



National Alliance of
Women's Organisations

Charity No: 803701

Annual Report
& Financial Statements
for the Period
1 January 2017 to 31 December 2017

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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

1.2.1. Management Committee duties

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.

1.2.2. Officers

Chair: Zarin Hainsworth (25 June 2015 - current)

Vice Chair: Barbara Cleary (25 June 2015 - current)

Treasurer: Wendi Momen (from 25 June 2015 - current)

1.2.3. Managing Committee Members

Neda Salmanour (25 June 2015 – 10 August 2017)

Jackie Jones (December 2013 – April 2018)

Pat Black (elected at AGM previously co-opted)

Lauren Smith (elected at AGM, previously co-opted)

Gemma Welsh (co-opted July, stepped down 29 Sept)

1.2.4. Trustees stepping down

Trustees stepping down at the last AGM were Lisa Marie Taylor and Ann Dawson.

1.3 Names of Advisors and Staff

1.3.1 Bankers

HSBC, P0 Box 160, 12A North Street, Guildford GU1 4AF

1.3.2 Independent Examiner

Ardeshir Laloui

1.3.3. Staff

Amy Welch, NAWO Coordinator (21 December 2016 - 5 May 2017)

Tahereh Matejko, NAWO Coordinator (5 June 2017 – 10 November. Original contract - 1 September but extended specifically to support funding raising applications)

1.3.4. Volunteers

Laura Bannister – website and newsletter
Farzin Yourtchi - Finance
Audrey Lim, Harry Clayton, Miranda Saul, Nadia Rouhipour – event and report assistance

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. Management Committee

2.2.1. Election of Management Committee Members

Management Committee (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.

2.2.2. Management Committee

A number of NAWO MC Members stepped down in 2017: Ann Dawson, Neda Salmanpour, Gemma Welsh, Lisa-Mari Taylor. We are most grateful for their invaluable contribution and dedication to the work of NAWO. Annette Lawson has continued her support of NAWO by working as NAWO Ambassador and NAWO is grateful to her for these efforts.

2.2.3. NAWO Board Meetings

The following meetings took place: 3 March Skype; 6 April Skype; 12 June Meeting; 10 August Skype; 8 September Meeting and 13 December meeting.

2.3. Business strategy

2.3.1. Strategic plan

The Management Committee used the strategic plan to guide its work. It was decided towards the end of the year to undertake a strategic review which was scheduled for 2018. Farzin Yourtchi continued to provide voluntary financial support to the Board for which we are very appreciative.

2.3.2. Risk management

The risk management system was used to highlight potential risks. The highest risk continues to be funding. The funding strategy was developed but throughout the year, funding has remained a challenge. Increasing the membership of NAWO was also considered to be a priority.

2.3.3. Trustee personal and professional development

During the year MC members undertook a variety of development opportunities. One of these was to ensure that NAWO had a developed understanding of safeguarding. Therefore the Chair undertook Safeguarding training and a Safeguarding policy was confirmed.

2.4. Funding

Funding continues to be a key concern. A funding table was created with potential funding sources with deadlines. The criteria for the different funds were noted and applications made. Some of the applications undertaken were: Feminist Review Trust, ROSA, Awards4All, JRCT, Quadstar, Esme Fairbairn, SAGE. None were successful in 2017.

NAWO entered a funding partnership with SAVOO, where a percentage of things bought through SAVOO are donated to NAWO.

2.5. Office and administration

Due to the changing nature of work, it was decided that there is little need for an office. Meetings are often held in a variety of venues, mobile phones are more used than landlines, people are uninterested in information on paper. Therefore there is less need for an office than hitherto. The MC began investigating other ways of managing the office and preparing for a new virtual style of working.

2.6. Branches

There had been a growth in interest in NAWO in a number of key areas and it was therefore decided to build on this strength and establish branches. In addition it was noted that there are valuable sources of local funds that can only be provided to local organisations. Two branches were formed in 2017: Gloucestershire and Wellingborough. The former is specifically youth led. The branches look set to bring a great many new members to NAWO and become a means to support valuable local projects in pursuance of the aims of NAWO.

2.7. Staff

Amy Welch was employed as part time Business Support Officer in December 2016 and NAWO is grateful for her enthusiastic work. She moved from NAWO in May to take up a full time post in the theatre. She managed a small number of interns and with their help the website was continually updated and the newsletter sent out regularly. They also helped with the Young Women's Alliance (YWA). Tahereh Matejko took over the role in June and assisted with funding applications as well as normal administrative duties.

2.8. NAWO AGM and Annual seminar

The AGM was held on 4 October and the resolution was put to members to remove subscriptions. Members felt that the subscriptions were essential and more effort was needed to gain more paying members. The MC were thanked for their hard work. Barbara Cleary was elected for her special expertise and to stay as EWL representative and UKJCW member. Zarin Hainsworth was also elected for a further term.

The Annual Seminar took place after the AGM on the subject of Women and the Media. The subject had been chosen in preparation for CSW 62 (2018) as this was the review theme. There were a number of panellists including two members of the YWA. The seminar enabled members to become more acquainted with issues related to the forthcoming CSW review theme.

2.9. 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. NAWO has one part-time Business Support Officer/Coordinator. NAWO also is hugely grateful to the interns and other volunteers.

2.10. Gifts in Kind

The value of gifts in kind during the year continues to be considerable, including the expertise, time and expenses of trustees that were donated. We are grateful to Europe House and to the Baha'i Centre for the use of their meeting rooms. We are also grateful to parliamentarians who have kindly hosted events in the Houses of Parliament.

3. Objects, Vision, Mission & Values

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

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 have been our priorities as highlighted in the Strategic Plan, as we work towards 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 continue to 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;

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- 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.

3.1. Activities Undertaken for the Public Benefit

NAWO continues to be involved in initiatives, programmes and activities aimed at improving the lives of women and girls. Some of this work includes:

- developing its alliances with other women's organisations drawn from a wider network;
- continuing to work as the Secretariat of the UK NGO CSW Alliance and developing this mechanism into an effective and extensive network of organisations interested in the UN and its annual Commission on the Status of Women (CSW);
- continuing collaboration with the Parliamentary Office of the EU in London at Europe House;
- Istanbul Convention Campaign;
- Strengthening relationships with parliamentarians;
- And the Government Equalities Office

3.2. Wider Networks and Partnership Working

3.2.1 Membership of networks

NAWO is a member of a range of networks that has resulted in effective partnership working contributing to achieving the equality agenda and drawing attention to a wide range of issues affecting women. At a time of huge change for the UK there is increasing need for unity of vision and action across civil society and we are pleased to maintain and increase our activities in these networks. They include: EVAW, the End Violence Against Women Coalition; the Equality and Diversity Forum (EDF), the British Institute for Human Rights Alliance (BIHR), UK Feminista Alliance, European Women's Lobby (EWL), Feminism in London, Gender and Development Network, UKSSD, Brexit alliance, Stop trafficking alliance and UKNGOCSW Alliance. Various NAWO MC members and other members represent NAWO on these groups. For example NAWO representatives have attended 10 EDF meetings, 5 BIHR meetings, the Human Trafficking Foundation Meetings and many meetings on BREXIT.

3.2.2 Work at all levels

NAWO has been able to maintain its work at national (UK), European and UN levels. We have continued to be a conduit for women in England to Europe. Through EWL we have continued to disseminate European news and information on EWL campaigns.

We have retained our ECOSOC status as well as keeping a robust presence at CSW. We have begun to engage more in UN processes in Geneva. NAWO contributed to the UK UPR shadow Report and the consultation with GEO for the UK submission to CEDAW. NAWO contributed to the CEDAW shadow report.

3.3. 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 the current very challenging backdrop, NAWO continues to build alliances and campaigns on a wide range of issues concerning women and girls.

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.

Things have not improved since last year and we are still in a climate when Human Rights within the UK continues to be threatened by the legislative programme and the removal of the UK from the EU, therefore knowledge of and access to human rights, especially for women and girls, continues to be a key focus for NAWO.

4. Achievements and Performance

4.1 Overview

NAWO has continued its work bringing together diverse organisations and providing a platform for our members to have a voice at all levels. Throughout the year, we have held joint events with members and partners addressing topical issues facing women in the world today.

We endeavour to be active in Government and other consultations and provide the opportunity to all members to be part of this process.

NAWO continues a good relationship with EHRC. The Chair met with EHRC key personnel a number of times and was invited to be on their CEDAW film. This was widely disseminated.

We have also continued our advocacy work towards gender equality in Europe through our membership of the EWL and UKJCW and through a variety of UN processes including CEDAW, UPR, CSW and Agenda 2030.

Through our Young Women's Alliance we have offered training to young feminist activists and provided opportunities for them to be involved and contribute to the work of NAWO and represent the voices of young women.

The following sections highlight some of the most significant work we undertook in 2017

4.2. Attendance at events

NAWO has been invited to participate in numerous events. Below are some examples:

- Srebrenica Memorial Service
- Feminism in London FILIA
- London Zonta Club
- Gender Equality Symposium
- Is Britain Fairer
- SDG Roadshow
- Guest panellist at IWPG What Can I do that Matters Panel. Networking event ran in partnership with IWPG and IYPG UK.
- Chatham House Engagement and Women's Economic Empowerment report launch

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- Westminster Legal Forum Keynote seminar Tackling Modern Slavery in Public and Private Sectors
 - What Does Brexit have to do with Breast Cancer
 - World Data Forum event
 - Justina Mutale CSW follow up event - Leaving a Legacy: Leadership Innovation Entrepreneurship

4.3. External delegations

Delegations from other countries asked to meet with us and NAWO representatives met with the Korean delegation and the All China Women's delegation.

4.4. NAWO Events

NAWO continued to hold events through the year, especially with member organisations. For example on SDGs, Road to Abolition on prostitution, 16 days of activism events with Basira, events on SDGs, on data and its importance in Agenda 2030.

4.5. BREXIT and Women's Rights

NAWO has continued its lobbying work and has been involved in a number of campaigns. These include working with other like minded organisations to raise awareness of the parliamentary activity on BREXIT - informing members through the newsletter and google group, keeping them abreast of development, asking them to write to key parliamentarians and writing numerous letters directly as well as signing letters and other documents with other organisations. NAWO representatives also participated in key meetings including: Unlock Democracy meetings; EDF Strategy Group meetings; High Level Panel meetings in parliament; WRC Brexit Round table discussion; Campaign strategy planning. Vice Chair Barbara Cleary was the NAWO focal point on Brexit. Chair Zarin Hainsworth was invited to speak on Women's Hour and also ensured EWL Director Joanna Maycock was also included.

4.6. Sustainable Development Goals (SDGs)

Since 2014, NAWO has been involved in the discussions on the replacement of the MDGs, through the work of members and contributions to the Major Working Group. Since the adoption of Agenda 2030, NAWO has sought to raise awareness of the SDGs, specifically those targets related to women and girls. In 2016 NAWO sought to represent women and girls in the UK SDG partnership and in 2017 attended various meetings in pursuance of this and became a partner in UKSSD. NAWO undertook to write the chapter on Goal 5 for UKSSD shadow report for the High Level Panel. In November the Government announced that they would submit a report but the UKSSD decided to go ahead and undertake a shadow report anyway. NAWO continued to be responsible for the chapter on Goal 5 and trustee Lauren Smith was the focal point for this activity and NAWO is grateful for all of her work in this area.

4.7. Istanbul Convention

NAWO took part in the campaign to ratify the Istanbul Convention and continues to be part of the group ensuring continued UK progress.

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

4.8.1. EWL

NAWO continues its membership of the UK Joint Committee on Women (UKJCW) representing Wales, Scotland, Northern Ireland and England, and through that to the European Women's Lobby. Barbara Cleary, NAWO Vice-Chair, is currently the elected EWL board member representing UKJCW and is also a member of the EWL Executive Committee. She will continue in the post until June 2018. NAWO continues its strong links with EWL and shares information on all campaigns with sister organisations

and members. NAWO YWA has participated in various EWL activities. Barbara attended Executive meetings, the General Assembly and Board Meetings, EIGE meeting in Vilnius on Gender Index and joint working, EU Commission Colloquium, UNESCO High Level Conference Women's Empowerment and Leadership event. All of these activities were communicated to members through the newsletter and google group.

4.8.2. UKJCW

There were a number of meetings of sister organisations. NAWO was the secretariat for this year and collated responses from organisations for presentation to the EWL. There was a face to face meeting in Cardiff, one at the GA and four virtual meetings. NAWO supported EWL campaigns and activities including by writing to Select Committees. UKJCW was active in putting forward a resolution on UK legislation in regard to the benefit cap on two children unless other children are the result of rape. Engender had been very active in work to raise awareness of this campaign which was strongly supported by NAWO. Full information of these activities was shared with members through the newsletter.

4.9. Young Women in Leadership

Exeter University and WAGGGS led a project in which NAWO was engaged. Two members of our YWA presented the report of the YWA Advance project (funded by ROSA). This led to the development of a gender equality network for young women in which NAWO remains engaged.

4.10 Commission on the Status of Women (CSW 61)

4.10.1 NAWO-specific CSW work

The sixty first session of the Commission on the Status of Women took place at the United Nations Headquarters in New York from 12 to 23 March 2017. The priority theme was "Women's economic empowerment in the changing world of work". The review theme was "Challenges and achievements in the implementation of the Millennium Development Goals for women and girls" (agreed conclusions of the fifty-eighth session) and the Emerging issue was "The empowerment of indigenous women".

NAWO continued to support member organisations and actively used its ECOSOC status. We also worked with partner organisations to enable around 50 women and girls to participate in CSW. 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 to be heard. NAWO held a number of side events and supported others. NAWO helped in the organisation of eleven side events. We had active participation of the YWA with a delegation of 20 young women attending CSW and speaking in a variety of events.

4.10.2. CSW 61 preparation and secretariat to UK NGO CSW Alliance

In 2017, NAWO continued its role as Secretariat of the UK NGO CSW Alliance. NAWO Chair Zarin Hainsworth OBE was elected Chair in April 2016. Four vice-chairs were elected: Dr Wendi Momen MBE, Prof Jackie Jones, Pat Black (NAWO MC members), and Marianne Haslegrave.

The CSW Alliance continued to hold open meetings to discuss key issues, was active in working with the GEO for the pre-CSW meeting, had meetings and liaison group meetings with the GEO, had meetings of the text expert group working on the zero draft of the outcome document of CSW with GEO, developed a lobbying and media strategy, developed issues papers through consultation which were disseminated and used as lobbying tools, held pre CSW training and post CSW events.

4.10.3. Post CSW Briefing Event

The post CSW meeting was booked to take place in May hosted by the Women and Equalities Select Committee, but the elections prevented this.

4.11. NAWO Young Women's Alliance (YWA)

The NAWO Young Women's Alliance has grown in profile and there are an increasing number who are keen to see more activity. The YWA Advance project was very successful and the report was published in July. Three members attended CEDAW in February and three attended the Youth4Abolition workshop in Brussels. In addition to the discussions there was a large event called Loud & United in which one of the YWA spoke. Reports can be found [here](#) and [here](#).

4.12. Campaigns

Throughout the year NAWO continued its work in a variety of advocacy and campaign activity including:

- Legal Choices
- GLA Diversity and Inclusion Consultation
- 80under80project
- GLA Consultation on The London
- NALC Diversity Commission – partnering the Commission to improve representation of women councillors
- Freeforgood Campaign
- #1 Billion Rising
- Advocating change for new regulations for charities
- NAWO joined forces with The Equality Trust, as well as a range of other high-profile organisations, to act as signatories for an open letter to coincide with the WEF at Davos, regarding spiralling inequalities.
- WESC Inquiries

Information on these campaigns and activities was shared with the google group and through the newsletter.

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 2017.

5.2. Details of Any Funds Materially in Deficit

The Charity has no funds that are materially in deficit.

5.3. Principal Sources of Funding

Income

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

Fundraising

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 always looks to read it's reality and that of its members, increasing flexibility to respond to the exigencies of the time whilst staying true and strong to the principles of the Beijing Platform for Action and CEDAW. As such it continues to strengthen alliances to ensure a strong, collective and coherent voice that raises awareness on behalf of all women throughout the life-cycle. In addition NAWO aims to strengthen relationships with government and parliamentarians, responding to consultations and enquiries.

NAWO will always take the four-nation approach and seeks to have trustees from all parts of the UK. NAWO seeks to ensure rights for all women and girls from young to older, across the life cycle, including widows. Key themes will remain the abolition of prostitution, ending modern day slavery, empowerment of young women, implementing Agenda 2030 and other international legal instruments. It is still the case that women and girls in the UK remain unaware of the many international laws and conventions that apply to them and with which they can obtain their rights. They are also not as engaged in the UK parliamentary processes as they could be. This remains a key area for NAWO. The branches have proved to be very successful and we look to increase the number of branches including Bedford and Edinburgh in the 2018.

NAWO still needs a more robust financial foundation and this will again be a priority for the coming years.

7. Declaration

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

Signed on behalf of the Charity's Management Committee

Signature:

Full Name: Zarin Hainsworth

Position: NAWO Chair

Date: 9 July 2018

8. Independent Examiner's Report on the Accounts

The signed report is attached as a separate document together with the declaration.