for rights of Dalit women,” Moni says.

The Feminist Dalit Organization has also developed research on why Dalit women do not access government schemes and budgets allocated to them, even when they exist. Advocacy subsequently

resulted in commitments from several local authorities in Nepal to ensure Dalit women’s participation in the planning and implementation of their programmes. In Bangladesh, the government increased their allocation to the social safety net programme by 20 per cent over the previous last year.

The project has directly impacted the lives of some 3,000 women across South Asia to date. But for Moni, this is only the beginning. She dreams of a day when millions of Dalit women in Bangladesh lead a life free of discrimination, and is determined to make sure that Dalit women are not left behind as the rest of the world strives to achieve sustainable development.

As a Dalit woman, opportunities always eluded me and I had very low self-confidence. [Now] I feel empowered and able to sit at the same table as policy makers and negotiate for rights of Dalit women.

MONI RANI DAS, DALIT WOMEN RIGHTS ACTIVIST AND BENEFICIARY OF THE FEMINIST DALIT ORGANIZATION



Moni Rani Das in a demonstration for Dalit women’s rights in Bangladesh. Photo courtesy of Nagorik Udyog.

EUROPE AND CENTRAL ASIA

ALBANIA

Continuous advocacy efforts from the Association for Women with Social Problems (AWSP) led to the drafting by the Government of Albania of the first National Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security. The draft plan was prepared in close consultation with civil society, national authorities and international partners. Under the leadership of the AWSP, Albania's first civil society coalition on women, peace and security convened to ensure that the plan supports women's full participation at all levels of decision-making in the country, and advances adequate prevention of and responses to violence. As a result of joint advocacy, the Parliament adopted a resolution to address violence against women in December 2017.

KYRGYZ REPUBLIC

AIDS Foundation East-West in the Kyrgyz Republic is helping socially disadvantaged women by providing medical, social, psychosocial, legal support and assistance in achieving personal development and financial stability. The women include former prisoners, sex workers, women living with HIV or with disabilities, single mothers in difficult life conditions and survivors of violence. The project brought together 27 public and private organizations in a referral network with the capacity to provide over 650 services to these women. It has trained a cohort of 32 state and civil society social workers who are now able to provide adequate counselling and referrals to vulnerable women. As a result, 170 vulnerable women know about available opportunities, of which almost 100 accessed medical, social, legal and employment services; 25 found jobs.



An activity devoted to a healthy lifestyle and principles of mind-body self-regulation at a personal growth training in Bishkek, Kyrgyz Republic. Photo courtesy of AIDS Foundation East-West in the Kyrgyz Republic/ Mohammad Ziya

2017 ACTIVE PORTFOLIO

4

PROJECTS

4

COUNTRIES

2,800

DIRECT
BENEFICIARIES

US\$1.2

MILLION
PORTFOLIO VALUE

STORIES OF EMPOWERMENT

KNOWLEDGE LIFTS WOMEN OUT OF POVERTY IN ISTANBUL SUBURBS

TURKEY

Zümrüt Çetin, a 38-year-old primary school graduate in Esenler, an impoverished neighborhood of Istanbul, Turkey, did not have the opportunity to continue her studies. Women in this community have low access to formal education as well as limited participation in decision-making.

Since 2016, new hope has come from training provided by the FGE grantee **Mother Child Education Foundation (AÇEV)**. Its POWER project to increase women's education and participation in decision-making addresses the underrepresentation of women in Turkish politics, especially in local governments. Continued formal or non-formal education is contributing to women's self-development, volunteering, and engagement in income generating activities.

Through a multitude of trainings, Zümrüt not only learned professional skills, but also found a network in which to socialize, receive support and foster solidarity. After attending a pastry workshop, she now sells home-made bread and çatal (a Turkish cookie) to a cooperative. Not before long, she plans

to open a bakery with her new friends. She has also enrolled in a secondary school program and is preparing her exams for the 7th and 8th grade. Other young participants – including several teens who had left school at age 10 – are also now seeking to continue their education.

Zümrüt also increased her self-confidence and recognized her self-worth. She has started traveling alone. Before the courses, she rarely left her house unaccompanied by another family member. She now feels comfortable going to the store, hospital and other places by herself.

More than 600 women improved their literacy skills and raised their awareness of women's rights, gender equality, children's rights and participation in decision-making. Their new knowledge has had spillover effects. Men and boys in the community were also engaged as allies by participating in seminars on gender equality. Zümrüt helped her husband find employment through the network she established at AÇEV.

IN FOCUS

DOMESTIC WORKERS SWEEPING INVISIBILITY



THE PROBLEM

An estimated 67 million domestic workers comprise a significant part of the global workforce in informal employment. They are among the most vulnerable workers; 80 per cent are women. They work for private households, often without clear terms of employment and excluded from the scope of labour legislation. This exposes them to physical, sexual and mental abuse, trafficking and bonded labour, as well as physical, social and cultural isolation. They may have no right to rest, or take leave or sick days, and have limited to no access to health care.

Many come from poor households, often in rural communities, where limited access to education and skills development leave them with few employment opportunities and choices. Others, especially those migrating abroad, may be skilled, yet unable to find employment commensurate with their levels of education. Asia and the Pacific is the region with the largest number of domestic workers, with 21.5 million. In Latin America, they account for more than 7.5 per cent of total employment.

All estimates indicate that the sector is poised to grow,

partly due to ageing populations in many countries. ILO Convention 189 aims to promote decent work standards and safeguard protections for domestic workers, yet it has only been ratified by 25 countries.

DOMESTIC WORK AND THE FGE

Worldwide, the civil society movement for domestic workers' rights is gaining ground. FGE grantees can attest to this. Since its creation in 2009, the Fund has supported 14 projects with a focus on domestic workers, or 18 per cent of its global portfolio. This area has grown in emphasis, representing 25 per cent of the active portfolio.

The hidden yet widespread nature of domestic work calls for stronger data collection and public awareness on its realities. The isolation it imposes requires collective structures. Socioeconomic vulnerabilities among these workers and their exposure to risks demand strong legislation, effective service provision and widespread information. This section presents some of the different strategies and good practices used by grantee organizations across the globe to support domestic workers' rights.



Members of the Mexican National Union of Domestic Workers (SINACTRAHO) with Latin American domestic workers leaders at a regional meeting on exchanges of experiences in Mexico City. Photo courtesy of Instituto de Liderazgo Simone de Beauvoir / Carolina Corral

RESEARCH IN EGYPT

The Al-Shehab organization led the first thorough social and economic study on the situation of women domestic workers in Egypt. It provided evidence to support awareness and advocacy to defend their rights at national and regional levels – and specifically shed light on the situation of children as domestic workers.

TAILORED ADVOCACY MESSAGES IN MEXICO

The Instituto de Liderazgo Simone de Beauvoir aims at triggering a cultural change by rallying a broad group of actors in support of domestic workers' rights. Tailored messaging speaks to their interests and their relevant roles. This includes language about security for employers, labour rights for unions, international commitments for the government, the financial significance of savings and remittances for financial institutions, and the importance of domestic and care work for the general public and the media.



A domestic worker who migrated from Ethiopia is employed in Beirut, Lebanon. Photo courtesy of UN Women/Joe Saade

INTEGRATED APPROACH FOR FILIPINO MIGRANT WORKERS

Atikha Overseas Workers and Communities Initiatives is applying an integrated approach to support Filipino domestic workers employed overseas, by: helping them set specific savings goals, save and invest, for a more successful return; helping children left behind to understand the motivations and realities of their mothers to ensure strong and healthy family relationships; and providing information to potential domestic workers before they leave.

MOBILE APP FOR DOMESTIC WORKERS IN BRAZIL

Following the regulation of labour rights for more than 7 million domestic workers and the strengthening of their unions, ELAS Fundo de Investimento Social and THEMIS Assessoria Juridica e Estudos de Genero developed a mobile app providing accessible information to workers on their rights and protection agencies. It fostered the formation of a social network of domestic workers.

STRATEGIES

#1

ADVOCACY TO RATIFY ILO CONVENTION 189 AND ADOPT RELATED LEGISLATION AND POLICIES

#2

PUBLIC AWARENESS

#3

DOMESTIC WORKERS' SUPPORT NETWORK

#4

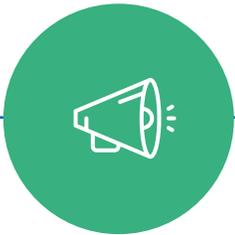
DOMESTIC WORKERS' ACCESS TO INFORMATION AND SERVICES

#5

FACILITATING MIGRANT DOMESTIC WORKERS' REINTEGRATION IN THEIR HOME COUNTRIES



- Research providing quantitative and qualitative data to uncover the numbers and situation of domestic work
- Analysis of relevant existing policies to identify entry points for a policy framework sensitive to domestic workers rights
- Policy papers for legislators to build arguments in favor of Convention ratification
- Fostering political alliances across parties
- Spaces for dialogue among civil society actors, with decision-makers and employers, and with other sectors including businesses and media
- Crafting common agendas for advocacy



- Communication campaigns to sensitize general population and potential employers on domestic workers' rights and on existing legislation in a given country
- Support domestic workers to become direct public advocates of their rights
- Employers' awareness: education, tools (standard contracts), feasibility studies



- Collective structure: creation and strengthening of domestic workers' unions with capacity-building and equipment
- Promoting domestic workers' engagement in unions
- Creation of civil society networks to provide support and convening power
- Building apps to connect domestic workers
- Working with domestic workers' families



- Provision of support, directly or through referrals, to access existing governmental schemes
- Legal support, financial assistance, access to health care, education, issuing of official documents such as birth certificates or ID cards, psychosocial support and specialized support for women subject to domestic violence
- Sensitization and rights awareness
- Training on vocational, entrepreneurial and financial skills



- Informing migrant workers about rights and work conditions before and after leaving, and upon arrival
- Help workers set specific saving goals for their migration experience
- Support their employability with increased skills
- Help workers make investments in their countries of origin
- Sensitizing children left behind about the reasons and reality of migrant workers' experiences

CHAPTER 5

SCALING AND INNOVATION INITIATIVE 2018-2019



TESTING NEW APPROACHES TO LEAVE NO WOMAN BEHIND

For the first time, the FGE is intentionally investing resources in building social innovation capabilities and creating spaces for experimentation. This will increase women-led organizations' abilities to find better solutions and catalyze changes at scale to improve the lives of marginalized women.

As part of its fourth grantmaking cycle, with support from the Government of Germany, the FGE is piloting a unique project titled, “the Scaling & Innovation Initiative”. The Fund has awarded grants for select active grantees to upscale their ongoing projects, building on momentum generated and successful strategies. The final objective of this exercise is to significantly multiply the impact of the interventions, and ensure the maximum possible number of vulnerable women and girls are reached.

The FGE posed a challenge to grantees: “How can your organization take your project to the next level so as to (1) reach more people, (2) expand impact, and (3) become self-sustained?” To help them find answers, the Fund is providing multilayer support such as:

- Additional financial resources
- Trainings on scaling-up and social innovation, and provision of tools

- Expert coaching support
- Opportunities for peer learning and exchange

Towards reaching these objectives, the Scaling Initiative will apply social innovation approaches to help both the Fund and its grantees shift traditional approaches to grantmaking and programming, and redesign strategies through testing new solutions. The FGE will make special efforts to document these processes in order to generate knowledge in the underexplored area of scaling-up for impact in gender equality and women’s empowerment programming.

WHY SCALING-UP AND INNOVATION?

LESSONS LEARNED. Learning from nine years of grantees’ feedback and independent evaluations – including the FGE’s first global evaluation in 2017 and its meta-evaluation from 2015 – repeatedly indicated at least three key areas for improvement in our grantmaking model:

3

FACE-TO-FACE
TRAININGS

9

UPSCALING GRANTS
UP TO US\$ 150,000

10+

NEW SOLUTIONS
TESTED

12

MONTHS OF EXPERT
COACHING

US\$ 1.5

MILLION BUDGET

- Need for longer project implementation periods that allow longer term social changes to happen
- Need for deeper and more strategic capacity-building support to grantees as a way to enhance the sustainability of supported projects but also as a mean to support a more effective women's movement
- Room for higher level impact

FUNDING CHALLENGE. The limited amount of resources available for a new Call for Proposals gave FGE the opportunity to explore new and more cost-effective ways to make a difference through direct support to women-led civil society organizations. Flexible, like-minded donors made this possible particularly the Government of Germany.

NEW STRATEGIC VISION. The era of sustainable development requires new approaches to development. The Fund acknowledges the need for social innovation to become a habit among practitioners and to shift from approaches with linear "problem-solution" models towards more comprehensive analysis of realities (from systems to individuals) and iterative processes, with room for failure and with continuous feedback from beneficiaries.

INCREASING IMPACT AND ADDING VALUE

The Fund understands scaling-up as the deliberate effort to increase the impact of successful strategies to promote women's economic and political empowerment, as tested in FGE's ongoing projects. This is aimed towards benefitting more people and fostering sustainable policy changes and project results, in different places and over time. For this initiative, the FGE has considered two types of scaling:

- Horizontal: aiming at increasing the number of women and girls impacted, including by expanding the project's geographical scope to additional locations
- Vertical: aiming at a higher level impact through institutional and policy reform, for instance, by influencing the adoption of a policy or law, or the establishment of governmental services

Aware of the longer term process that scaling-up entails, this initiative does not have the ambition to reach full scale in two years, but rather to establish the basis for long-lasting project impact.

The FGE sees social innovation as a different way to work, and as a set of tools that help to intentionally identify more effective solutions adding value for women and girls across the globe. In this initiative, the Fund will mainly draw from the fields of design and systems thinking, and behavioural insights.

SCALING-UP STRATEGIES

All the upscaling projects are trying to reach maximum level of sustainability, impact and reach within available human, financial and time resources. To that end, grantees are prioritizing the following strategies:



ESTABLISHING SELF-SUSTAINED STRUCTURES

In Algeria, El Ghaith will transfer the management of production units set up in the first project phase to women's cooperatives, and connect them to wider markets to support the sustainability and expansion of their businesses



PROMOTING AN ENABLING ENVIRONMENT

In Albania, the Association for Women with Social Problems is building on the strengthened capacities of civil society organizations to institutionalize civil society's role through a coalition that provides expertise and demands accountability for the women, peace and security agenda



INSTITUTIONALIZING SERVICES CREATED BY GRANTEES

In the State of Palestine, the Mother's School Society will build on community mediation units established to support the Ministry of Labour to work more effectively in supporting women facing workplace violations in the private sector



BUILDING MULTI-STAKEHOLDER PARTNERSHIPS

Through partnerships with local governments, state universities and departments, Atikha Overseas Workers and Communities Initiatives will provide improved training to a broader number of Filipino migrant domestic workers in Hong Kong and Singapore to strengthen their economic security and promote alternative livelihood options



REAPING THE BENEFITS OF THE MULTIPLIER EFFECT: MENTORING AND ADVOCACY PROVIDED BY BENEFICIARIES

In Nigeria, Alliances for Africa will work with 145 trained women politicians to mentor young women, and mobilize their communities to register to vote and support the full implementation of the National Policy of 35% Affirmative Action for Women in Public Governance



EXPANDING A MODEL THAT WORKS

In the United Republic of Tanzania, the Pastoral Women's Council will build on a successful model for access to microcredit, literacy classes and business training to increase Maasai women's livelihoods and leadership, targeting five new villages and reaching an additional 6,000 pastoralist women



SUPPORTING EMERGING LEADERSHIP TO EMPOWER BENEFICIARIES AS AGENTS OF CHANGE

In Paraguay, Centro de Documentación y Estudios will strengthen the voices of an additional 2,500 domestic workers as leaders in claiming decent work for all, and equal pay for work of equal value. It will build on political momentum and further advance policy advocacy

SCALING-UP APPROACH

VERTICAL UPSCALING

33%

90%

HORIZONTAL UPSCALING

LIST OF 2017-2018 ACTIVE PROJECTS



AFRICA

BENIN

Association Nationale des Femmes Agricultrices du Bénin (ANaF)

Initiative for Empowering Women Farmers in Benin – “Mingézé!”

US\$ 305,000

KENYA

Uraia Trust

Enhancing Political Capacities of Women

US\$ 384,997

MALI

Association d'Entraide et de Développement

Rural Women Entrepreneurship Support Program

US\$ 334,121

NIGERIA

Alliances for Africa (AfA)

Implementing 35% Affirmative Action in 5 States in Nigeria by 2018

US\$ 400,000

SOUTH AFRICA AND UGANDA

Women's Net

Increasing Women's Decision-Making and Influence in Internet Governance and ICT Policy for the Realization of Women's Rights in Africa

US\$ 257,520

UNITED REPUBLIC OF TANZANIA

Pastoral Women's Council (PWC)

Empowering Pastoralist Maasai Women in Ngorongoro District, Northern Tanzania

US\$ 560,001

AMERICAS AND THE CARIBBEAN

BOLIVIA

Taller de Proyectos del Habitat Urbano y Rural (RED HABITAT)

Women in Construction: Towards their Political and Economic Empowerment

US\$ 269,166

GUATEMALA

Asociación de Trabajadoras del Hogar a Domicilio y de Maquila (ATRAHDOM)

The Rights and Economic Empowerment of Women

US\$ 264,166

HAITI

Solidarite des Femmes Haitiennes (SOFA)

Strengthening of the Rural Organic Farming Feminist School of Saint Michel the L'attalaye Farm

US\$ 364,166

HONDURAS

Asociación Colectiva de Mujeres Hondureñas (CODEMUH)

Human Labour Rights of Women Maquila Workers

US\$ 369,170

MEXICO

Instituto de Liderazgo Simone de Beauvoire (ILSB), AC

Empowerment for an Agenda of Social Responsibility in Care Work

US\$ 214,166

PARAGUAY

Centro de Documentación y Estudios (CDE)

Empowering Women for Political and Economic Equality in Paraguay

US\$ 509,000

ARAB STATES

ALGERIA

Association El Ghaith

Self-Promotion of Vulnerable Groups (Women and Girls) by the Creation of Income-Generating Activities

US\$ 375,000

EGYPT

Egyptian Center for Women's Rights

A Wave of Women's Voices – 1,000 and Counting...

US\$ 545,000

EGYPT

Association of the Egyptian Female Lawyers

Enhancing Women's Political Participation

US\$ 260,000

LEBANON

Lebanon Family Planning Association for Development & Family Empowerment

Promotion of the Economical Status of Rural Women in South Lebanon

US\$ 425,000

STATE OF PALESTINE

Mother's School Society – Nablus

Empower Women for Their Dignity and Future

US\$ 280,000

YEMEN

Youth Leadership Development Foundation

Women in Politics

US\$ 340,000

ASIA AND THE PACIFIC

BANGLADESH, INDIA, NEPAL, SRI LANKA

Feminist Dalit Organisation (FEDO)

Strengthening Policies and Budgets for Dalit Women's Economic Rights in South Asia

US\$ 400,000

CAMBODIA

Banteay Srei – Citadel of Women

Sustainable Economic Empowerment of Cambodian Women (SEECW)

US\$ 400,000

PHILIPPINES

Atikha Overseas Workers and Communities Initiatives Inc.

Coming Home: Reintegration Program for Domestic Workers from the Philippines

US\$ 569,925

SAMOA

Samoa Victim Support Group (SVSG)

Economic Empowerment of "Nofotane" Women in Rural Samoa

US\$ 200,000

EUROPE AND CENTRAL ASIA

ALBANIA

Association for Women with Social Problems

Women Rights - From Concept to Albanian Reality

US\$ 290,000

ARMENIA

Green Lane Agricultural Assistance NGO

Economic Empowerment of Rural Women Groups through Capacity Building

US\$ 315,000

KYRGYZ REPUBLIC

AIDS Foundation East-West in the Kyrgyz Republic

Our choice. Economic Empowerment of Vulnerable Women in Kyrgyzstan

US\$ 300,000

TURKEY

Mother Child Education Foundation (AÇEV)

Politics for Women: Empowerment through Representation (POWER) Project

US\$ 355,000



220 East 42nd Street, 21st Floor

New York, NY 10017

T: +1 646 781 4809 / 4811

www.unwomen.org/fge

fund.genderequality@unwomen.org