



**National Alliance of  
Women's Organisations**

**Charity No: 803701**

**Annual Report  
& Financial Statements  
For the Period  
1 January 2015 to 31 December 2015**

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**NAWO Annual Report  
For the Period 1 January 2015 to 31 December 2015**

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**1 Reference and Administration Details**

**1.1. The Charity**

**Charity Name**

National Alliance of Women's Organisations (NAWO)

**Registered Charity Number**

803701

**Charity's Principal Address**

United House, North Road, London N7 9DP

**Telephone and Email:**

020-7697 3468

Admin@nawo.org.uk

**Website:**

www.nawo.org.uk

**1.2. Management Committee Members**

The work of NAWO is directed by a Management Committee (MC) comprising voluntary MC members. The MC is responsible for the strategic direction of the organisation, ensuring accountability and maintaining fiscal oversight and delivery of the work plan.

The Management Committee Members are the Trustees of NAWO for the purposes of charity law.

**Chair:** Annette Lawson (2007 to 25 June 2015)

Zarin Hainsworth (MC member from January 2012 and chair from 25 June 2015)

**Vice Chair:** June Jacobs (to 25 June 2015)

Barbara Cleary (MC member April 2010 and Vice Chair from 25 June 2015)

**Treasurer:** Lynda Dearlove (to 25 June 2015)

Wendi Momen (from 25 June 2015)

**Secretary:** Patricia Holden (from January 2013 to 17 August 2015)

**Other Management Committee Members**

Penelope Conway (from 25 June 2015 to 14 September 2016)

Ann Dawson (from 25 June 2015)

Jackie Jones (from December 2013)

Neda Salmanpour (from 25 June 2015)

Kathryn Esme Hodges (from July 2014 to 12 November 2015)

Tahiri Danesh (from January 2013 to 25 June 2015)

Faeza Vaid (from 25 June 2015 to 14 April 2016)

Natalia Dawkins (from 25 June 2015 to 4 May 2016)

Mumtaz Rahim (to 25 June 2015)

Julie Bindel (to 25 June 2015)

### **1.3. Names of Advisors and Staff**

#### **Bankers**

HSBC, PO Box 160, 12A North Street, Guildford GU1 4AF

#### **Independent Examiner:**

Brian Seaton Principal Trustee, Small Charity Support  
46 Farm Road, Edgware HA8 9LT

#### **Staff**

Rosie Fox, Project Officer (to 31 December 2015) and Monika Pindel, Business Support Officer (from 22 September 2015).

## **2 Structure, Governance & Management**

### **2.1. How the Charity is Constituted**

NAWO is an unincorporated organisation established in 1989 and is governed by the Constitution and Rules adopted in May 1989 and revised in May 1991, June 1993, November 2003 and May 2013.

### **2.2. Election of Management Committee (MC) Members**

MC members are elected by NAWO members at the annual general meeting and form the MC. The MC retires every two years. A MC member may be nominated and, if elected, serve up to a further two consecutive two-year terms. All member organisations and individual members may nominate and second candidates. Officers are elected by members of the MC from amongst those individuals elected to serve on the Committee. The MC also has powers to co-opt should there be a vacancy. At the AGM, NAWO members may permit continuing service for named MC members for one further term of office after the end of six years should the skills and knowledge be considered essential for the effective functioning of the MC and the organisation. However, 8 years is the absolute limit when a break of at least one period of office (2 years) must be taken.

### **2.3. Management Committee**

A number of NAWO MC Members stepped down in 2015: Annette Lawson, Julie Bindel, Tahirih Danesh, Lynda Dearlove, Kathryn Esme Hodges, Pat Holden, June Jacobs, and Mumtaz Rahim. We are very grateful for their invaluable contribution and dedication to the work of NAWO. Annette Lawson had been the Chair of NAWO since 2007. We planned to recognise her service at a special event which has been arranged for 2016. Annette has continued to work with NAWO to facilitate a smooth transition to the new Board and has continued to be actively involved in our work. See other sections of report for detail. We welcomed the following new MC Members: Penelope Conway, Ann Dawson, Wendi Momen and Neda Salmanpour.

After the AGM in June 2015 there were significant changes in the MC and we have worked hard to build a new dynamic and cohesive team. We organised a MC induction and work planning day. To help us with our team building and future succession planning a skills audit has been undertaken. The audit will assist us with MC member recruitment to a number of vacancies in 2016. We also took the opportunity to review our Business Strategy. The revised strategy was completed in 2015 and the delivery plan scheduled for review in 2016.

Early in 2015 we recognised the need to improve our budget planning and monitoring arrangements. A new financial system was introduced in June 2015 which will enable budget management to be undertaken more efficiently going forward. This was accompanied by the introduction of new financial procedures during the year. Farzin Yourtchi provides voluntary financial support to the Board for which we are very appreciative.

Although the MC has endeavoured to identify and manage risks to the organisation it was felt important that the way in which this was done was reviewed. As a consequence a new risk management system has been put in place using a traffic lights system to assess risks and is a standard item on the MC meeting agenda. The MC members noted the significant risk arising from the funding climate and the challenge of securing sufficient funding to cover core and project costs. A funding strategy and action plan was put in place to address the risk and it has been recognised that this would continue to be a priority for 2016.

Increasing the membership of NAWO was also considered to be a priority and MC members have actively been recruiting new members. This will also remain a priority for 2016.

### **2.3.1 NAWO Ambassadors Advisory Panel**

In 2015 we begun work on setting up the NAWO Ambassadors Advisory Panel and have been working with Annette Lawson (previous Chair of NAWO) on this initiative which we believe will strengthen our capacity and raise the profile of NAWO to deliver its ambitious work programme. We are very excited about this new initiative and work will continue to establish the Panel in 2016. In her role as Ambassador, Annette attended the special meeting of women leaders organised by UN Women in New York and participated in a number of on-line discussions, including the Women's Major Group, one of the main and recognised groups whose voice is attended to by the UN, and as a member of various sub-committees. She has continued to use the information from them as appropriate to pass on to networks such as the UK NGO CSW Alliance of which she was Co-Chair and from which she stepped down in June 2015. Annette also helped NAWO receive its entitled moneys from the co-operation with Marta in Latvia and others, in the Safety Compass project on women being trafficked from Eastern Europe to the UK (especially London). This would not have been possible without the strong and knowledgeable support of Lynda Dearlove of Women @ the Well, NAWO member. Annette has also spoken at occasional meetings and conferences representing NAWO as our Ambassador.

### **2.3.2 Staff**

The MC was originally supported by a part time Co-ordinator and a part time Project Officer. In July 2015 Sarah Priest left NAWO to develop her career in research and policy, and Monika Pindel was employed as part time Business Support Officer in September 2015. Rosie Fox continued as Project Officer until December 2015 and reduced her working time to one day a week. Later in the year Rosie also decided to leave NAWO to develop her career in a different direction. We wished Sarah and Rosie every success with their chosen career changes. The staffing arrangement was reviewed and duties of the two part time posts were combined. It was agreed that Monika Pindel would increase her working time from two days to three days a week and cover the duties of the combined roles.

Sarah, Rosie and Monika have been successful in managing small teams of interns to whom NAWO is extremely grateful. We are appreciative and full of admiration for the time and effort our interns devote to the work of NAWO. With their help we were able to improve our website and communication strategy including creating a new e-Newsletter as well as ensuring the continued success of the Young Women's Alliance (YWA).

## **2.4. Wider Networks and Partnership Working**

NAWO is a member of a range of networks which has resulted in effective partnership working contributing to achieving the equality agenda and drawing attention to a wide range of issues affecting women. These groups include: ERAW, the End Violence Against Women Coalition; the Equality and Diversity Forum (EDF), the British Institute for Human Rights Alliance (BIHR), UK Feminista Alliance and the European Women's Lobby (EWL). Various NAWO MC Members and other members represent NAWO on these groups. NAWO also developed an alliance with Feminism in London providing speakers and chairs for different sessions. NAWO also provided speakers to the international conference of the Haldane Society of Socialist Lawyers.

In October 2015 NAWO sent an Open Letter to the British Government through a number of Ministers as part of an EWL campaign “Asylum is not gender neutral: the refugee crisis in Europe from a feminist perspective” and received a response from Nicky Morgan (former Minister for Women and Equalities).

NAWO has continued to extend its outreach work and build effective partnerships to effectively progress the work of the women’s agenda.

Annette Lawson after stepping down as Chair of NAWO continued to represent NAWO both as a general member of the Women’s Major Group, one of the main and recognised groups whose voice is attended to by the UN, and as a member of various sub-committees.

In June 2015 a delegation for different women’s organisations in the UK attended the UN in Geneva to hear first-hand the UN Rapporteur Associate Professor Rashida Manjoo present her report on violence against women and girls in the UK. A momentum of support emerged urging the UK Government to implement her recommendations.

Report [\[Link 1\]](#)<sup>1</sup>

## **2.5. Members**

We thank all of our members for their support and commitment to NAWO. NAWO through its membership has ensured that there is a strong, collective and coherent voice that raises awareness on behalf of women. Against a backdrop of a difficult economic environment which has far greater consequences for the lives of women, NAWO continues to build alliances and campaigns on both known issues that have become exacerbated and emerging issues. NAWO is an Alliance and without our Allies, nothing is possible. However, despite the progress of mechanisms created by women’s and development organisations such as the UK NGO CSW Alliance, EVAW, GAPS and GADN and recognised by relevant government departments there is still a long way to go to achieve gender equality. In a climate when Human Rights within the UK continues to be threatened by a legislative programme, knowledge of and access to human rights, especially for women and girls, is a central focus for NAWO and its work.

In 2015 we were also mindful of the potential impact of a EU referendum which will be central to our work in 2016. NAWO because of its members is a strong women’s organisation, committed to strengthening its representation of women across the UK and beyond. We will continue to work together with civil society organisations across the UK, Europe and the world for the advancement of gender equality and an open and inclusive world where the voice of every woman counts and no one is left behind. Women’s alliances will be key to realising NAWO’s priorities regarding women’s human rights, socio-economic status and full engagement in decision-making as we look to the future.

NAWO has been able to maintain its work at national (UK), European and UN levels. We have retained our ECOSOC status as well as keeping a robust presence at CSW. We have continued to be a conduit for women in England to Europe through EWL as well as restarting the European Network and increasing our presence with various organisations and networks, such as EVAW, EDF, GADN and the BIHR.

## **3 Objectives & Activities**

### **3.1. Objects**

As defined by the Constitution, the Charity’s objects (“the objects”) are to promote education on the position of women and on the inequalities which have been imposed on them by law and custom.

<sup>1</sup> To see this and other links in full please go to the Glossary section (10)

### **3.2. Vision, Mission & Values**

NAWO's vision is a world where all women and girls are able to participate in and influence the decisions that impact on their lives.

NAWO's mission is to promote the human rights of all women and girls, with a special focus on gender equality in Europe and internationally by:

- building NAWO's organisational capacity to enable sustainability and increase effectiveness;
- influencing policies on the UK's commitment and obligations under the Beijing Platform for Action and the implementation of an institutional mechanism for the advancement of women and girls;
- actively including young women in the women's rights agenda;
- continuing to be a conduit for women/girls and their organisations within the UK to Europe and vice versa, in order to influence and advocate on behalf of women of all ages and in all their diversity, thus fully utilising membership of EWL and other European bodies to take forward issues;
- promoting knowledge and understanding within the UK women's movement of the UN and other conventions, treaties, declarations, protocols and resolutions on women's human rights, gender and development, and forge greater links between UK women and the UN.

These are our updated priorities following review of NAWO's Business Strategy to ensure it remains relevant and reflects our overarching goal – the achievement of gender equality. Through NAWO's alliance-model of working, the voices of women and girls of all ages and in all their diversity will have the opportunity to have an impact on policy development and implementation at local, national (UK), European and international levels.

NAWO functions within a set of core values that enable women and girls to access their rights and achieve gender equality throughout society. NAWO is committed to the implementation of the Beijing Declaration and Platform for Action and the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) and all members must endorse the principles contained in these documents.

NAWO promotes women's human rights, with a special focus on gender equality by:

- collaboration and consultation with constituent members to represent women's voices to government and decision-makers at all levels, thus ensuring that diversity and intersectionality are considered effectively in terms of the potential impact that they have on women;
- working with sister organisations in Northern Ireland (NIWEP), Scotland (Engender) and Wales (WENWales) as a member of the UKJCW, the United Kingdom's national body representing the concerns and needs of UK women in EWL;
- working alongside worldwide women's NGOs, regularly participate in all UN processes including CSW, CEDAW, HRC, Universal Periodic Review, Universal Humanitarian Summit, World Health Summit building capacity of its members and accrediting them to participate through NAWO's ECOSOC status;
- working in alliance with UK NGOs by contributing both to the quadrennial NGO Shadow reports as part of UK Government's examination by the CEDAW Committee, and to the Beijing Platform for Action reviews every five years.

This approach ensures that the voice of our members has a transformative impact on policy development and implementation at local, national, European and international levels.

### **3.3. Activities Undertaken for the Public Benefit**

NAWO continued to be involved in initiatives aimed at improving the lives of women and girls. Set out below are some examples of our work.

NAWO has continued to develop its alliances with other women's organisations drawn from a wider network. It has succeeded in leading and continuing to work with the now established UK NGO CSW Alliance to develop this mechanism into an effective and extensive network of organisations interested in the UN and its annual Commission on the Status of Women (CSW). A grant was secured from the Joseph Rowntree Charitable Trust (JRCT) to support NAWO as Secretariat of the UK NGO CSW Alliance as well as some funds for events and members' travel expenses for 2013-15; a subsequent grant was awarded by the JRCT to continue this work for a further year until mid-2016. In 2015 NAWO's Chair Annette Lawson and Zarin Hainsworth, NAWO MC Member, were joint chairs of the Alliance until Annette stepped down from NAWO in June 2015 at the AGM. The work for CSW60 commenced in September 2015 and the Alliance agreed that in what were exceptional circumstances Zarin Hainsworth should continue to chair the Alliance and a new chair be elected after CSW in April 2016. It was also agreed that the election would follow an established procedure. See section 4.1 for more information.

NAWO continued its European Commission-funded project in partnership with member organisation Women@theWell and organisations in Latvia and Estonia, *A Safety Compass*, focused on exploring the causes and consequences of trafficking for sexual exploitation. The project was concluded in December 2015. See section 4.2 for more information. In 2016 NAWO will continue to campaign and work with other organisations to end trafficking and provide support for survivors. It will remain a central focus of NAWO's work programme.

NAWO continued its close collaboration with the Parliamentary Office of the EU in London at Europe House.

Partnership working has been vital to NAWO's achievements. In 2015 we continued working with the Equality and Human Rights Commission (EHRC) on CEDAW. Zarin Hainsworth, NAWO Chair, worked with the EHRC to produce a video explaining why CEDAW is so important for women and girls in this country. [\[Link 2\]](#)

### **3.4. Contributions Made by Volunteers**

NAWO has a working MC. Members contribution on the MC is voluntary. The MC is actively engaged in the management and running of the organisation; including the representation of NAWO on boards, forums and committees. MC members take a strategic and hands-on lead in key areas in the work programme and work directly with staff. Task and Finish working groups are set up as necessary around particular work areas or events. NAWO has one part-time Business Support Officer. As noted in paragraph 2.3.2, NAWO's work is supported by volunteers and interns with regard to different projects.

### **3.5. Gifts in Kind**

The value of gifts in kind during the year was considerable. We are grateful to Christian Aid for the use of a meeting room for our events, and also to the Baha'i centre for the use of its meeting rooms and additional volunteer time and to Shabana Mahmood Shadow Chief Secretary of the Treasury who hosted an event for us at portcullis House.



## 4 Achievements and Performance

### 4.1. Gender Architecture: Institutional Mechanism for the Commission on the Status of Women – UK NGO CSW Alliance

NAWO continued to develop this mechanism in partnership with other CSW Alliance members. Membership of the Alliance has increased from around 70 women's organisations, networks and individuals to over a hundred, and falls within NAWO's commitment to building alliances. We are very grateful to the Joseph Rowntree Charitable Trust, which has provided an additional 1-year grant (July 2015–June 2016) to cover NAWO Secretariat costs, a series of pre- and post-CSW events, and travel to meetings and events for CSW Alliance members from across the UK.

The NAWO Secretariat co-ordinated meetings and provided training throughout the year for the CSW Alliance members, co-ordinated communication including emails and social media, and enabled CSW Alliance members to work together at CSW, including at events. The CSW training has been particularly well received. Participant feedback indicates this training to be more valued than that offered by CSW. Training sessions were held on 13 Feb 2015 [\[Link 3\]](#) and on 31<sup>st</sup> October 2015 [\[Link 4\]](#).

The CSW Alliance is now recognised by Government as the key NGO body with expertise in CSW and network strength. In particular they appreciate the role of the CSW Alliance and have expressed how useful they find the Alliance and they are keen to continue working with us. They have included in their publications and communications that anyone wishing to be involved with CSW should join the Alliance.

#### **NAWO-specific CSW work:**

CSW 59, held at the UN in New York in March 2015, focused on the review and appraisal of the implementation of the Beijing Declaration and Platform for Action (BPfA) and the outcomes of the twenty-third special session of the General Assembly. This included current challenges that affect the implementation of the BPfA and the achievement of gender equality and empowerment of women. Opportunities for strengthening gender equality and the empowerment of women in the post-2015 development agenda through the integration of a gender perspective were also explored.

NAWO continued to support member organisations and actively used its ECOSOC status. Every organisation can accredit up to 20 individuals and once again NAWO used this quota to the full. We were also able to assist in the accreditation of numerous representatives of diverse organisations through our members who also have ECOSOC status.

As usual, NAWO presented a written statement to the UN, calling for the full implementation of existing legal frameworks for gender equality, and for the voices of women of all ages; drawing special attention to the voices, needs and concerns of older women and their positive contribution and solutions to societal problems, as well as those of young women and girls, to be included in the post-2015 development goals agenda. Our member organisations were also fully involved in all our activities at CSW including the caucus groups and working on texts.

NAWO also held a series of side events, including several events in partnership with other organisations and CSW Alliance members. A number of the events and other parallel side events included members from the NAWO Young Women's Alliance. See section 4.5 on YWA. One very relevant event of which NAWO is particularly proud was - *Institutional Mechanisms: diverse solutions for around the world*. NAWO lead this interactive panel event in partnership with BIC. Diane Abbott MP agreed to chair the panel and our speakers included Dr Annette Lawson OBE, Chair NAWO, Co-Chair CSW Alliance, Kate Lappin, Regional Co-ordinator, Asia Pacific Forum on Women, Law and Development, Dinah Musindarwezo, Executive Director FEMNET-African Women's Development and Communication Network, and Gemma Welsh –NAWO YWA. NAWO

also supported our member Women@thewell in their event “Working to stop modern day slavery” with Kevin Hyland, the UK’s first ever Independent Anti-Slavery Commissioner, Equality Now – anti-slavery expert, Lynda Dearlove – Director Women @ the Well and other speakers. This was a continuation of the work on the Safety Compass project with the media kit being provided to participants. It was a very well attended and successful event.

In preparation for CSW 60 NAWO was engaged in discussions with the Government Equalities Office (GEO) including in regard to their National NGO Consultation meeting. Speakers included Nicky Morgan, former Minister for Women and Equalities, Helene Reardon-Bond, then Deputy Director GEO, Charles Ramsden, Head of EU and International Policy GEO, and Zarin Hainsworth, Chair of NAWO. The consultation meeting was held in November 2015 and training for CSW commenced in October 2015. A written statement and issues papers were also prepared and submitted.

During the year, NAWO was represented at the UN by Juliet Colman, a past-Chair, thus enabling support for advocacy on the discussions on the new sustainable development goals and the post-2015 agenda and women peace and security issues.

#### **4.2. A Safety Compass – Signposting Ways to Escape Trafficking Project**

This project was funded by the European Commission between January 2013 – December 2015 and was undertaken in partnership with Marta, a women’s organisation in Latvia (project leaders), Eluliin, an Estonian organisation, and with Women@theWell (NAWO member) in Kings Cross. The focus was on understanding the causes and consequences of trafficking for sexual exploitation, in the context of London as a destination country for trafficking victims, and Eastern Europe as a transit point and/or source area. NAWO is hugely grateful to Lynda Dearlove, Annette Lawson and Sarah Priest for their significant contributions and the success of the project.

During 2015, NAWO contributed to the research and writing of the report “Recruitment for human trafficking and online image of women” which was published in September 2015 and is available to download [\[Link 5\]](#). The report was produced by researchers from NAWO (UK Case Studies), Marta (Latvian project partner) and Eluliin (Estonian project partner). This research presents conclusions about drivers that influence the involvement of women and girls in prostitution and trafficking, identifies the trends and recruitment mechanisms on the Internet, and analyses vulnerabilities that limit the possibilities for exit.

NAWO worked with Julie Bindel who delivered campaigning activities to address and challenge trafficking for sexual exploitation as part of the Safety Compass project.

Julie set up a Safety Compass Campaign Website [\[Link 6\]](#), and launched a guidance pack for journalists to encourage responsible reporting when reporting on trafficking. We also hosted a legal seminar which took place at Doughty Street Chambers on December 15 2015. This event consisted of a roundtable discussion which aimed to identify specific issues and questions to raise with Fiona Mactaggart, Member of Parliament for Slough and Secretary of the All-Party Parliamentary Group on Prostitution and Global Sex Trade. The discussion included solutions regarding the stigmatisation of victims of trafficking, the lack of services for victims, gaps in the Modern Slavery Act and the lack of co-operation between the authorities.

A second event took place on 16<sup>th</sup> December 2015 at the House of Commons and was attended by Fiona Mactaggart. Representatives from the legal sector, survivors support services, and the other political representatives discussed the issues raised during the legal seminar. There was a question and answer session and it was agreed that Fiona Mactaggart would raise many of the issues in Government. Practical steps were also established including engagement with parliamentarians and the shaping of public opinion of prostitution through campaigning and education.

The Safety Compass Project has now come to end, but work surrounding the issue of human trafficking will continue. NAWO continues to work with its members to end prostitution. Particular ongoing themes are: Women@the Well EU project, Soroptomist International Great Britain and Ireland’s (SIGBI) work on human trafficking; and Professor Jackie Jones academic work on human

trafficking. NAWO continues to be involved with Coalition Against the Sex Trade (CAST) as well as the Coalition Against Prostitution (CAP). Both the Chair and another committee member are actively involved.

#### **4.3. Peabody ERASMUS+ Project**

The Peabody Trust commissioned NAWO to run a consultation project for their 'Relationship Status: It's Complicated' an ERASMUS+ funded programme. The programme was designed to connect young people with decision makers and inspire them to create paths to change young people's perspectives. NAWO was subsequently invited to complete a narrative evaluation report on the programme in October and November 2015.

The consultation focused on young people's knowledge and experiences of: young people's policies; politics; sex and relationships education and digital safety. Participants in the consultation – and the programme – were young people that lived on or near Peabody Estates in London, and primarily aged between 14 – 16. The consultation took place across several sessions at different youth centres.

The Peabody Trust ERASMUS+ funded programme was youth led and delivered, with the support of Isabel Chapman, Young People's Services Co-ordinator at Peabody. Participants attended 'masterclasses' and a residential and 3 event were organised, with the last held at the Houses of Parliament.

The narrative evaluation report was drawn from debrief sessions with the young people involved in the project, and utilised new data tools in order to explore responses to the programme. It became clear that only because of our decision to involve young people in this project from the outset and work with them when delivering it, that we were able to successfully identify gaps in young people's knowledge and address their concerns.

#### **4.4. European Women's Lobby (EWL) and the UK Joint Committee on Women (UKJCW)**

NAWO is the organisation that represents England via the UKJCW to EWL. We form part of the co-ordination for the UK with sister organisations in Wales (WENWales), Scotland (Engender) and Northern Ireland (NIWEP). During this period Carwen Wynne Howells (WENWALES) represented the UK on the EWL Board, and was our major source of information. However, NAWO has also had direct involvement in a number of the Lobby's campaigns and in particular on its trafficking and prostitution work and women's empowerment. Looking to 2016 the EWL representative will rotate to NAWO and will be a key focus of our work. NAWO also provided the European perspective for the CSW Alliance meeting on SDG indicators in November at Christian Aid.

#### **4.5. NAWO Young Women's Alliance**

NAWO's work since 2005 to bring young women to CSW and enable their voices to be heard has had a positive impact in other organisations in the Alliance who have set up young women sections in their own organisations and bring one or two young women to CSW.

2015 has been another exciting year for the YWA with more dedicated events and a funded project alongside the continued accreditation of young people to attend CSW. We worked with young women around the country to produce a youth statement for CSW59. We also organised the accreditation of a number of young women to attend CSW and they all took an active part in CSW: participating in events, giving presentations at events both within the UN building and as part of the NGO Forum, participating in the WYWCA/WAGGGS Youth Forum and International Masculinities conference, taking photographs and films (the journey of young people – local to global), compiling reports, interacting with other young people from around the globe and being active participants with the CSW Alliance and part of the UK NGO delegation. They were also invited to participate in post CSW events. In the table below are examples of events attracting high profile speakers and panel members in which members of the YWA were actively involved.

Event Organiser	Event	NAWO YWA participation
The Inter-Parliamentary Union (IPU)	Countering cyber violence against women	"Countering cyber violence against women – a young women's perspective" IPU parliamentarians Edith Hall YWA
NIWEP	Peace and Women Co; co-llective. Co-llaborative, Co-mprehensive	A special thought for young women – Nazzy Amin YWA
NAWO	What Beijing means to me and Aspirations for next 20 years	Interviews from around the world
Basira (NAWO member)	Justice for Women and Democracy: key to change and progress in a volatile region	Annie Thomas YWA – "Vision for the future"
Progressio	How to advance women's and girl's sexual and reproductive rights	"In a climate where social and cultural norms have such influence over perspective how can the position of young women be adjusted" – Nadia Rouhipour YWA How can social norms be challenged and adjusted to be more inclusive of young women Nazzy Amin YWA
UK NGO CSW Alliance WAGGGS, IPU, NAWO	Round Table with Parliamentarians and Young People "Women and girls in power and decision making"	YWA joined Roberta Blackman Woods MP, Diane Abbott MP, Gavin Shuker MP
NAWO	Institutional Mechanisms: diverse solutions from around the world	Interactive panel chaired by Diane Abbott MP. Annette Lawson OBE Chair of NAWO joined the panel. The YWA presented on Looking to the Future
Widows Rights International (NAWO member)	Past, Present & Future: Widowhood what we have learnt and what is left to do	Interactive panel with Eleanor Nwadinobi – Nigeria, Meera Khanna, Deputy Director Guild of Service India, Sumeera Shethra WHR Nepal, Isabelle Michelson YWA – Looking to the future, Olive Jackson YWA– Actions for the future
BACA (NAWO member)	Social entrepreneurship – a tool for women to achieve community well being and prosperity for all Workshop Co-sponsors WYWCA, WAGGGS	Nyaradzayi Gumbonzvanda General Secretary World YWCA, Kevin Ackerman – BACA, Rugya Muttawa - Libya, Belinda Bennet - WYWCA India, Edith Hall YWA, Lydia Barber YWA
UN Women	Inter generational dialogue day	YWA members participated
EIMAN (NAWO member)	Muslim Women and Economy and Leadership as Minority	Nazzy Amin YWA
PRIDE (Pacific Rim Institute for Development Education)	Voice of different generations from around the world: What is true education?	Chair Roberta Blackman Woods MP, Speakers, Wendi Momen (EBBF& NAWO Hon Treasurer), Aditya Shrestha (youth organization)

	Interactive panel Co-sponsors WYWCA, WAGGGS, EBBF	Nepal), Elliot Shirnia YWA – education for a prosperous world, Maya Owen YWA– education for a peaceful world, Petra Stipanic - WAGGGS
WADFI (Women’s Alliance for a Democratic Iraq)	Women and conflict: What have we learnt from the last 20 years & looking to the future Interactive panel Co-Sponsors Komela Jîn Syria, Hope Charity Libya, Organisation de solidaritè avec les familles rurales Algeria, Womens Human Rights Nepal, NAWO	Chair Baroness Hodgson CBE Speakers Anne-Marie Goetz – UN W Director Women, Peace and Security – learning from the past, Sumeera Shethra – Nepal - the voice of survivors, Pakshan Zangani – KRG – the price of trauma, Sonia Aziz – Sudan - Times of transition to enable positive outcomes, 1325 on trial – film Sam Cooling YWA - Looking to the future, Kathryn McGrotty YWA – Looking to the future
BACA & ADVANCE (NAWO members)	What’s the real meaning of beauty? Practical jewellery making workshop	Facilitated by Kevin Ackerman – Founder of BACA Readers YWA members: Emma Broadbent, Tabatha Smith, Maya Owen, Elliott Shirnia

Our work in 2015 has led to increased awareness of CSW in a number of schools, from London to Plymouth; and young women’s organisations and students in the north of England have led change in their schools and organisations including changing the curriculum to include issues of consent and undertaking surveys of sexual harassment in the school.

Some YWA members have been given work experience, travelled abroad and become trustees as a result of their experiences at CSW. YWA spoke at various events including a joint NAWO and the Equality and Human Rights Commission (EHRC) event “Is Britain Fairer?” (section 4.8). Internships were offered to young women. Information was shared with the YWA and their opinions on a number of issues sought. We continue to encourage young people to be involved in democratic processes and take part in elections.

NAWO remains committed to engaging young women in the women’s movement and raising their awareness about gender equality at national, European and international levels.

#### **4.6. NAWO Elder Awards**

NAWO held its first Elder Award Ceremony in June 2015 at Portcullis House (Houses of Parliament). The Elder Awards were conceived in the acknowledgement that NAWO wanted to honour and celebrate feminists aged over 80 who have contributed significantly to the women's rights movement, and to do so while these recipients were still working or residing in the UK. NAWO hopes that the Elder Awards will be awarded biennially.

The ceremony took place on Thursday 25th June, and was attended by representatives from UK Government, Women's Rights NGOs and family members/friends of the recipients. The Awards were accompanied by a celebratory afternoon tea and prosecco.

The remarkable women who received the Elder Awards this year, having made significant, dedicated and tireless contributions to the women's movement (several are still active in the sector) were: Margaret Owen OBE; Lois Hainsworth MBE; June Jacobs CBE and Valerie Evans CBE. Sadly, Valerie passed away shortly after the awards, she will be dearly missed and remain an inspiration to us all. You can view videos of the Awardees on NAWO’s website [\[Link 7\]](#).

#### **4.7. Women, Business and the Law**

On the 4th of November the National Alliance of Women's Organisations and the World Bank Group's Women, Business and the Law collaborated, with the support of Rt Hon Baroness Lindsay Northover, to bring people together to discuss advancing towards gender equality and the next steps we need to take in 'Getting to Equal'.

It was fantastic to see so many gathered to share knowledge and discuss with international experts the challenges women currently face, the economic as well as moral necessity of gender equality, and the path we must take to ensure its realisation. Chaired by Dr Wendi Momen MBE, MC Member of NAWO, we were delighted to have with us Augusto Lopez-Claros, Director of the Global Indicators Group at the World Bank, Colin Douglas, Interim Director for the research project 'Is Britain Fairer', and Rt Hon Baroness Northover join us for the event. Participants particularly valued the knowledge sharing session and felt empowered with new information they had acquired and contacts. We all left to feeling more confident about the issues and actions necessary to advance towards gender equality.

To learn more of the World Bank's enlightening report and the passionate and informative ideas shared by the speakers and audience members alike, read the report by clicking on [\[Link 8\]](#).

#### **4.8. Is Britain Fairer?' - Through the Lens of Women and Girls**

In autumn 2015 The Equality and Human Rights Commission (EHRC) published its latest report entitled "Is Britain Fairer? The state of equality and human rights 2015". On the 7th December 2015 NAWO in partnership with EHRC and the support of Baroness Hodgson of Abinger, organised an event to mark the launch of the report and to discuss the state of equality in the UK, especially with regards to gender equality.

Chaired by Zarin Hainsworth, Chair of NAWO, our panel speakers were Melanie Field, Executive Director, Strategy and Policy EHRC, Baroness Hodgson, Colin Douglas, Interim Director for the "Is Britain Fairer?", Baroness Prosser, Former Vice-Chair EHRC and Gemma Welsh, Lead Representative, NAWO Young Women's Alliance. This event allowed for a presentation of the EHRC's report's findings and a more in-depth review of the current state of inequality in the UK and the key equality and human rights challenges over the coming years including young people's perspective.

Following the presentations the floor was open to questions and discussion. Participants spoke passionately about the issues of gender equality and identified areas where more work is needed. The issues included gender roles in families, recognition and valuation of unpaid care work and pornography and prostitution. There was a clear desire for the UK to ratify the Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention) which should translate into tangible changes to the way violence against women and girls is tackled. Participants were enthusiastic to continue the discussion and NAWO agreed to create a suitable space. We are pleased to report that the work which commenced in November 2015 on a new online initiative to enable this and other conversations to continue has resulted in launching of social media project with GovFaces (more information on this later in the report). See paragraph 4.9.

To learn more about the launch of EHRC's report please click on [\[Link 9\]](#).

#### **4.9. New initiatives**

In autumn 2015 NAWO commenced work on two new initiatives:

- Work begun on introducing a new social media project with GovFaces - which brings together experts, journalists, politicians and civil society (including NGO's) around gender equality issues. GovFaces provides an effective online platform for key players to convene and explore relevant topics. GovFaces are currently working with the Swiss Government to

create conversations that enable citizens to liaise with their local politicians and representatives.

The first question debated in 2016 will be:

*What are the Goals and Targets outlined in the Sustainable Development Goals (SDGs) that NGOs and key players see as the most important for achieving gender equality? [\[Link 10\]](#)*

At the joint event with EHRC launching the "Is Britain Fairer Report" participants asked that a forum be set up to enable the dialogue from the meeting to be continued. As we were already developing the GovFaces initiative we decided to use this platform to continue the dialogue.

- *European Network* - a series of "Brown Bag Meetings" during which speakers present information on topics ranging from immigration to EU referendum, prostitution to women on boards within both the British and European context was re-established in 2015 and the first event on "*SDG Indicators – work in Europe*" will take place in January 2016. These events also provide an opportunity to share updates on the work of the European Women's Lobby (EWL) and provide a space for discussion. A second event has also been organised looking at the EU referendum and June Sarpong MBE, Journalist and a Board Member, Britain Stronger In Europe, who will join us to facilitate the session and share her knowledge and perspective. NAWO has a long history of working for and with Europe and held regular European Network meetings for many years. We are looking forward to carrying on this important event for members.

#### **4.10. Beijing Platform for Action**

Members of the UK NGO CSW Alliance contributed to a Beijing + 20 Shadow Report: 'UK Women: Rights & Progress' that was authored by members of the Alliance. The Report outlines the different perspectives of NGOs on the position of women and girls in the UK as we approach the 20th anniversary of the Beijing Declaration and Platform for Action. To push forward the report and the issues raised by many members who attended a Regional Review Meeting for CSW59 which took place in Geneva on November 3rd - 5th, and was hosted by the United Nations Economic Commission for Europe. An intergovernmental conference took place directly after on November 6 and 7. Most recently representatives of the UK CSW NGO Alliance attended a consultation meeting with the GEO on CSW59, minutes can be viewed by clicking on [\[Link 11\]](#). These meetings aimed to assess the challenges and progress in implementing the BPfA and establishing gender equality.

## **5 Financial Review**

### **5.1. Policy on Reserves**

Most of the charity's commitments are to staff salaries which are already covered through restricted funds project grants. The MC Members have therefore determined that there is no requirement to set aside material amounts as a reserve to cover a shortfall in unrestricted donations to the General Fund in 2015.

### **5.2. Details of Any Funds Materially in Deficit**

The Charity has no funds which are materially in deficit.

### **5.3. Principal Sources of Funding**

#### **Income**

NAWO organisational, associate and individual members pay an annual subscription fee.

**Fundraising**

Resources are key to successful outcomes and we wish to express our gratitude for the support given to us during the past eighteen months:

The Joseph Rowntree Charitable Trust  
Equality and Human Rights Commission (EHRC)  
EU Commission  
Erasmus+  
GEO  
DG –Comms

We would also like to thank those who have made significant individual donations.

**6 Future Plans**

NAWO was founded in 1989 as a feminist alliance of women's organisations. Today, NAWO promotes women's human rights, gender equality and social justice within the framework set by the internationally-agreed human rights instruments for all women, and within national legislation and the policy frameworks for Europe. Further, NAWO seeks to incorporate emerging concerns of UK and European women by bringing together established and younger organisations to identify and address new challenges.

NAWO will maintain existing and build new alliances to ensure that there is a strong, collective and coherent voice that raises awareness on behalf of all women. In the current environment, the issues women face have become increasingly more difficult and different inequalities are emerging. NAWO has developed a framework to build new alliances as well as address emerging issues that affect women and seek solutions by bringing women of all ages together. Women's alliances are key to realising NAWO's priorities regarding women's human rights, socio-economic status and full engagement in decision-making.

2016 will be an important year for NAWO. Our work to raise awareness and support for SDGs and the 50:50 gender equality programmes by 2030 is central to our work, as is our focus on building a sustainable organisation capable of delivering an ambitious programme. We aim to build a strong and effective infrastructure, strengthen our communication activities and enhance our partnership working. To enable us to do this fund raising will be essential and we have a fund raising strategy in place as a top priority for 2016.

Our relationship with government and parliamentarians is important, both in respect of our advocacy on a wide range of gender issues that impact women's lives, and in support of the work other women's organisations are doing. We plan to build these relationships to our mutual benefit.

Key focusses for 2016 included:

1. Respond to the EU referendum including lobbying for the protection of women's rights nationally and at European level and launching the European Network meetings;
2. Responding to Government consultations and Select Committee enquiries;
3. Preparations and attendance at CSW60 (2016) and implementing learning from CSW59;
4. Implementation of NAWO fundraising strategy to ensure the sustainability of the organisation;
5. Continue to build and facilitate the YWA and working with the Alliance and NAWO member organisations, actively encouraging women and young girls involvement in UK elections and the mayoral election;
6. Continue to strengthen the four-nation approach;




- 7. Continue to foster government relations and supporting the Government on the implementation of the SDGs. Establish robust mechanisms for tracking implementation and holding the Government to account.
- 8. Continue the campaign for an end to prostitution including influencing and contributing to the Commission on Sex Buyer Law Report.

**Declaration**

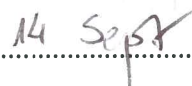
**The MC Members declare that they have approved the Annual Report above.**

**Signed on behalf of the Charity's Management Committee**

Signature(s):  .....

Full Name(s): Zarin Hainsworth .....

Position (s):NAWO Chair.....

Date:  ..... 2016

**7 Independent Examiner's Report  
to the Management Committee Members (Trustees)  
of the National Alliance of Women's Organisation (NAWO).**

I report on the accounts of the National Alliance of Women's Organisations for the Year Ended 31 December 2015 as set out on pages 19-22.

**7.1. Respective Responsibilities of Membership Committee Members and Examiner**

The charity's Membership Committee (MC) Members are responsible for the preparation of the accounts. The charity's MC Members consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- to examine the accounts under section 145 of the Charities Act 2011;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

**7.2. Basis of Independent Examiner's Report**

My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as MC Members concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matter set out in the statement below.

**7.3. Independent Examiner's Statement**

In connection with my examination no matter has come to my attention:

- a) Which give me reasonable cause to believed that in any material respect the requirements
- to keep accounting records in accordance with section 130 of the 2011 Act;
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; *or*

- b) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 14 Sept 16

Full Name: Brian Seaton  
Principal Trustee, Small Charity Support  
Address: 46 Farm Road, Edgware, HA8 9LT

**8 Financial Statements**

**8.1. Receipts & Payments Account for the Period 1 January to 31 December 2015**

	Current Financial Year, Jan'15-Dec'15			Last Year
	Unrestricted Funds	Restricted Funds	Total	Total
	£	£	£	£
<b>RECEIPTS</b>				
<b>Voluntary Income</b>				
Membership	3,650	0	3,650	1,904
Donations	7,930	0	7,930	1,230
Other (incl. Gift Aid)	420	0	420	0
<b>Charitable Income</b>				
Project Grants	0	27,338	27,338	35,029
<b>TOTAL RECEIPTS</b>	<b>12,000</b>	<b>27,338</b>	<b>39,338</b>	<b>38,164</b>
<b>PAYMENTS</b>				
<b>Costs of Generating Funds</b>				
Fundraising	0	0	0	0
<b>Charitable Activities</b>				
<b>Projects</b>				
Safety Compass Project		25,740	25,740	19,212
CSW Alliance		19,860	19,860	12,028
DC Comm		295	295	13,000
EHRC CEDAW		0	0	7,000
ESVC Summit		0	0	1,667
Peabody		825	825	
Events (Networking)	634	0	634	1,343
Volunteer Costs	0	0	0	6
Other (incl. Training)	0	0	0	0
<b>Sub-total, Charitable Activities</b>	<b>634</b>	<b>46,721</b>	<b>47,355</b>	<b>54,256</b>
<b>Support Costs</b>				
Salaries	512	0	512	655
Office Costs	2,541	0	2,541	2,012
Consumables	0	0	0	
Finance Services	177	0	177	35
Website & Publicity	114	0	114	292
Meetings	190	0	190	
Sundries	1,335	0	1,335	0
<b>Sub-total, Support Costs</b>	<b>4,869</b>	<b>0</b>	<b>4,869</b>	<b>2,994</b>
<b>TOTAL PAYMENTS</b>	<b>5,503</b>	<b>46,721</b>	<b>52,224</b>	<b>57,250</b>
<b>Net of Receipts/(Payments)</b>	<b>6,496</b>	<b>-19,383</b>	<b>-12,887</b>	<b>-19,086</b>
Transfers between Funds	13	-13	0	---
Cash Funds Last Year End	3,926	20,708	24,635	43,721
<b>Cash Funds This Year End</b>	<b>10,435</b>	<b>1,313</b>	<b>11,748</b>	<b>24,635</b>

## 8.2. Statement of Assets & Liabilities at the End of the Period

	Unrestricted Funds	Restricted Funds	Total at 31-Dec-15	Total at 31-Dec-14
<b>Cash Assets</b>				
Petty Cash, General Fund	29		29	38
Bank, General Fund	10,988		10,988	3,888
Bank, Safety Compass Project		-8,690	-8,690	15,072
Bank, CSW Alliance		8,527	8,527	7,734
Bank, DG Comm		0	0	-5,241
Bank, EHRC CEDAW		0	0	2,750
Bank, ESVC Summit		0	0	393
Bank, Peabody		3,125	3,125	0
<b>Total Cash Assets</b>	<b>11,016</b>	<b>2,963</b>	<b>10,854</b>	<b>24,634</b>
<b>Other Monetary Assets</b>			None	None
<b>Investments Assets</b>			None	None
<b>Assets Retained for Own Use</b>			None	None
<b>Liabilities</b>			None	None

## 8.3. Notes to the Accounts

### Accounting Policies

The report and accounts cover the year to 31 December 2015. The financial statements have been prepared in accordance with the Charities Act 2011 Section 133, using the Receipts and Payments basis available to small charities.

### Income

The income in the income and expense account represents donations, membership fees and grants received. Income generated on a cash receipt basis is £39k, made up of membership fees £4k, donations £8k and project grant £27k. The income is broadly the same as that received in 2014.

### Designated & Endowment Funds

The charity has no designated funds or endowment funds.

### Expenses and Remuneration

Our expenses totalled £52k (£49k in 2014). Expenditure is principally now shown in relation to project costs and therefore our most significant outgoings quite rightly are the project operating costs for the different projects. These represent our restricted funds. Salary costs have been allocated against projects and where appropriate, HMRC payments (PAYE and NI Contributions) have been allocated to project costs as well. Other expenses relate to support costs £5k to run NAWO and £634 event and networking costs.

In accordance with the provisions of charity law, all Trustees (MC Members) acted voluntarily and received no remuneration as Trustees.

MC Members were reimbursed a total of £4276.08 for out-of-pocket expenses necessarily incurred in connection with their duties as MC Members.

MC Members were remunerated a total of £1000 for professional services which they necessarily and reasonably provided to the charity to promote the delivery of its charitable objects for the public benefit in accordance with clauses 5.1-5.4 of Charity Commission guidelines CC11 - Trustee Expenses and Payments, and with Clause-9 of the charity's constitution.

### Restricted Funds

Restricted Funds are the finances for the different projects NAWO undertakes. In the previous financial year (2014) some staff salaries were allocated to the wrong project resulting in some

projects appearing to be under-spent while others appeared to be over-spent. This has been corrected in the current year by internal transfers between the respective funds.

The Safety Compass project was completed in December 2015. An over-spend is showing against this project as the final grant of approximately €10k was due to be received in 2016.

**Retained Funds**

The retained funds at the end of the period are £12k. This represents a reduction in funds carried over in the previous year (£25k 2014). However, this is accounted for by deferred payment of the final grant for the Safety Compass project which was received in June 2016.


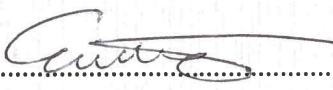
**8.4. Movement in Funds in the Period**

	Bt'Fwd at 01-Jan-15	Receipts in Period	Payments in Period	Transfers in Period	Cd'Fwd at 31-Dec-15
<b>Cash Assets</b>					
Petty Cash	38	0	-9	0	29
Bank Account	24,597	39,338	-52,947	0	10,988
<b>Total Cash Assets</b>	<b>24,635</b>	<b>39,338</b>	<b>-52,956</b>	<b>0</b>	<b>11,016</b>
<b>Comprising:</b>					
<b>General (Unrestricted) Fund</b>	3,926	12,000	-7,886	13	8,053
<b>Restricted Funds</b>					
Safety Compass Project	15,072	1,979	-25,740	0	-8,690
CSW Alliance	7,734	20,654	-19,860	0	8,527
DG Comm	-5,241	2,405	-295	3,130	0
CEDAW	2,750	0	0	-2,750	0
ESVC Summit	393	0	0	-393	0
Peabody	0	2,300	825	0	3,125
<b>Total Restricted Funds</b>	<b>20,708</b>	<b>27,338</b>	<b>-45,070</b>	<b>-13</b>	<b>2,963</b>
<b>Total Funds</b>	<b>24,635</b>	<b>39,338</b>	<b>-52,956</b>	<b>0</b>	<b>11,016</b>

**9 Declaration**

The MC Members declare that they have approved the Financial Statements above.

Signed on behalf of the Charity's MC Members

Signature(s):  .....  .....

Full Name(s): Zarin Hainsworth ..... Wendi Momen .....

Position (s): NAWO Chair ..... NAWO Honorary Treasurer .....

Date:  ..... 2016 ..... 2016

## 10 Glossary

### 10.1. Abbreviations

BIHR - the British Institute for Human Rights Alliance  
 BPfA - Beijing Declaration and Platform for Action  
 CAP - Coalition Against Prostitution  
 CAST - Coalition Against the Sex Trade  
 CEDAW - Convention for the Elimination of all Forms of Discrimination Against Women  
 CSW – Commission on the Status of Women  
 CSW - Commission on the Status of Women  
 ECOSOC - United Nations Economic and Social Council  
 EDF - Equality and Diversity Forum  
 EHRC - Equality and Human Rights Commission  
 Engender - Scotland's Feminist Organisation  
 ERAW - End Violence Against Women Coalition  
 EWL - European Women's Lobby  
 GADN – Gender and Development Network  
 GAPS – Gender Action for Peace and Security  
 GEO - Government Equalities Office  
 HRC – Human Rights Council  
 JRCT - Joseph Rowntree Charitable Trust  
 MC – Management Committee  
 NAWO –National Alliance of Women's Organisations  
 NIWEP - Northern Ireland Women's European Platform  
 UKJCW – UK Joint Committee on Women  
 WENWales - Women's Equality Network Wales  
 YWA - NAWO Young Women's Alliance

### 10.2. Links

Link 1 [http://www.endviolenceagainstwomen.org.uk/data/files/UNSR\\_VAW\\_UK\\_report\\_-\\_19\\_May\\_2015.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/UNSR_VAW_UK_report_-_19_May_2015.pdf)

Link 2 <https://www.youtube.com/watch?v=QAWeNmMqeag>

Link 3 <http://www.nawo.org.uk/wp-content/uploads/2012/09/Agenda-CSW59-Preparation-Meeting-13-Feb.pdf>

Link 4 <http://www.nawo.org.uk/event/csw-alliance-open-meeting/>

Link 5 [http://www.marta.lv/docs/1283/2015/Marta\\_ENG\\_print.pdf](http://www.marta.lv/docs/1283/2015/Marta_ENG_print.pdf)

Link 6 - <https://safetycompasscampaign.wordpress.com/>

Link 7 <http://www.nawo.org.uk/nawo-celebrates-elder-awards/>

Link 8 <https://drive.google.com/file/d/0ByWci17UQUknT1B2TTZRMDIQZkk/view>

Link 9 <http://www.nawo.org.uk/wp-content/uploads/2016/01/NAWO-EHRC-Is-Britain-Fairer-launch.pdf>

Link 10 <http://www.govfaces.com/en/nawoconnectingwomen>

Link 11 <http://www.nawo.org.uk/wp-content/uploads/2015/02/NGO-meeting-with-GEO-16th-February-2015V2revised.docx>

