



LEADING TO CHANGE

WLP Annual Report FY2019

July 2018-June 2019



WLP is Leading Change

FY2019 was an extraordinary year for WLP. Our work investing in women's leadership had many dividends for local and global campaigns promoting justice, peace, and rights.

Now more than any other time in history, women's leadership is needed to help humanity navigate the potentially catastrophic climate crisis that we are all facing. Women's unique experience being on the frontlines of natural disasters, loss of arable land, and food and water shortages, makes women's engagement in environmental decision-making an imperative.

To meet this need, WLP partners are strengthening the capacities of women leaders to confront the interconnected causes and consequences of climate change that exacerbate violent conflicts, economic insecurity, and the suffering of millions of refugees and IDPs. In FY2019, WLP worked with hundreds of women's rights and environmental activists to address land rights, land conservation, and climate justice.

Studies have shown us that there is a link between state fragility and the prevalence of gender-based violence. Assuring women's security is complex, with multiple overlapping causes and outcomes. WLP believes that by reducing women's vulnerability to violence in the home, we are providing women with greater freedom and the ability to contribute socially, politically, and economically to society.

WLP partners have dedicated extensive resources and time to reforming discriminatory family laws that threaten women's safety and permit violence against women. In FY2019 we saw the successful passage of amendments to the personal status law in Jordan, a new law criminalizing violence against women in Morocco, and a revised family law that closed a loophole on child marriage in Mozambique.

WLP is proud of what we were able to accomplish in FY2019. While the obstacles to women's equality, security, and advancement continue to challenge us, our partnership is strong, our impact is growing, and we are powered by the extraordinary talents of so many women who have joined our programs and campaigns.

In solidarity,

Mahnaz Afkhami
Founder and President

“Our work investing in women's leadership had many dividends for local and global campaigns promoting justice, peace, and rights.”

**Women's Learning Partnership
For Rights, Development, and Peace (WLP)**

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How We Make Change



Advocacy Campaigns

WLP and our partners are engaged in dozens of women's rights and social justice campaigns around the world. In FY2019, WLP campaigns focused on refugee rights, land and property rights for women, climate justice, and reforming discriminatory family laws. WLP partners drafted laws, met with government officials, organized rallies and marches, and spread the word through social and conventional media—building momentum for change locally, nationally, and globally.



Research

WLP promotes data-driven advocacy and supports research on social justice issues impacting women in the Global South. In FY2019, WLP published comparative case studies of family law in eight countries conducted by local experts, along with in-depth interviews on family law reform with prominent women's rights activists. The ensuing anthology, *Feminist Advocacy, Family Law, and Violence Against Women*, published by Routledge, will be available in multiple languages in FY2020.



Trainings

Our trainings and skills-building workshops engage emerging and experienced women leaders in the foundations of participatory leadership, democracy, women's rights, reforming family law, civic engagement, refugee empowerment, and climate justice. In FY2019, WLP workshop alumni voted, rallied and marched, ran for political office, drafted legal reforms, served in parliament, presented UPR reports at the UN, launched women's rights websites and apps, opened small businesses, and led CSOs.



Preserving Women's History

We are bringing feminist content from the Global South to the internet. WLP's online digital Learning Center holds a corpus of laws, an oral history archive, 700 documents, recordings, and films relating to the work of the organization and the global women's movement.



Learning Materials

Each year, WLP produces and shares learning materials on a range of topics to strengthen women's capacity to lead. Our foundational curriculum, *Leading to Choices*, has been translated into 20 languages and has been used in interactive leadership workshops all over the world.

Meet the Partnership

Women's Learning Partnership (WLP) was founded by a group of international feminist leaders in 2000, whose objective was to build the capacities of women's rights organizations across the Global South. The Partnership has now grown to 20 autonomous organizations that promote women's equality, leadership, democracy, and human rights, and that advise and support one another.

The Partnership's operational model of inclusive, participatory leadership is the foundation for all of WLP's programs and projects. Representatives from WLP's partner organizations serve as WLP's Program Advisors, determining new directions and initiatives for the Partnership, and reviewing WLP's progress on prior activities. In addition to connecting frequently via social media and video conferencing, WLP partners come together for peer-to-peer learning exchanges every few months, with the entire Partnership gathering near Washington, DC each fall for a week of conversations, presentations, and planning.

WLP is a learning organization that is flexible, evolving, and responsive to the changes in our environment. We sustain the Partnership through open, ongoing, and in-depth communication about our vision, goals, and activities. Our mission is to transform power relations and promote justice, equality, and peace by strengthening feminist movements worldwide.

BRAZIL Citizenship, Study, Research, Information, and Action (CEPIA)

EGYPT Forum for Women in Development (FWID)

INDONESIA Women and Youth Development Institute of Indonesia (WYDII)

IRAN Network of Activists and Scholars

JORDAN Solidarity is Global Institute/Jordan (SIGI/J)

KAZAKHSTAN Shymkent Women's Resource Center (SWRC)

KYRGYZSTAN Bir Duino

LEBANON Collective for Research and Training on Development-Action (CRTD-A)

MALAYSIA All Women's Action Society (AWAM)

MAURITANIA Association of Female Heads of Households (AFCH)

MOROCCO Democratic Association of Moroccan Women (ADFM)

MOZAMBIQUE Fórum Mulher

NIGERIA Center for Advancement of Development Rights (CEADER)

PAKISTAN Aurat Foundation

SENEGAL Groupe d'Initiatives pour le Progrès Social/West Africa Region (GIPS/WAR)

TURKEY Foundation for the Support of Women's Work (FSWW)

ZIMBABWE Women's Self-Promotion Movement (WSPM)



Participatory Leadership

WLP helps women to discover their capacity to lead and the benefits that women's decision-making can bring to their communities. WLP promotes leadership that is participatory, horizontal, dialogue-based, that encourages sharing power and mutual respect. Participatory leadership is integral to all of our decision-making, programming, and social justice campaigns.

Participatory leadership itself is neither feminine nor masculine. It is a methodology for learning and leading that anyone may adopt. Participatory leadership does not so much deconstruct patriarchy as it sidesteps it, relying on the exchange of information among many instead of the dictates of one. WLP President, Mahnaz Afkhami, says that participatory leadership has the potential to change the architecture of human relations because it imbues everyone with the power to be agents of change. Participatory leadership allows us to reimagine power and decision-making at the personal level, among family, friends and at work, and at the political level in shaping policy and responding to the needs of the community.

WLP's foundational training curriculum, *Leading to Choices*, equips participants with the fundamentals of participatory leadership. WLP conducts hundreds of workshops each year with leaders, both women and men, to demonstrate participatory leadership and how to share the methodology with others.

IN FY2019 WLP Partners conducted 325 workshops based on WLP's participatory leadership model reaching 5,473 community leaders in 40 countries.



Women partnering *for equality in the family*

Throughout history, the unequal status of women in the family has been remarkably similar all over the world. The structure of the relationships between men and women and boys and girls is hierarchical and segmented by gender roles. This unequal status within the home is then replicated outside the home in nearly all social, economic, and political institutions. WLP's global campaign "Equality Starts in the Family" focuses on the reform of laws and practices that perpetuate gender discrimination.

Since 2015, WLP partners have been engaged in the reform of over 20 discriminatory family laws in 8 countries, including laws on nationality rights, early marriage, and inheritance rights. In FY2019, we held trainings on family law reform with local leaders, activists, journalists, policy-makers, and CSO representatives in Brazil, Ghana, Indonesia, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Malaysia, Mauritania, Morocco, Mozambique, Nigeria, Pakistan, Senegal, Sri Lanka, Uganda, and the United Kingdom.

WLP's published research on the connections between family law and violence against women was introduced in academic institutions in Lebanon, Jordan, the United States, Brazil, and Pakistan. WLP partners shared our research at Women Deliver conference in June 2019 and the Commission on the Status of Women in March 2019, mobilizing thought-leaders from across sectors to collaborate for equality in the family.

The urgent challenge for policy-makers, activists and people in all walks of life, is to transform families into a home for equality and justice, a place where women and girls can exercise voice and agency, and where they have economic security and physical safety."

- Families in a Changing World: World Women's Progress Report 2019-2020 by UN Women

ADVOCACY SUCCESS: JORDAN

WLP Jordan/Solidarity is Global Institute (SIGI/J) has been a leading advocate to raise Jordan's minimum age of marriage. Over 13 percent of all marriages in Jordan involve underage girls. After SIGI/J sent countless press releases, spoke at events, and met with officials about the harm to society caused by early marriage, the Jordanian senate voted to reform the law that allowed for the marriage of girls as young as 15 in exceptional cases. In 2019, the senate increased the minimum age of marriage in exceptional cases to 16 years of age—an important step in SIGI/J's campaign for women's rights in the family.



Women partnering

to empower refugees

WLP is helping to bring the voices and experiences of refugee women to the forefront of policy debates and decision-making about their future. In the last year, over 1,000 women from conflict-affected areas, including many refugees and internally displaced people (IDPs) participated in WLP trainings on women, peace and security, and developed strategies to become more involved in peacebuilding processes. WLP partners worked with refugees and representatives of organizations that serve refugees in Iraq, Jordan, Lebanon, Libya, Nigeria, and Turkey. In response to the refugee crisis caused by the war in Syria, WLP held over 20 workshops with refugee leaders in Jordan and Lebanon alone. From Mafraq in Jordan to Dibbiyeh in southern Lebanon, WLP trained women from refugee communities seeking information about their rights, economic opportunities, and strategies for improving their safety and security. The majority of the participants, originally chosen because they are leaders or emerging leaders, shared the lessons they learned in the WLP workshops in their own leadership and advocacy trainings with refugees and IDPs.

“It is not so much that my knowledge about women and peace changed, but that it was discovered over the course of the workshop! I gained so much from the workshop, and so did my organization.”

– participant in 2019 Lebanon regional training on women, peace, and security



THE RIPPLE EFFECT: NIGERIA

WLP Nigeria/CEADER hosted three workshops for refugees and internally-displaced people (IDPs) in the northeastern part of the country torn apart by violence and terrorism. There has been little international news coverage of the extraordinary work being done by local CSOs to support families forced from their homes by the unrest. During FY2019, 70 representatives from local women's organizations that work with IDPs joined representatives of WLP Nigeria to share their knowledge with one another and participate in training exercises. The workshops provided a forum for building alliances between individuals and organizations that are working towards similar goals under very difficult circumstances. As part of the trainings, participants developed and committed to plans of action to increase their effectiveness in the field, including their participation in the United Nations' UPR process for reviewing Nigeria's development and rights progress. Nigerian workshop alumnae have implemented nearly two-dozen trainings, events, and advocacy initiatives to pass on their knowledge about participatory leadership and about advocating for more resources and security for their communities.

Women partnering *for climate justice*

Climate change is threatening women's rights. WLP's call for climate justice includes addressing the political, social, and economic inequalities that fuel climate change and exacerbate climate change's impact on vulnerable populations.

Women are leading local conservation efforts and promoting strategies for adapting to a changing climate. Around the world, women are the most severely impacted by climate change. Women are more reliant on natural resources because overwhelmingly they are the farmers and collectors of fuel, and they are responsible for stocking pantries and ensuring the health and welfare of children. Women, and by extension the children under their care, are also the most vulnerable when natural disasters strike because they have the least financial, political, and social capital needed to survive.

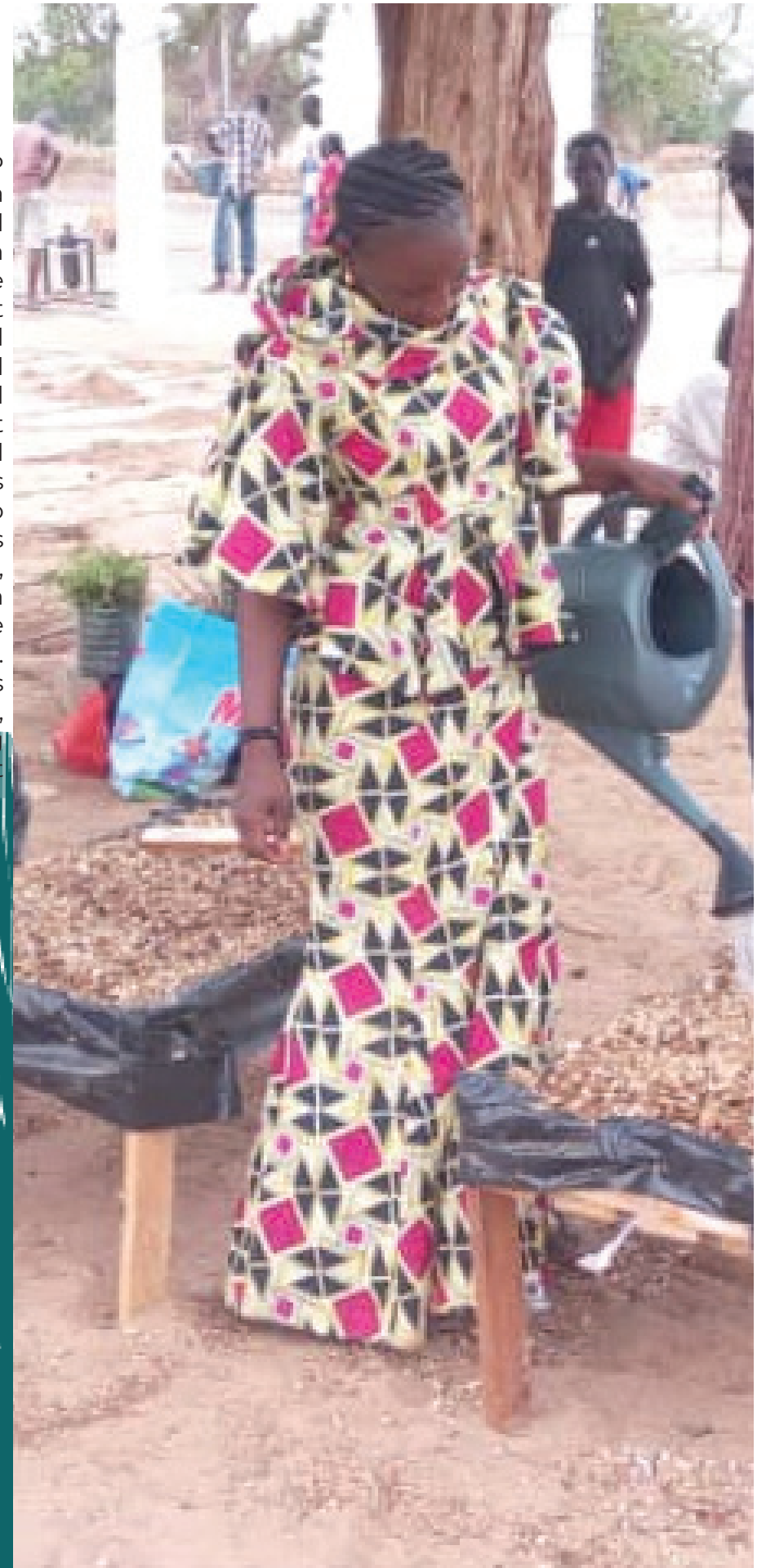
WLP is working with climate justice activists and women's rights advocates fighting for women's equity in land, property, and inheritance rights. Our leadership workshops inspire women to be in the vanguard of climate justice movements around the globe, and to participate in environmental stewardship and sustainable practices. The Partnership amplifies the voices of local women who are working to solve the climate crisis and to reduce its harm on their communities. WLP brings together local and international advocates to exchange ideas and solutions to confront this growing peril.

“The climate crisis is a man-made problem that requires a feminist solution.”

– Mary Robinson, first woman President of Ireland and former UN High Commissioner for Human Rights

THE SEEDS OF CHANGE: SENEGAL

In June 2019, Julie Cissé of WLP Senegal/GIPS-WAR organized a four-day gathering to mark World Day to Combat Desertification and Drought. Held in the village of Ndiefoune Parba, the event culminated in a forum on land and climate justice that was attended by over 200 women leaders, local representatives from government and customary institutions, and members of the media. Speakers at the forum drew attention to Senegal's need for new ideas to preserve the environment, ensure equality between men and women, and provide for the livelihoods of women and youth. GIPS-WAR led training sessions on plant production techniques, creating nurseries, and engaging in sustainable land management and agroforestry.



Women partnering *for civic engagement*

WLP has a multipronged approach to addressing the discrimination, restrictive laws, and institutional barriers that are perpetuating the gender gap in women's political representation and participation. WLP promotes inclusive leadership and building women's political agency through training and advocacy. In FY2019, WLP partners conducted over 50 trainings worldwide on civic engagement to increase the capacity of women to become informed voters and campaign supporters, and to run for political office. WLP workshop alumnae have gone on to launch several women's rights and political participation initiatives, incorporating the knowledge and skills they developed in WLP's workshops. These include training women's rights organizations on UPR participation in Kyrgyzstan, youth monitoring elections and women running for office in Indonesia, and workshops for civil society organizations on democratic leadership in Kazakhstan. Others have contributed to campaigns for equal land rights and sustainable land management in Morocco, the right for women to pass on their nationality to their children in Lebanon, and ending violence against women in the home and workplace in Kyrgyzstan.

“The WLP political participation training content and case studies were very helpful to me as I trained other women. I influenced others with the political skills I gained. Being a parliamentarian with a civil society background put me in a position to serve the whole community, especially women. Serving women is the best investment a country can make in the development process. I committed myself during my time in the Parliament to give voice to my constituents and advocate for measures to improve their lives.”

- Amal Al Rfou'a, Jordanian Parliamentarian and WLP workshop participant

WOMEN'S INITIATIVES: INDONESIA

WLP Indonesia/WYDII's work preparing women to run for public office and to serve in leadership roles led to several feminist victories. In the past year, nine alumnae of WLP leadership and democracy trainings won in Indonesia's April 2019 general elections, including two leadership training facilitators who won provincial legislative seats, and another who was elected to the Election Advisory Agency Commission. In addition, six WLP workshop participants were elected as district legislative members. In FY2019 alone, WYDII trained 155 women and young people from 15 organizations to monitor more than 200 voting booths, supporting Indonesia's growing movement for free and fair elections.



Leading to Equality

in Education and Women's Rights



EQUALITY IN THE CLASSROOM: BRAZIL

WLP Brazil/CEPIA is equipping teachers and students to create inclusive classrooms that value diversity and equality. In March 2019, CEPIA held a seminar for 150 high school students and their teachers to promote dialogue about human rights and gender equality in the classroom. CEPIA was invited back to hold seven more workshops in 2019 and also began working with teachers to develop curriculum on gender-power relations, ending discrimination against women and girls, and gender-based violence.

WOMEN LEADING TO PROGRESS: EGYPT

In Egypt, more women than ever are participating in the political life of the country. With almost 90 female members of parliament and eight women in ministerial positions, Egyptian feminists have been making progress in the political arena. To help extend that progress to other sectors in Egyptian society, WLP Egypt/FWID provided training to NGO and political party representatives from the governorate of Port Said, to become leaders in the movement for equality in the family. FWID's workshop offered support to 18 women and four men to help them become more effective in advocating for women's rights and ending violence against women. As an outcome of the training, the participants formed a coalition to coordinate their campaign activities.



Leading to Equality *in Politics and Climate Justice*

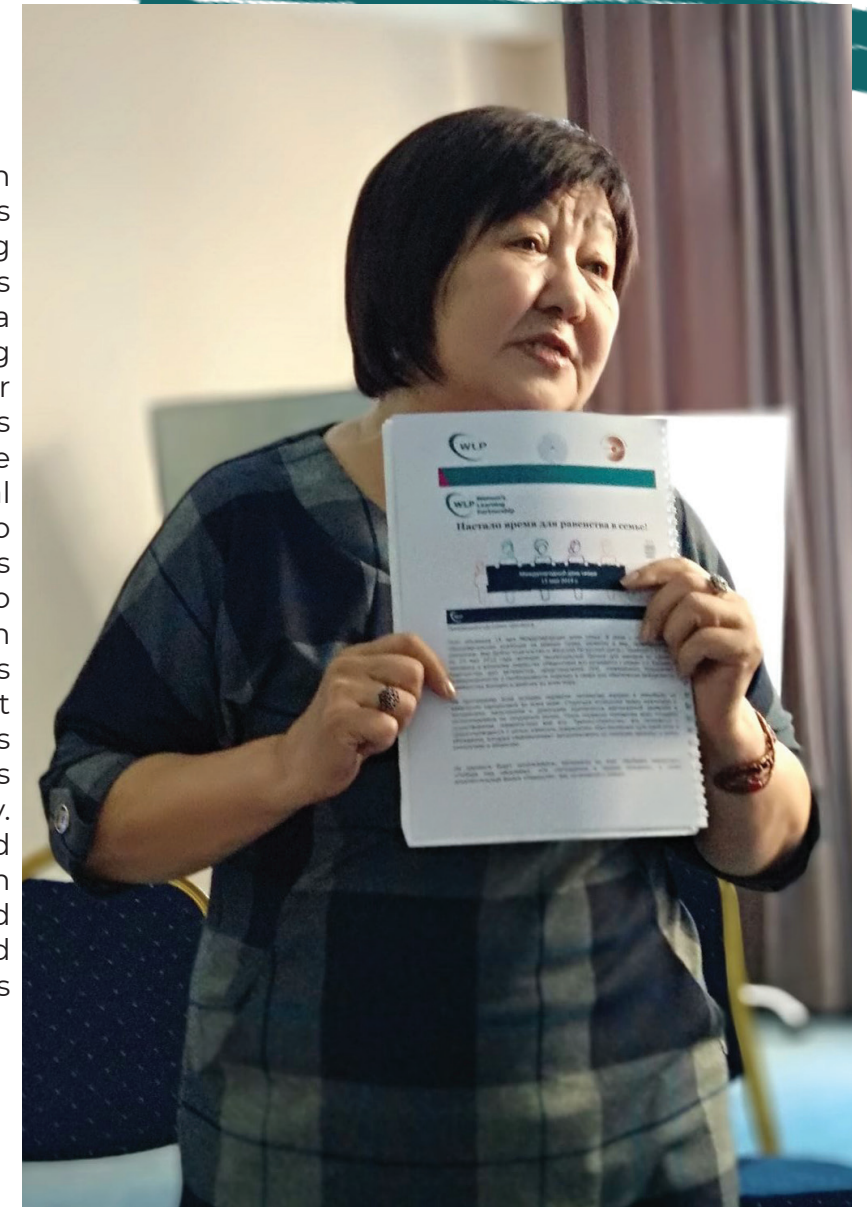


EMPOWERING POLITICAL PARTICIPATION: KAZAKHSTAN

Increasing the role of women in decision-making and government is a key issue for WLP Kazakhstan/SWRC. In January 2019, Shymkent Women's Resource Center (SWRC), hosted a workshop on leadership and women's political participation with activists from around the country and from neighboring Georgia. Topics covered at the event included the basics of Kazakhstan's electoral system, quotas, and campaigning, as well as the fundamentals of participatory leadership and decision-making. Among the goals of the participants was to address women's economic empowerment, violence against women, and forced marriage and bride kidnapping through legislative reform and free elections. Kazakhstan was slated to hold its next presidential election in 2020, the first since President Nursultan Nazarbaev resigned after a 30-year rule. Unexpectedly, the country held the elections in June 2019, denying many candidates the opportunity to mount a campaign to challenge Nazarbaev's successor.

LEADING THE UNIVERSAL PERIODIC REVIEW PROCESS: KYRGYZSTAN

WLP Kyrgyzstan/Bir Duino has been in the vanguard of human rights organizations in Kyrgyzstan raising concerns about rights violations and harm to the environment as a result of uranium mines leaching toxins into the soil. In FY2019, Bir Duino began mobilizing activists and civil society leaders to use the January 2020 UPR to draw national and international attention to miscarriages of justice and rights violations. In May 2019, Bir Duino hosted two days of workshops on preparing joint civil society reports and recommendations. The event brought together 67 representatives of human rights CSOs from across the seven regions of the country. The workshops stressed the need to base UPR submissions on credible first-hand evidence, and encouraged coalition-building and information-sharing among CSOs to increase their impact.

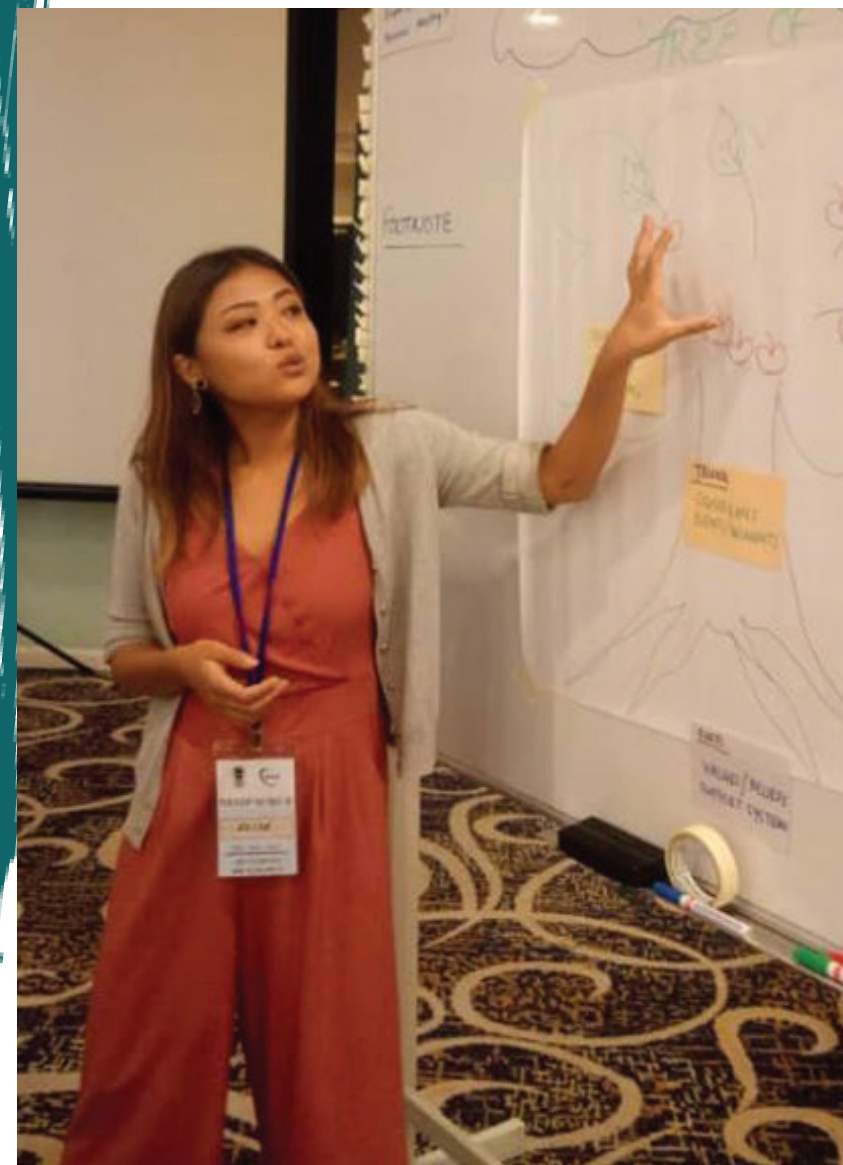


Leading to *Equal Citizenship and Ending Gender-Based Violence*



WOMEN'S FULL RIGHT TO CITIZENSHIP: LEBANON

When a Lebanese woman marries a foreign national, she is not legally entitled to pass on her Lebanese nationality to her spouse or children. Lebanese men, however, have that right. The impact of the law in Lebanon is that foreign-born husbands and their children face enormous challenges obtaining employment, attending school, and accessing government services. WLP Lebanon/CRTD-A has been at the forefront of national and regional campaigns for equal nationality rights. In FY2019, CRTD-A conducted over 20 meetings with policy makers to encourage them to take action to correct Lebanon's discriminatory laws. CRTD-A has collected dozens of stories of women and children effected by this law and shared these accounts on social media gaining hundreds of likes and shares, increasing public support for reform. Despite this growing popular support, conservative politicians remain unmoved. In response to CRTD-A and other organizations, in June 2019 the Lebanese parliament passed a law that exempted non-citizen children of Lebanese women from having to apply for work permits. However, the law was swiftly vetoed by the president.



ENDING GENDER-BASED VIOLENCE (GBV): MALAYSIA

WLP Malaysia/AWAM is advising the Ministry of Women, Family, and Community Development on language for a new bill on violence against women. The law aims to speed up the investigation and prosecution of cases of sexual harassment. AWAM has been at the forefront of the effort since it developed the first draft of the bill in 2012. As part of a coalition of women's NGOs, AWAM is providing the Women's Ministry with the latest information and data on sexual harassment. In FY2019, AWAM collaborated with members of parliament on sexual harassment and GBV workshops as part of its campaign to influence policy on these issues. AWAM is also producing training manuals on sexual harassment in informal workspaces and education institutions, in Malay, Chinese, and Tamil.

Leading to Equality

in the Family and Land Rights for Women

EQUALITY IN FAMILY LAW: MAURITANIA

WLP Mauritania/AFCF made progress this year, as the adoption of a personal status code that recognizes greater rights for women moved to the next step in the ratification process in parliament. Following the example of the revised family code passed in Morocco in 2004, AFCF is part of a group of organizations, activists, and political representatives who are conducting a range of advocacy and awareness-raising activities to push for the adoption of more gender-equal laws governing the family. They marched, spoke at international conferences, conducted training workshops with members of parliament, advised the Ministry of Social Affairs of Childhood and Family on a revision of its gender strategy, and advocated for the revision of a law on sexual and reproductive health.



SOULALIYATE SUCCESS: MOROCCO

In July 2018, hundreds of Soulaliyate (tribal) women were rewarded for their decade-long fight for the equal right to inherit and be compensated for the sale and rent of their communal lands. Soulaliyate women in Kenitra, Morocco are now for the first time ever entitled to the same financial and land compensation as the men in their families. Since 2007, WLP Morocco/ADFM has worked with the Soulaliyate on their campaign, providing them with capacity-building and leadership training to assert their rights to land and to participate effectively in decision-making processes in their tribes. Since the Kenitra victory, in February 2019, the Moroccan Government Council approved draft laws that stipulate the equal entitlement of Soulaliyate women and men to community land and the right of Soulaliyate women to participate in their communities' representative bodies. In addition, in FY2019, ADFM launched a new inheritance rights training program for women's equal access to earned and inherited assets.

Leading to *Women's Safety and Ending Child Marriage*

ENDING EARLY MARRIAGE: MOZAMBIQUE

Mozambique has one of the highest rates of child marriage in the world. Since 2011, WLP Mozambique/ Fórum Mulher has advocated for the reform of Mozambique's family laws, raising support for ending early marriage and other rights for women in the family. Fórum Mulher has also conducted dozens of trainings to build the capacity of other CSOs to support such reforms. In July 2019, Fórum Mulher celebrated parliament's approval of a new law that prohibits early marriage, and establishes measures to protect children who are already in these unions. In addition, Mozambique's parliament revised a separate law relating to the minimum age of marriage, removing the exception that permitted children who were as young as 16 to be married with the consent of their families. The new legislation is a landmark victory for Fórum Mulher and gender equality activists across Mozambique.



CREATING SAFE SPACES: PAKISTAN

WLP Pakistan/Aurat Foundation achieved an important milestone in its campaign to end domestic violence in FY2019. The government of Khyber Pakhtunkhwa province in Pakistan recently approved a plan and appropriated funds to establish safe houses or "Dar-ul-Aman" for women victims of violence. The safe house project is the result of several years of organizing and advocacy by WLP Pakistan/Aurat Foundation and women representatives in the local government who participated in a 2012 WLP training in Chitral, Pakistan. The participants issued a press release of demands for the provincial government relating to women's rights, including an urgent call to establish safe houses for victims of GBV. Since then, WLP Pakistan/Aurat Foundation and the workshop participants have campaigned relentlessly on the issue.



Leading to *Rights for Women Laborers and Winning at the Ballot Box*



A SWEETER HARVEST FOR SEASONAL WORKERS: TURKEY

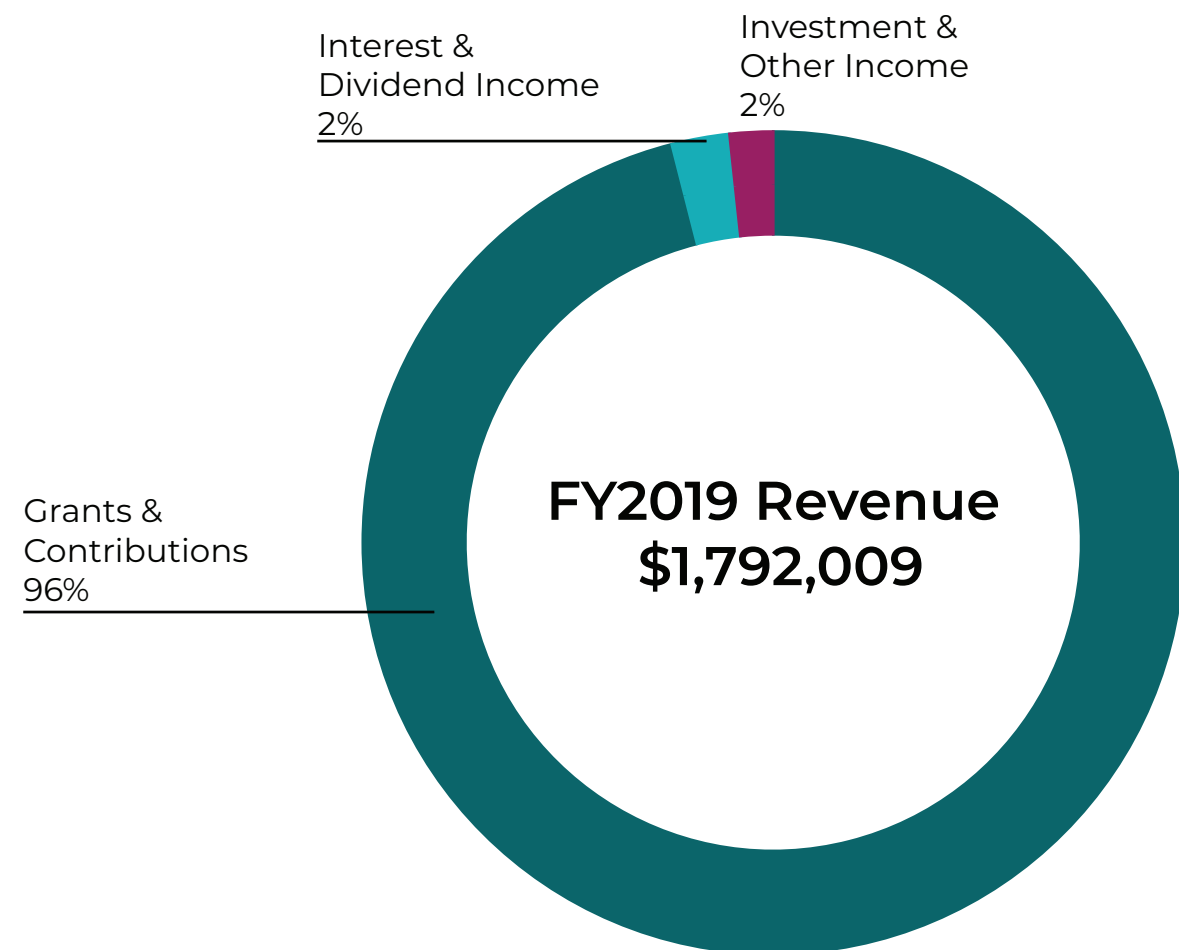
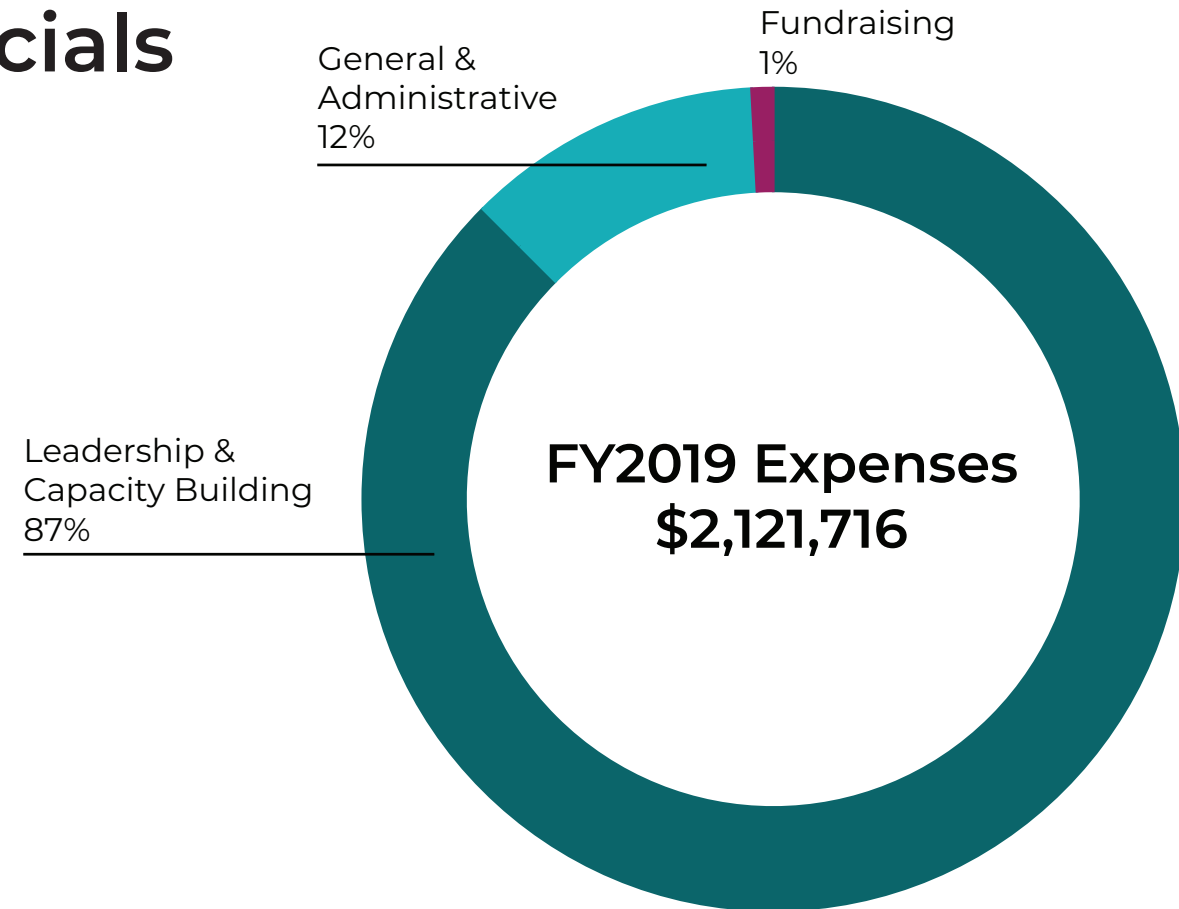
Turkey provides 70 percent of the world's hazelnuts, most of which are purchased by large manufacturers like Nestle and Nutella. Hazelnut harvesting is difficult and dangerous work, involving long hours on steep slopes in the sun. The work is only undertaken by the poorest and most vulnerable populations, including migrants, women, and children. Since 2017, WLP Turkey/KEDV has been working with seasonal agricultural workers in the hazelnut harvest to improve working conditions and eliminate child labor through women's collective leadership. Throughout FY2019, KEDV conducted leadership and capacity-building workshops for approximately 100 women seasonal workers. Their objective was to help the women take on leadership roles in improving the working and living conditions for themselves, their families, and other seasonal workers. A number of the younger workshop participants came together as, "The Women Ambassadors of Agriculture." The Ambassadors now serve as local labor mediators, bringing information about the needs of women and child workers to Turkey's Ministry of Labor, local governments, and companies.

FROM PARTICIPANTS TO POLITICAL LEADERS: ZIMBABWE

Women who attended WLP Zimbabwe/WSPM's trainings on leadership and political participation won at the ballot box across the country. Three women who attended WSPM trainings were elected as members of Parliament in FY2019. Among leaders elected were Chido Madiwa, who was elected for the first time as a representative for Mutasa North in Manicaland Province (ZANU-PF), and Dorcas Sibanda, who was reelected Member of the House of Assembly for the Movement for Democratic Change Alliance. Five other WLP workshop alumnae have been elected to rural and urban councils.



Financials



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