

The background of the cover features a stylized illustration of a mangrove ecosystem. At the top, there are green mangrove branches with small, pointed leaves. Three birds are shown in flight: one on the left, one in the center, and one on the right. The main title is centered in the upper half. Below the title, there are three large mangrove trees with thick, textured trunks and dense green foliage. At the bottom, a blue horizontal band represents the water, containing several small fish and the roots of the mangrove trees extending into it.

# Shifting

# Currents,

20th anniversary edition

Annual  
Report

2024-2025

# Collective Grounding



Women's Fund Asia



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Thank you





# List of Acronyms

ADS - Autonomy, Decisions, and Sexual Rights

AIR - Amplify-Invest-Reach

APFF - Asia Pacific Feminist Forum

APWLD - Asia Pacific Forum on Women, Law, and Development

ATJ - Access to Justice

AWDF - African Women's Development Fund

AWID - Association for Women's Rights in Development

BWAN - Blind Women Association Nepal

CCC - Crisis and Changing Contexts

CCD - Culture Centre of the Deaf

CEDAW - Convention on the Elimination of All Forms of  
Discrimination Against Women

CRPD - Convention on the Rights of Persons with Disabilities

CSLA - Community Savings and Loan Association

CSO - Civil Society Organisation

DFAT - Department of Foreign Affairs and Trade

DLSA - District Legal Services Authority

DRRM - Disaster Risk Reduction and Management

ED - Executive Director

EJ - Environmental Justice

FIMI - International Indigenous Women's Forum-AYNI Fund

FIR - First Information Report

FISA - Financial Intermediary Star Alliance

FJS - Foundation for Just Society

FLAC - Funder Learning and Action Community

FMS - Fondo de Mujeres del Sur

FRF - First Response Fund

GBV - Gender-Based Violence

HNI - High-Net-Worth Individual

JDS - Jeevika Development Society

JJMS - Jana Jagaran Mahila Sangh

L&L - Linking & Learning

LBQ+ - Lesbian, Bisexual, Queer+

LBTQIA+ - Lesbian, Bisexual, Trans, Queer, Intersex, Asexual+

LFP - Legal Fellowship Programme

LFS - Leading from the South

MFA - Ministry of Foreign Affairs (Netherlands)

ML - Movement & Labour

MONES - Mongolian Women's Funds

MTWRC - Mindanao Tri-People Women Resource Center

MWESF - Mongolian Women's Employment Supporting Federation

PFF - Pacific Feminist Fund

RRAAM - Reproductive Rights Advocacy Alliance Malaysia

SAWF - South Asia Women's Fund

SFM - Strengthening Feminist Movements

SFV - Strengthening Feminist Voices

SGBV - Sexual and Gender-Based Violence

SOFP - Solidarity of Oppressed Filipino People

SRHR - Sexual and Reproductive Health and Rights

SUML - Stand Up Movement Lanka

ToC - Theory of Change

UAF A&P - Urgent Action Fund-Asia & Pacific

UPR - Universal Periodic Review

USAID - United States Agency for International Development

WAVE - Women Are Voices Everywhere

WFA - Women's Fund Asia

WFAL - Women's Fund Asia Limited

WGTF - Women, Girls, Trans, and Intersex

WPM - Women Peace Makers



# About WFA

A regional feminist fund committed to supporting the human rights of all women, girls, trans, and intersex (WGTI) people in Asia. We began in 2004 as South Asia Women's Fund (SAWF) to address the lack of resources for feminist organisations, especially for smaller frontline groups. Our work closes the resource gap by creating sustainable, flexible resources and opportunities essential to supporting the leadership of WGTI people in bringing progressive change from within their communities. Women's Fund Asia (WFA) covers two entities – Women's Fund Asia and Women's Fund Asia Limited (WFAL).

<sup>1</sup> "Trans" is used by WFA as a placeholder to cover a diversity of gender identities and forms of gender expressions claimed by people across the region and the world.



# Where WFA works

## South Asia

Afghanistan	Maldives
Bangladesh	Nepal
Bhutan	Pakistan
India	Sri Lanka

## Southeast Asia

Cambodia	Philippines
Indonesia	Singapore
Lao PDR	Thailand
Malaysia	Timor-Leste
Myanmar	Vietnam

## East Asia

Mongolia  
Taiwan  
South Korea  
Hong Kong



# Message from the Executive Director and Chair of the Board

On 15 May 2004, a group of committed gender justice advocates from across civil society, philanthropy, academia, law, and the private sector came together to realise a shared vision: a women's fund in South Asia that would resource frontline women's rights organisations with long-term, flexible support. South Asia Women's Fund was born from the collective belief that funding is political, and that those driving social change must be trusted, supported, and resourced on their own terms.

The journey was not easy. It was filled with moments of joy and hardship, breakthroughs and setbacks. But the commitment to strengthening the feminist funding ecosystem never wavered. We learned, we adapted, and we expanded. On 8 March 2018, South Asia Women's Fund transitioned into Women's Fund Asia (WFA). From five countries to 22; from supporting 30 organisations in our first two years to more than 300 WGTI-led organisations in a single year. From grassroots groups mobilising in rural communities to cross-border networks advancing labour rights, climate justice, bodily autonomy, and political participation—the movements we accompany have defined WFA's twenty-year journey. It is a story of resistance, solidarity, hope, and enduring friendships.

As we mark our 20th anniversary in 2024, we do so not only in celebration but with renewed determination to meet the challenges of our time. Over two decades, WFA has distributed more than USD 30 million to over 500 groups and 240 individual activists across 22 countries and territories in Asia. In 2024 alone, we awarded 355 direct grants with a total commitment of USD 3,657,390—reaffirming our long-standing commitment to reaching and resourcing emerging grassroots organisations.

Yet we look ahead from a place of deep uncertainty. Across Asia, civic spaces are shrinking; anti-rights and anti-gender ideologies are gaining ground; and defenders continue to face intimidation, arrest, and violence. The climate crisis has caused large-scale displacement and intensified the precarity of communities already at the margins. The global funding landscape is also shifting dramatically. WFA's survey showed that the US foreign aid freeze affected 31% of our grantee partners—suspending close to USD 7.8 million in support for community organising. Many of these partners are emerging grassroots groups with annual budgets under USD 50,000, and 27% have no other source of funding apart from WFA. Funding for issues such as gender-based violence (GBV), sexual and reproductive health and rights (SRHR), and LGBTIQ rights is being hit the hardest.

Through all this, we continue to be inspired by the leadership of our grantee partners. Across the region, they are building resilient movements: from trans and intersex activists advancing inclusion across health, education, employment, and legal systems in South Asia; to refugee women in Southeast Asia shaping dialogues on mobility and protection; to rural and Indigenous leaders in Mongolia and Nepal driving climate resilience and community safety. Others are harnessing digital tools to document abuse, expanding survivor-led advocacy, and strengthening cross-movement solidarity in moments of crisis.





However, the burden of resistance and resilience has long been placed on grassroots movements. They are the first line of defence—often the first to be targeted, yet also the first to stand back up. Today, the call for resilience grows louder, even as movements face profound exhaustion. We expect them to be strategic, patient, and forward-looking. But resilience cannot be assumed. Movements need room to breathe. They need the space to pause, rest, recuperate, and regenerate in order to sustain the struggle and continue pushing boundaries.

Our 20th year is therefore not only a celebration of WFA's journey but a tribute to the grassroots movements that inspire and sustain us. We extend our deepest gratitude to our partners, staff, board, donors, and allies for their unwavering commitment and solidarity. Together, we will continue confronting systemic inequalities and resourcing futures that honour dignity, resilience, and collective power.

We leave you with the powerful words of Ada Limón, from *We Are Surprised*:

**“Here it is:  
the new way of living with the world  
inside of us so we cannot lose it,  
and we cannot be lost.**

**You and me, are us and them, and it and sky.  
It's hard to believe we didn't  
know that before; it's hard to believe  
we were so hollowed out, so drained,  
only so we could shine a little harder  
when the light finally came.”**

In solidarity,  
Anisha Chugh & Dilani Alagaratnam Goonatilleke





# Key Strategic Areas

Our strategic objectives have informed decision-making across management, Board, ensuring alignment with our long-term vision. By staying on course with the Strategic Plan 2022-2027, we are ensuring that our support to grassroots movements remains rooted in a shared vision for social justice and gender equality.

**Objective 1:  
Resource Feminist  
Movements in Asia.**

**Objective 2:  
Strengthen the Feminist  
Resource Architecture for  
Feminist Movements in Asia.**

**Objective 3:  
Bolster Feminist Movement  
Partnerships and Power.**

**Objective 4:  
Grow and Tend to our own  
Feminist Capacities,  
Communities and Innovations.**



# CELEBRATING 20 YEARS OF RESOURCING GRASSROOTS ACTIVISM

WFA marked its 20th anniversary in 2024, celebrating two decades of resourcing and strengthening grassroots movements for equality and justice across Asia. This milestone offered a moment to look back on a collective journey—one shaped by courage, care, solidarity, and the power of WGTI communities leading the charge towards transformative change.

Twenty years of resourcing change. Twenty years of strengthening movements. The following snapshot celebrates WFA’s journey and the lasting impact of our partners, grantees, and allies across Asia.



## SEXUAL AND REPRODUCTIVE JUSTICE

Over twenty years, we have:

Distributed **USD 3.4 million**  
Strengthened **159 grantee partners**

## ECONOMIC JUSTICE

Over twenty years, we have:

Distributed **USD 5.1 million**  
Strengthened **103 grantee partners**



## ENVIRONMENTAL JUSTICE

Over twenty years, we have:

Distributed **USD 3.4 million**  
Strengthened **64 grantee partners**

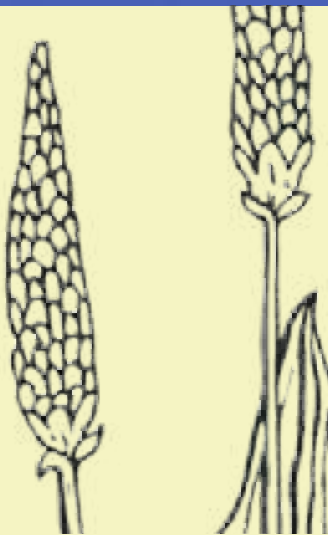


## ACCESS TO JUSTICE

Distributed **USD 3.9 million**  
Strengthened **110 grantee partners**  
Funded **41 lawyers**

## CRISIS AND CHANGING CONTEXTS

Over twenty years, we have:  
Distributed **USD 1.7 million**  
Strengthened **132 grantee partners**



## STRENGTHENING GRASSROOTS ORGANISATIONS

Over twenty years, we have:

Distributed **USD 7 million**  
Strengthened **263 grantee partners**





## LINKING & LEARNING

Over twenty years,  
we have:  
Distributed  
**USD 380,000**  
Strengthened  
**96 grantee partners**



## PARTNERING AND INFLUENCING FOR MORE RESOURCE

Over twenty years,  
we have:  
Distributed  
**USD 380,000**  
Strengthened  
**96 grantee partners**



In May 2024, WFA convened a two-day Regional Grants Advisory Convergence in Colombo, bringing together 19 grant advisors from 12 countries across South, Southeast, and East Asia. The meeting was structured around the theme Rising with the tides, moving with the currents, anchoring participants in shared reflection on regional contexts, shifting political landscapes, and the evolving realities of grassroots movements. Looking ahead, the meeting affirmed that the way forward is to build collective power, rediscover and forge alliances across diverse movements and issues, and carve new pathways for resources to reach those who need them most.

Building on this momentum, WFA held an anniversary celebration which gathered former and current board members, staff, advisors, partners, and allies to recollect on our 20-year journey, reflect on the challenges and triumphs, and honour the grassroots movements in the region and beyond.

*“We would not be relevant without the important feminist movements and activists in the region. You are our purpose. Thank you for reminding us every day that it is not only about fighting but about thriving, to not only resist and absorb the backlash, but to take care of yourselves at a time when we are seeing incredible rates of burnout. We are inspired and driven to get all the funds we can to you. On your behalf, we will continue to challenge the patriarchal colonial ways in which funding is channeled.”*

—Anisha Chugh, Executive Director







On 6 May 2024 in Colombo, Sri Lanka, WFA celebrated 20 years with partners, allies, and movement actors who have shaped our work. It was a moment of reflection and celebration—honouring two decades of collective grassroots organising.





# Strategic Objective I: Responsive Grantmaking

In our two decades of resourcing grassroots movements in Asia, WFA's grantmaking model remains critical because of its ability to move and adapt with the times—shaped by context, grounded in care, and accountable to the lived realities of WGTI communities.

WFA's grantmaking is responsive and prioritises the resilience and sustainability of organisations and their communities, while investing in grassroots leadership. Rooted in intersectionality and inclusivity, it recognises the diverse identities lived by grassroots groups and communities.

## Why multi-year, flexible grants?

Through WFA's grant, Women Peace Makers (WPM) successfully advocated for gender-responsive implementation of Cambodia's identity documentation law, addressing statelessness and legal identity barriers faced by ethnic Vietnamese and Khmer Krom women and girls. Their efforts also led to three accepted Universal Periodic Review (UPR) recommendations and contributed to Cambodia's ratification of the Convention relating to the Status of Stateless Persons and the Convention on the Reduction of Statelessness.

*“The three-year duration of our current grant has been particularly transformative, offering us the opportunity to move beyond short-term interventions and implement more sustainable and impactful programmes to address intersectional discrimination. It has allowed us to expand our reach to more provinces, engaging more minority women and sustain our work on minority inclusion, which might otherwise have faced gradual decline due to lack of funding. The grant also provided us flexibility needed to manage and implement projects effectively, particularly in the context of shrinking civic spaces where adaptive strategies are essential.”*

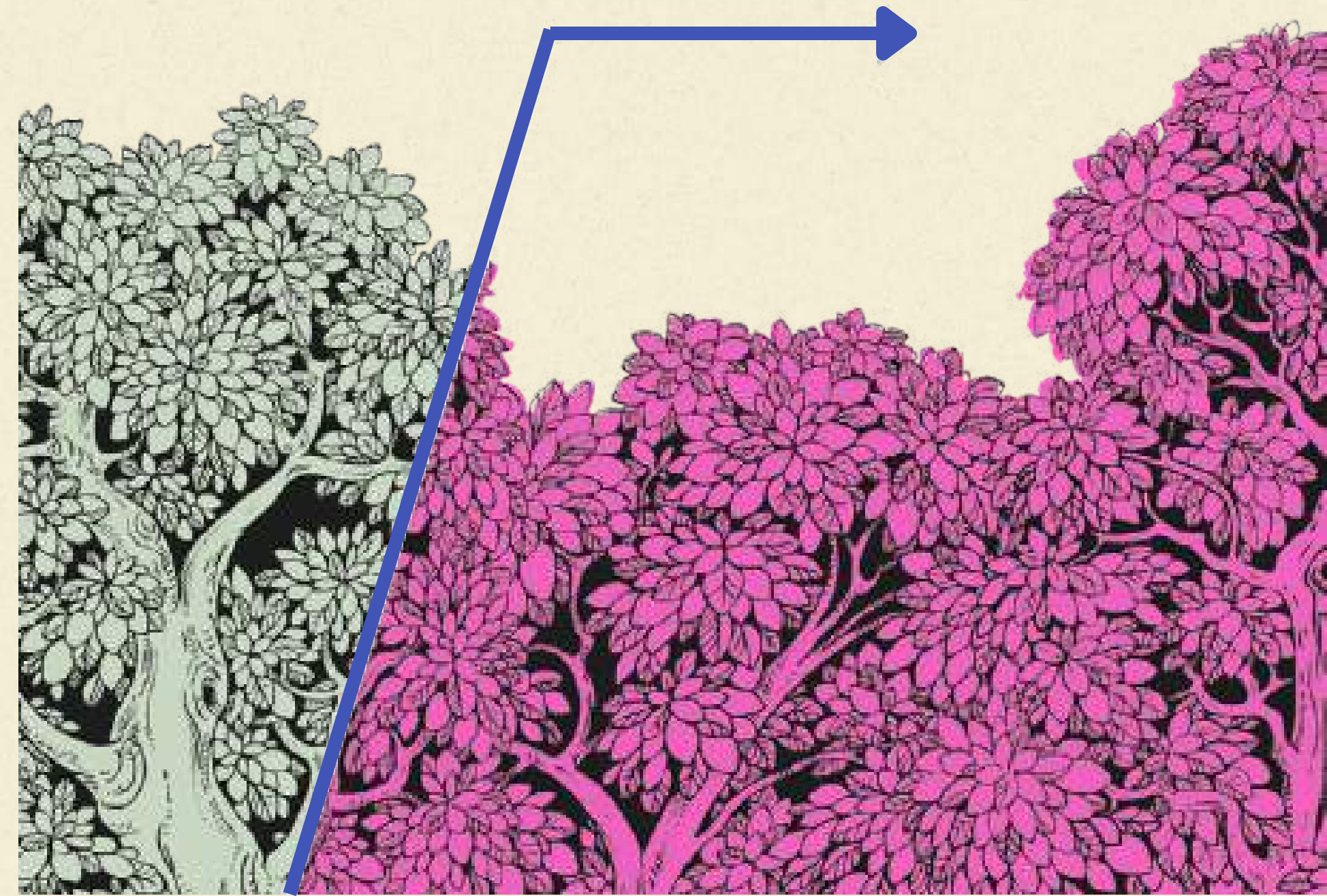
— Women Peace Makers (WPM), Cambodia

## ALL GRANTMAKING 2024-2025

**USD \$5,438,013  
(368 GRANTS)  
TOTAL COMMITMENT**

**USD \$1,780,623 (13 grants)**  
through other arrangements  
(fiscal sponsorships, sub-  
granting, and re-granting)

**USD \$3,657,390 (355 grants)**  
through direct grantmaking





This year marked WFA’s biggest grantmaking year in terms of number of grants, awarding 355 grants directly to women’s rights organisations with a total commitment of USD 3,657,390. Of this, 67% went to emerging grassroots organisations with annual budgets below USD 50,000. This achievement reaffirmed WFA’s commitment to seed and strengthen grassroots movements in Asia by prioritising national and local organisations who are closest to the issues they seek to address.

As part of its commitment to strengthening the resource architecture for frontline groups and initiatives, WFA hosts and administers various initiatives operating at national, sub-national, regional, and multi-regional levels. These partnerships are rooted in trust and commitment to flowing flexible resources to the communities on the ground. In 2024-2025, WFA hosted **13 grants** amounting to **USD 1,780,623**.

For the first time, our grantmaking extended direct support to grantee partners in Hong Kong (4 grants), Singapore (3 grants), and South Korea (4 grants), marking an important milestone in WFA’s reach in East Asia.

WFA’s grantmaking encompasses six thematic areas—**Access to Justice (ATJ)**, **Autonomy, Decisions and Sexual Rights (ADS)**, **Crisis and Changing Contexts (CCC)**, **Environmental Justice (EJ)**, **Movement and Labour (ML)**, and **Strengthening Feminist Voices (SFV)**. These cross-cutting themes reflect the needs and priorities of grassroots movements. Each theme enables us to respond to diverse and evolving realities, ensuring support reaches the most affected and least resourced communities.

## DIRECT GRANTMAKING BY SUB-REGION 2024-2025

South Asia: 184  
grants for a total of  
**USD \$1,959,325**

East Asia: 26 grants  
for a total of  
**USD \$295,785**

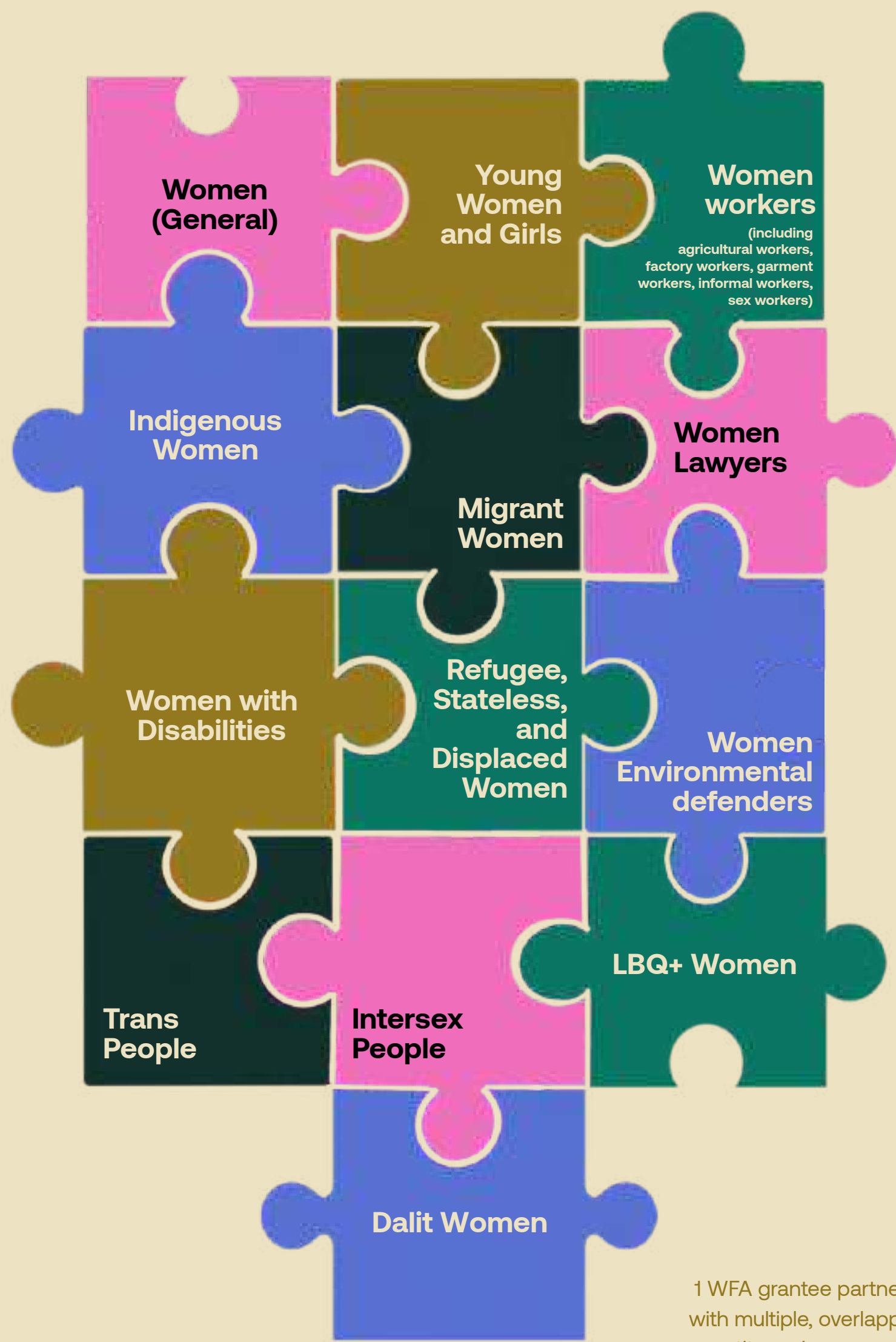
Southeast Asia: 145  
grants for a total of  
**USD \$1,402, 280**





# DIRECT GRANTMAKING BY CONSTITUENCIES

## 2024-2025<sup>1</sup>



<sup>1</sup> WFA grantee partners work with multiple, overlapping constituencies

## Grantmaking Programmes

WFA’s grantmaking spans across various programmes aimed at addressing critical thematic areas and gaps identified in collaboration with our grantee partners.

# DIRECT GRANTMAKING BY PROGRAMME

## 2024-2025

Bhoomi Youth Initiative  
USD 33,900 (11 grants)

Legal Fellowship Programme (LFP)  
USD 72,000 (14 grants)

Strengthening Feminist Movements (SFM)  
USD 2,180,056 (142 grants)

Linking & Learning (L&L)<sup>2</sup>  
USD 414,597 (108 grants)

Crisis and Emergency: The Kaagapay Solidarity Fund  
USD 832,954 (70 grants)

Leading from the South (LFS)<sup>2</sup>  
USD 183,415 (11 grants)



# GRANTS BY THEMATIC AREA 2024-2025<sup>2</sup>

**Crisis & Changing  
Contexts (CCC):**  
**USD 832,954**  
**(70 grants)**

**Strengthening  
Feminist Voices (SFV):**  
**USD 2,180,056**  
**(142 grants)**

**Autonomy, Decisions,  
and Sexual Rights (ADS):**  
**USD 495,183 (32 grants)**

**Environmental Justice (EJ):**  
**USD 310,768 (18 grants)**

**Movement & Labour (ML):**  
**USD 441,870 (31 grants)**

**Access to Justice (ATJ):**  
**USD 458,247 (41 grants)**

## 1. Strengthening Feminist Movements (SFM)

In 2024-2025, the SFM programme reached new milestones, awarding **142 grants** totaling **USD 2,180,056**.

The SFM programme is designed to support local and national WGTI activists and organisations through core, flexible funding. Unlike project-tied approaches, SFM enables grantee partners to cover institutional costs such as securing office spaces and hiring staff, alongside programmatic needs that advance grassroots organising, awareness raising, policy advocacy, and capacity-building. This institutional support builds organisational sustainability by strengthening operational foundations, which in turn enhances the resilience and continuity of the broader grassroots movements they lead and sustain.

### Core support is critical

The Development Assistance Center is a women-led organisation in Mongolia advancing educational access, vocational training, and advocacy for visually-impaired women. Through SFM's core support, they have strengthened their staff capacity, broadened their programmes, and extended community outreach—fostering greater social inclusion and championing gender equality for women with disabilities.

<sup>2</sup> The L&L grants are currently not classified by thematic areas.





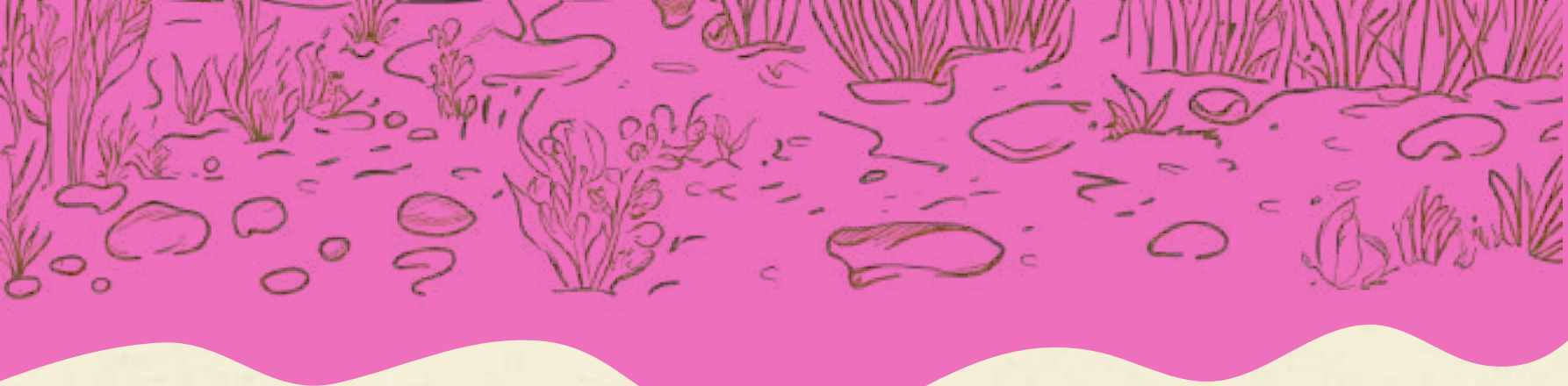
This year was especially meaningful in our goal of seeding groups tit and initiatives in Asia—we have been able to support **32 groups** that are receiving formal funding for the first time. WFA also continued to reach emerging grassroots organisations, including **18 grantee partners** with annual budgets **under USD 25,000**. These new grantee partners represent and work alongside women workers, trans people, LBQ+ women, farmers and agricultural workers, women with disabilities, and Indigenous and Adivasi women, reaching those most affected and thus best positioned to mobilise grassroots action and drive transformative change. These achievements were made possible through targeted virtual and in-person outreach focusing on gap countries, underrepresented thematic areas and constituencies.

To further lower barriers to access, WFA prioritised accessibility and language justice in the grantmaking process. By enabling applications in **14 Asian languages**—apart from English, we made it easier for diverse grassroots groups to engage with and benefit from our grantmaking process. As a result, we received **144 SFM applications** in local languages.

This year, we relaunched the Legal Fellowship Programme (LFP), with a change in focus to support the capacity-building of WGTI lawyers for grassroots-informed legal advocacy and lawyering. With a total commitment of **USD 72,000**, LFP supported **13 emerging lawyers** across the region. Previously focused on working in five South Asian countries, the programme expanded to the 18 mandated areas in Asia this year. The fellowship supported women lawyers working on various issues: a Pakistan-based lawyer providing legal aid to refugees facing expatriation, a Bangladeshi lawyer advancing labour rights in the garment industry for women workers, and a Malaysian lawyer litigating for migrant women's citizenship and sex worker's right to work.

3 Bahasa Indonesia, Bangla, Burmese, Filipino, Hindi, Khmer, Lao, Mongolian, Nepalese, Sinhala, Tamil, Thai, Traditional Chinese and Vietnamese





We launched the Bhoomi Youth Leadership Initiative—in partnership with the Foundation for Just Society (FJS)—to strengthen leadership and organisational capacity among young people from South Asia’s most historically oppressed communities, including Dalit, caste-oppressed, Indigenous, queer, trans, and disabled youth. Through this initiative, we awarded **11 grants** totalling **USD 33,900** to support young leaders from Bangladesh, India, Nepal, and Pakistan.

*“As a child, I looked at the stars and dreamed of being free, of shining like the stars. Coming from an Indigenous community, I wondered what it would like to be free. Today I am working to create a world where caste and gender don’t matter. A world where women don’t need permission to dream, a world where we can express our opinions and participate without barriers. I imagine a world where everyone is free, where everyone can rise together.”*

– Nagma, Bhoomi Youth Leader

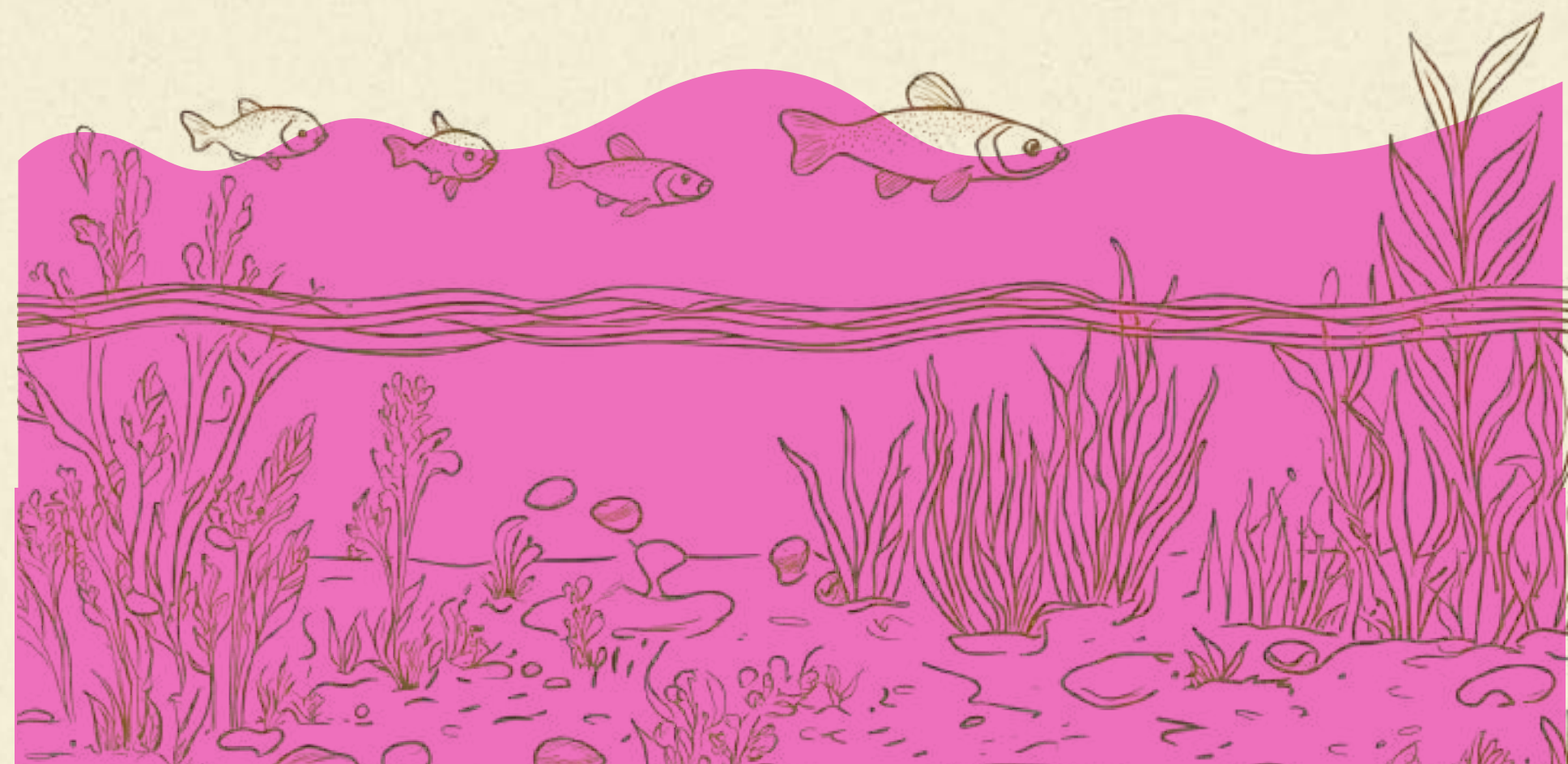
Reflecting on the year, we saw clearly that flexible and accessible funding for core institutional support are critical for grassroots organisations operating in challenging and rapidly changing contexts. This steady, trust-based approach to grantmaking enables grantee partners to navigate uncertainties, strengthen their organisations, and continue advancing agendas of justice, democracy, and equality in their communities and beyond.

## 2. Leading from the South (LFS) 2

LFS is a unique and vital part of the global funding ecosystem. Its four members—the African Women’s Development Fund (AWDF), International Indigenous Women’s Forum-AYNI Fund (FIMI), Fondo de Mujeres del Sur (FMS), and WFA—have worked together since 2016 as consortium of southern-based women’s funds working collectively on strengthening leadership, addressing GBV and SRHR, and centering gender in climate action, amongst others. The consortium is rooted in strengthening cross-regional learning, strategising and building of a shared analysis.

This year, the LFS 2 programme sustained its support for grassroots organisations, networks, and women’s funds across seven countries in Asia with a total commitment of **USD 182,415** made through **11 renewal grants** to grassroots partners.

In 2024, grantee partners carried out a range of strategies to advance gender equality, challenging systemic inequality, promoting bodily autonomy, and fostering inclusive grassroots leadership across diverse communities.







## Enhancing grassroots leadership for SRHR

Reproductive Rights Advocacy Alliance Malaysia (RRAAM) built a community of youth champions, with each young activist championing SRHR within their own communities. The Youth Advocacy Institute of the organisation, which was set up to build youth leadership in advancing awareness and access to SRHR and services, trained over 50 young activists on SRHR and leadership, deepening their understanding of activism in Malaysia. Among them, 10 have joined RRAAM's hotline team as para-counsellors, providing information on safe abortion options and contraception and the other youth activists are leading conversations with their peers on SRHR in their own communities and on social media.

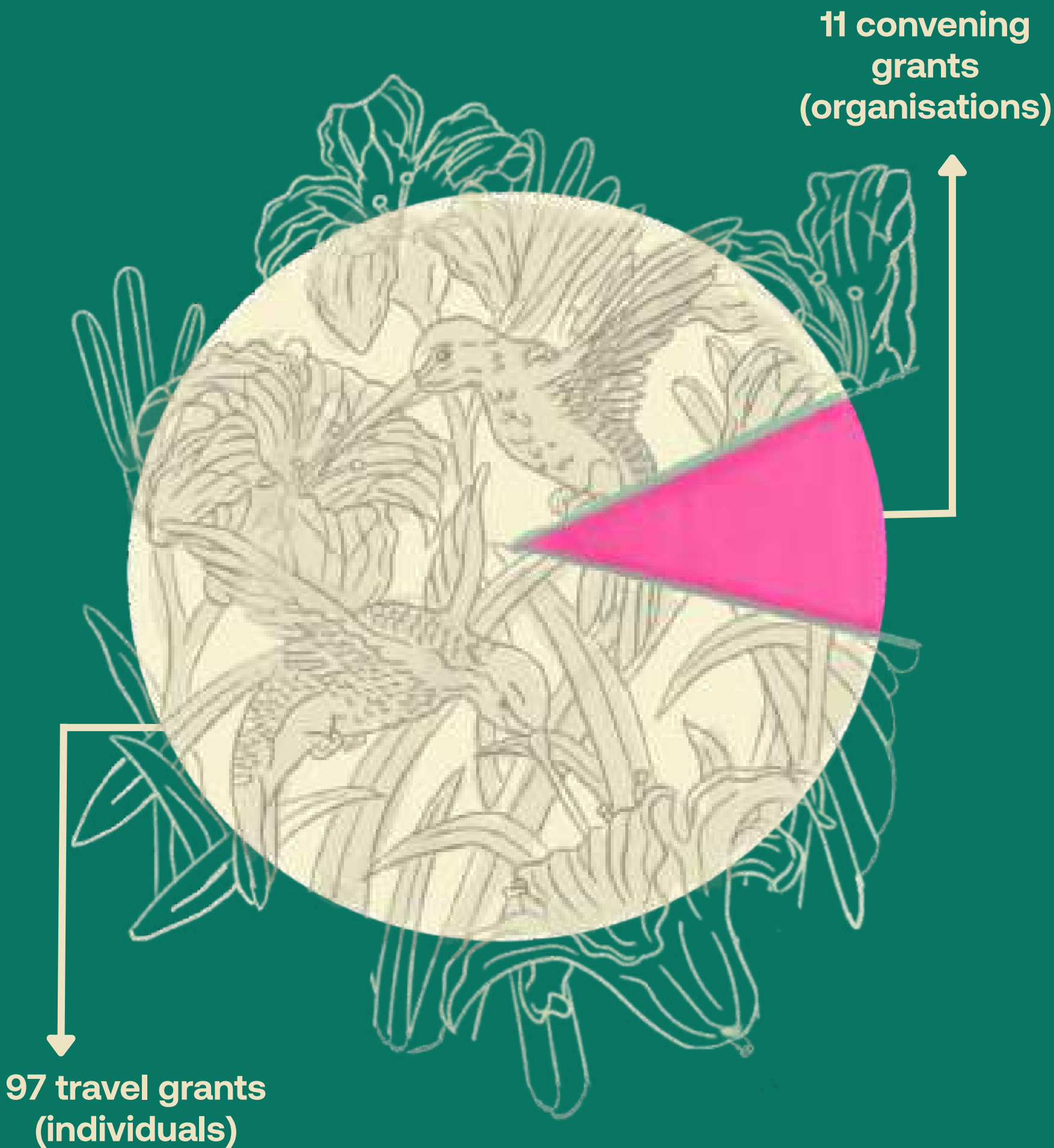
## Advancing women's economic rights in Mongolia

The Mongolian Women's Employment Supporting Federation (MWESF) influenced the national political agenda during the July 2024 elections by advancing concrete policy recommendations on women's employment, taxation, social insurance, and childcare. Their advocacy contributed to major political parties integrating several recommendations to their election platforms. After the polls, a coalition among political parties was formed and together put in place a national action plan for strengthening women's employment.



# LINKING & LEARNING GRANTS

108 grants for a total of USD 414,597



## 3. Linking & Learning

WFA’s Linking & Learning (L&L) programme bolsters grassroots movements by supporting critical spaces for collaborations, shared learning, and reflections. Through L&L, we prioritise supporting individuals and groups representing marginalised and under-resourced WGTI communities—ensuring their visibility and influence in key advocacy and collaborative spaces.

### TRAVEL AND CONVENING GRANTS

In 2024–2025, the L&L programme reached new heights, significantly expanding support for grassroots activists and groups in Asia. WFA awarded **108 grants for a total of USD 414,597**—nearly tripling the number of grants and increasing the total amount by around 180% compared to the previous year.

Our travel grants supported WGTI persons in bringing their perspectives and priorities into key advocacy and policy spaces. Our convening grants, on the other hand, supported groups like the Asia Pacific Forum on Women, Law, and Development (APWLD) in building regional and global spaces for collaboration, knowledge exchange, and cross-movement strategising.





Through a convening grant, WFA supported APWLD to organise the 4th Asia Pacific Feminist Forum (APFF) in Chiang Mai, Thailand in September 2024. APFF was a vital regional space for cross-regional, cross-issue, cross-identity, and intergenerational exchange on strategies for political, economic, and social change. It brought together more than 550 participants from 35 countries and territories across Asia and the Pacific, alongside allies from 11 countries outside the region.

WFA focused on providing eight travel grants to grantee partners working on disability rights and inclusion, LGBTQIA+ rights, labour rights, and refugee rights.



## Advancing citizenship rights for Malaysian binational families

WFA supported Bina Ramanand of Family Frontiers to participate in the 88th CEDAW Review in Geneva, where Malaysia's discriminatory citizenship laws were raised directly before the Committee. The Committee's concluding observations included strong recommendations to lift the reservation on nationality and laws that prevent women from passing on their citizenship to their overseas born children.

*“The experience of attending the CEDAW Review in person was particularly poignant for me, as an impacted spouse of a Malaysian. My previous contributions to the 2012 and 2018 CEDAW reports resulted in two concluding observations in 2018 on issues related to citizenship and foreign spouses. Participating in this review felt like the completion of a long significant advocacy journey.”*

Following the review, Family Frontiers led several follow-through actions in Malaysia. Along with Malaysian CSOs, they organised a media briefing and coordinated advocacy efforts. Additionally, they participated in a knowledge-sharing session among 50 refugee women to strengthen awareness and use of international human rights mechanisms organised by Asylum Access Malaysia.

In December 2024, the landmark constitutional amendment was passed prospectively, by both Houses of Parliament to enable Malaysian women to pass on citizenship to their overseas born children on a similar basis as Malaysian men. The amendment is scheduled to be implemented in June 2026. According to the Home Minister in November 2025, most of the 3,000 pending citizenship applications for overseas-born children of Malaysian women have been approved, alongside approximately 44,000 citizenship applications across other categories.



In December 2024, the L&L programme further expanded access to global advocacy spaces by supporting grantee partners to join the 15th AWID International Forum (AWID Forum) in Bangkok, Thailand. As one of the largest gathering of activists, allies, funders, and movement actors, the AWID Forum remains a critical space for collective advocacy, influencing, and learning—bringing together more than 2,500 in-person participants and over 1,500 virtual attendees.

Through travel grants, **63 grantee partners**—many attending the AWID Forum for the first time—brought grassroots perspectives and leadership into a space that bridges local struggles with global agenda.

We also supported language justice and accessibility, ensuring grantee partners could amplify their voices and shape the conversations that influence their communities. Interpreters in Bangla, Sinhala, Nepali, Mongolian, and sign language, together with travel companions for partners with disabilities, helped eliminate barriers that often exclude grassroots voices in critical spaces.<sub>2</sub>

WFA also co-organised critical conversations at the AWID Forum that shaped strategies on resource justice and movement-building in the global South .

These included conversations on crisis response and resilience, bodily autonomy and sexuality, digital organising and security, and economic justice and labour, among others.

WFA also collaborated with AWID’s Resourcing Feminist Movements Initiative in delivering the “Where is the Money in Feminist Organising” survey in eight Asian languages.

Through these efforts, the L&L programme bolstered grassroots leadership and influence by making critical advocacy and policy spaces more inclusive, accessible, and representative of WGTI experiences and priorities.

### Amplifying refugee women’s rights in global spaces

A grantee partner from Jakarta, Indonesia—the co-founder of a refugee women-led organisation—was able to engage both the 4th APFF and 15th AWID Forum through L&L travel grants. These were her first opportunities to participate in regional and international spaces, overcoming financial and mobility barriers as a refugee woman.

At these convenings, she amplified the voices of displaced women, and advocated for their inclusion in global spaces. She was invited as a plenary speaker at the AWID Forum where she highlighted the critical role refugee women play in advancing peace and protection.

### Participation in other L&L-supported convenings include:

- Third Global Disability Summit (GDS25) (Berlin, Germany)
- Global Trans Conference (Munich, Germany)
- 25th International AIDS Conference 2024 (Munich, Germany)
- 10th ILGA Asia Conference (Kathmandu, Nepal)
- Feminist Forum on Migration and Displacement (Bangkok, Thailand)
- Queerly South Asian: Convening of LBQT Leaders 2025 (Nepal)





## 4. Emergency and Crisis Response: The Kaagapay Solidarity Fund

Emergencies and crises—whether political upheavals, climate-induced disasters, or surges in violence and conflict—constantly threaten to reverse hard-won gains of grassroots organising. The Kaagapay Solidarity Fund, first launched in 2023, remains a cornerstone of WFA’s emergency and crisis response. Responsive to the needs and priorities of WGTI communities, the fund provides timely, critical, and flexible support to ensure partners are able to respond, adapt, and care for their communities.

In 2024-2025, we committed to 70 emergency and crisis grants worth USD 832,954 which accounts for approximately 20% of all grantmaking. WFA supported grantee partners addressing climate-induced disasters such as floods in Nepal and the Philippines, volcanic eruptions in Indonesia, the economic crisis in Sri Lanka, and the political crisis in Bangladesh.

WFA’s crisis response was profiled by The Bridgespan Group in [Want to Fund in the Global South? Philanthropic Collaboratives Can Help](#), recognising how our model—piloted during COVID-19 and adapted for subsequent crises—moves resources quickly to communities often beyond the reach of traditional philanthropy.

This year, grantee partners reached:

- 4,000+ women, including 150+ women with disabilities, 200+ women from marginalised groups such as Dalit women, and 3,000+ indigenous women
- 1,700+ refugees and stateless people
- 600+ girls (between 13 and 17 years old)
- 200+ LGBTQIA+ people, including 30 intersex people

**Their interventions supported WGTI communities through provisions of direct relief and essential services, cash assistance, psychosocial support, and capacity building on community resilience and advocacy in crisis situations.**

### Promoting disability-inclusive disaster response and influencing local policy

The November 2023 Jajarkot earthquake in Nepal’s Karnali Province disproportionately impacted women and other marginalised communities, intensifying pre-existing inequalities and creating new vulnerabilities. Facing logistical challenges due to the earthquake, the [Blind Women Association Nepal](#) (BWAN) advanced disability-inclusive disaster response and influenced local policies on inclusive governance. Their initiative enabled timely relief delivery to more than 50 women who received dignity kits, winter clothing, and mobile devices, while peer-counselling sessions were provided to over 60 women in the community. At the institutional level, the grant enhanced BWAN’s organisational capacity through specialised training on disability-inclusive disaster management for staff and board members. This prepared them to lead five advocacy meetings with local authorities which resulted in budget allocations for disability-disaggregated data collection.





Through their efforts, more than 40 municipal leaders were sensitised on gender- and disability-responsive governance, informing them to make more inclusive disaster risk reduction and management (DRRM) plans. The initiative also created safe spaces where women with disabilities could share experiences and access peer and community support.

### **Nurturing community-based mental health support**

The Mindanao Tri-People Women Resource Center (MTWRC) in the Philippines strengthened the institutional capacity of five emerging grassroots organisations to address mental health needs of women survivors—creating community-based support systems responsive to their needs. Through psychosocial and self-care sessions, over 100 women engaged in trauma healing, stress management, and work-life balance activities. As a result, all five partner organisations have established their own Committees on Mental Health and Well-Being with tailored action plans. These include sustainable interventions such as psychological first aid training, peer-counselling networks, team-building activities, and alternative health practices.

## **WHERE WE TAKE ROOT: STORIES FROM THE GROUND**

To ensure our support remains responsive, strategic, and relevant, we structure our grantmaking around six<sup>4</sup> thematic areas that reflect priorities of our grantee partners and the shifting realities they navigate.

### **Autonomy, Decisions, and Sexual Rights (ADS)**

Across Asia, struggles for bodily autonomy and sexual rights unfold within a complex tapestry of history and power. Colonial legacies continue to shape laws and social norms, while rising tides of religious fundamentalism, nationalist extremism, and anti-rights movements reinforce restrictive and harmful attitudes toward gender and sexuality. These overlapping forces curtail the freedoms, dignity, and safety of WGTI communities.

WFA's ADS portfolio confronts these discriminative structures actively restricting reproductive and sexual rights, freedoms, and autonomy of WGTI communities. We recognise that autonomy extends beyond access to healthcare—encompassing freedom from forced marriages, abortion rights, and prevention of and protection from SGBV.

In 2024-2025, our ADS portfolio supported grassroots movements across 15 countries through 32 grants amounting to USD 495,183. Through these, grantee partners strengthened grassroots organising, expanded access to sexual and reproductive health services, opened up spaces for community dialogues, and secured policy gains that challenge discriminatory norms and laws.

4 The Crisis and Changing Contexts thematic area is reported under the Emergency and Crisis Response: Kaagapay Solidarity Fund grantmaking programme section





## Bolstering transmasculine and non-binary movement in Thailand

Thailand has long been recognised for its acceptance of gender and sexual diversity, yet legal recognition and protection for LGBTQIA+ individuals—particularly trans, non-binary, and intersex people—has historically lagged behind.

TransEqual, a trans-led organisation in Thailand, strengthened the leadership, visibility, and protection of transmasculine and non-binary people in Thailand—expanding recognition of their rights within national policy discussions and public discourse. Their evidence-based advocacy and community mobilisation led to broader awareness of hate crimes, stronger solidarity among regional networks, and the emergence of new allies within grassroots movements. These gains take shape against a backdrop of persistent legal invisibility and social stigma faced by Toms, transmasculine, and non-binary communities. With WFA’s core support, the organisation advanced national conversations on hate crimes and gender recognition through two flagship publications: a data-driven report on hate crimes that informed legal reform efforts, and a visibility book that profiled Toms, transmasculine, and non-binary people in Thailand.

<sup>5</sup> A “tom” (from “tomboy”) refers to a masculine woman who is sexually involved with a feminine partner, or “dee” (from “lady”).





## Access to Justice (ATJ)

In the face of growing repression and shrinking civic spaces in the region, WGTI communities remain disproportionately impacted by discriminatory legal provisions in the law and the introduction of new restrictive laws and policy measures by the state.

Our ATJ portfolio strengthens the access of the most marginalised communities to formal justice systems through the Legal Fellowship Programme. In 2024-2025, we supported 41 grants amounting to USD 458,247 to grantee partners across 13 countries in Asia. The grants supported grantee partners in delivering interventions including legal aid and legal education, pro-bono cases and courtroom representation, awareness raising and advocacy against SGBV, and policy reform among others.

### Strengthening GBV survivor leadership

Jeevika Development Society (JDS) strengthened the capacity of GBV survivors to lead community advocacy, legal engagements, and awareness campaigns against GBV through a Survivors Forum. The survivors—in collaboration with officers from the District Legal Services Authority (DLSA)—subsequently co-led a legal awareness and training camp for 200 women on lodging First Information Reports (FIRs) in local police stations, filing cases for legal proceedings, and engaging with officers of the law. With this approach, JDS improved access to legal knowledge and institutions and fostered community solidarity and collective action. Consequently, it enabled women to navigate justice systems, assert their rights, and demand institutional accountability.

### Enhancing legal awareness and protection pathways for women refugees

In response to the challenges experienced by women refugees in Indonesia, Sisterhood—a self-led organisation in Jakarta—advanced community-based awareness and access to support on sexual and gender-based violence (SGBV). Women were trained to lead workshops in Arabic, Dari, English, Somali and Tamil, breaking long-standing silence around GBV rooted in legal invisibility and social isolation.

Sisterhood also produced an accessible (available in local languages and free for all) guide on SGBV legal procedures which has been shared among refugee networks and service providers. Several trainees have since taken on community-support and paralegal roles, contributing to stronger peer advocacy and coordination with local counselling and legal-aid services. Through these efforts, nearly 1,000 women have gained practical knowledge on gender, sexuality, SGBV-related legal pathways, including available protection mechanisms.





## Environmental Justice

The accelerating climate crisis and environmental degradation across Asia are intensifying inequalities in access to land, water, food, and energy. Extractive industries—driving militarism and violence—continue to displace communities and erode livelihoods. For WGTI individuals, these impacts are multiplied by existing gender and social inequalities.

WFA's EJ portfolio serves as both a critical resource for frontline defenders and communities and a strategic intervention in the broader climate funding ecosystem. It's aimed at ensuring that those most affected by environmental degradation maintain agency, leadership, and power in defining solutions and driving transformative change.





In 2024-2025, we awarded 18 grants amounting to USD 310,768 to support rural and Indigenous WGTI communities across Cambodia, Indonesia, Nepal, and the Philippines. Grantee partners implemented various strategies and interventions tailored to the needs of their communities. This included capacity and leadership development, community-based natural resource management, climate justice advocacy, economic empowerment through improved market access, media and climate reporting, and cross-movement collaboration.

## Fostering grassroots-led resistance to extractivism

Through sustained interventions, Genesis Bengkulu Foundation strengthened the collective voice of grassroots women in resisting extractivism and defending community rights over land and resources. They conducted seminars and training activities for 24 women leaders, representing 12 groups from various regions in the Bengkulu province. These activities enhanced women's understanding of agrarian conflicts, human rights mechanisms. The intervention also improved the capacity of communities on advocacy and organising resulting in the creation of support networks for women. The groups have also increased their engagement with government agencies and other relevant stakeholders such as the Departments of Environment and Forestry, and Energy and Mineral Resources among others, to assert their rights and amplify their advocacy.

## Building community resilience amid climate and funding crises

Grassroots women leaders from the Solidarity of Oppressed Filipino People (SOFP) built and nurtured community resilience by creating their own safety nets amid deepening climate and funding crises. Through the Community Savings and Loan Association (CSLA) and Food Bank initiatives, members pool resources, manage savings, and mobilise funds for emergencies, ensuring that support is available when disasters strike and livelihoods are disrupted.

This self-managed system—run entirely by grassroots women—allocates earnings for social services, emergency loans, and disaster-risk reduction funds, while promoting transparency and shared accountability through collective decision-making. Despite worsening floods, droughts, and storms across their communities, SOFP continues to sustain local organising and solidarity.



## Movement & Labour (ML)

Across Asia, intersecting systems of oppression continue to shape who works, migrates, and benefits from economic growth. WGTI communities face disproportionate precarity in labour and migration, concentrated in low-wage, high-risk sectors with limited protection or recourse.

The ML portfolio addresses the intersecting issues of gender, labour, and economic rights of WGTI workers in the region. It aims to address critical gaps in the traditional worker's rights landscape, particularly through support for trade unions specifically led by women workers and organisations representing constituencies often excluded from mainstream labour movements. WFA's approach recognises that women workers, especially refugees, displaced people, and workers with disabilities, frequently lack access to labour rights or adequate representation within labour structures.

In 2024-2025, WFA awarded a total of USD 441,870 through 31 grants for grantee partners in 13 countries. The grants supported interventions such as organising, leadership and capacity development, legal aid and education, policy reforms targeting labour laws, research and documentation, and cross-movement solidarity.

### Expanding labour rights protection through digital innovation

The Stand Up Movement Lanka (SUML) in Sri Lanka advanced labour rights protections for women and trans workers to report and document GBV within and beyond the workplace. In 2024, SUML trained workers to use the Women Are Voices Everywhere (WAVE) app, a digital platform enabling secure reporting and swift access to support services. This groundbreaking approach yielded remarkable results: over 100 GBV cases were reported and addressed, 1,862 app users reached, and significantly expanded adoption of digital technology across communities.

SUML leveraged anonymised data to engage law enforcement, government officials, and civil society, exposing systemic gaps in GBV response mechanisms and fostering essential trust-building for effective collaboration. The app's organic adoption beyond SUML's immediate network demonstrates its credibility as a secure platform for grievance documentation.



## Protecting sex workers' rights

In 2024-2025, Jana Jagaran Mahila Sangh (JJMS), a sex worker-led organisation in Nepal, strengthened access to justice and psychosocial support for sex workers facing violence and stigma. They've also contributed to the recognition of sex workers' rights and visibility in local governance structures.

JJMS provided psychosocial support to 300 female sex workers, predominantly from Indigenous communities, including five persons with disabilities. They adopted a comprehensive support approach, accompanying survivors to police stations, assisting with case filings, hiring legal representation, delivering psychosocial support, and referring individuals to government-run one-stop centres for survivors of sexual and physical violence. During the grant period, severe flooding further impacted the community, intensifying mental health challenges. The organisation responded by distributing relief items and providing psychosocial support to flood-affected women. Enhanced community visibility emerged through publishing and widely disseminating a brochure detailing available services. This strategic outreach resulted in increased invitations for consultations at ward and municipal government levels, positioning the organisation as a recognised stakeholder in local governance processes. A website is also in development to further expand outreach capabilities.

6 Equal Measures 2030 and Alliance for Feminist Movements. "Redefining Risk: What Happens When Feminist Movements Are Not Funded or 'Defunded' and Their Civic Space Narrowed or Closed?" February 2025. Available at: [https://f4ff.global/assets/2025/06/1\\_Redefining-Risk-What-Happens-When-Feminist-Movements-Are-Not-Funded-or-%E2%80%98Defunded-and-Their-Civic-Space-Narrowed-or-Closed\\_.pdf](https://f4ff.global/assets/2025/06/1_Redefining-Risk-What-Happens-When-Feminist-Movements-Are-Not-Funded-or-%E2%80%98Defunded-and-Their-Civic-Space-Narrowed-or-Closed_.pdf)

## Strengthening Feminist Voices (SFV)

Grassroots movements in Asia face an escalating crisis of severe underfunding while confronting increasing backlash from authoritarian and anti-rights forces. Despite being key drivers for gender equality, women's rights organisations receive only 0.2% of total official development assistance. Critical to sustaining grassroots movements, the SFV portfolio prioritises core and institutional grants for emerging organisations to support grantee partners in fortifying grassroots leadership and organising in Asia. SFV provides resources to frontliners, enabling them to strategically strengthen and sustain themselves and their organisations.

In 2024-2025, WFA awarded 55 grants for a total of USD 703,771 across 16 countries in the region. These grants supported grantee partners to strengthen grassroots leadership and leadership pipelines, build capacity on organisational management, digital technologies, and media and storytelling, and bridge grassroots organisations to movements.





## Strengthening SGBV survivor leadership

In Pakistan, SGBV survivors continue to face entrenched stigma, scarce support systems, and systemic barriers to justice. Founded by young women survivors, DASTAK Foundation is working to change this by creating feminist spaces rooted in healing, solidarity, and collective leadership. In 2024-2025, their flagship AMPLIFY Feminism Leadership Lab brought together 25 cis and trans survivors from across the country for a year-long programme combining trauma-informed care, training, and activist mentoring.

The Lab provided safe and supportive spaces—through virtual sessions, a residential retreat, and district-level action projects—where survivors could share experiences, strengthen resilience, and design solutions to address violence and discrimination in their communities. In a context where victim-blaming and lack of legitimacy often silence survivors, the Lab has been transformative. Fellows have launched local initiatives, raised awareness of SGBV, and established spaces in areas often excluded from national discourse. Beyond individual empowerment, this work is helping to lay the foundations for a sustained, survivor-led grassroots movement in Pakistan.

## Advancing deaf women's rights, leadership, and visibility

In Mongolia, deaf women have long been excluded from both grassroots spaces and disability policy discussions. The Culture Centre of the Deaf (CCD), a women-led organisation founded in 2014, addresses this by placing deaf women's rights, contributions, and lived experiences at the centre of their advocacy, training, and cultural initiatives. Building on earlier WFA-supported outreach and capacity-building work, a new two-year core grant strengthened CCD's organisational capacity—supporting staff, upgrading technology, and embedding collective care. This also enabled their expansion into more provinces and extended resources to more marginalised communities.

Last year, CCD hosted Mongolia's first National Deaf Women's Conference, bringing together 66 participants to highlight their contributions to the care economy. They launched an online entrepreneurship course for women with disabilities, researched workplace exclusion, and represented Mongolian deaf women at the 29th Convention on the Rights of Persons with Disabilities (CRPD). These achievements have raised visibility and shifted narratives within grassroots and civil society networks, positioning CCD as a leading voice for deaf women's rights in Mongolia.








## Strategic Objective II: Resource Justice Advocacy

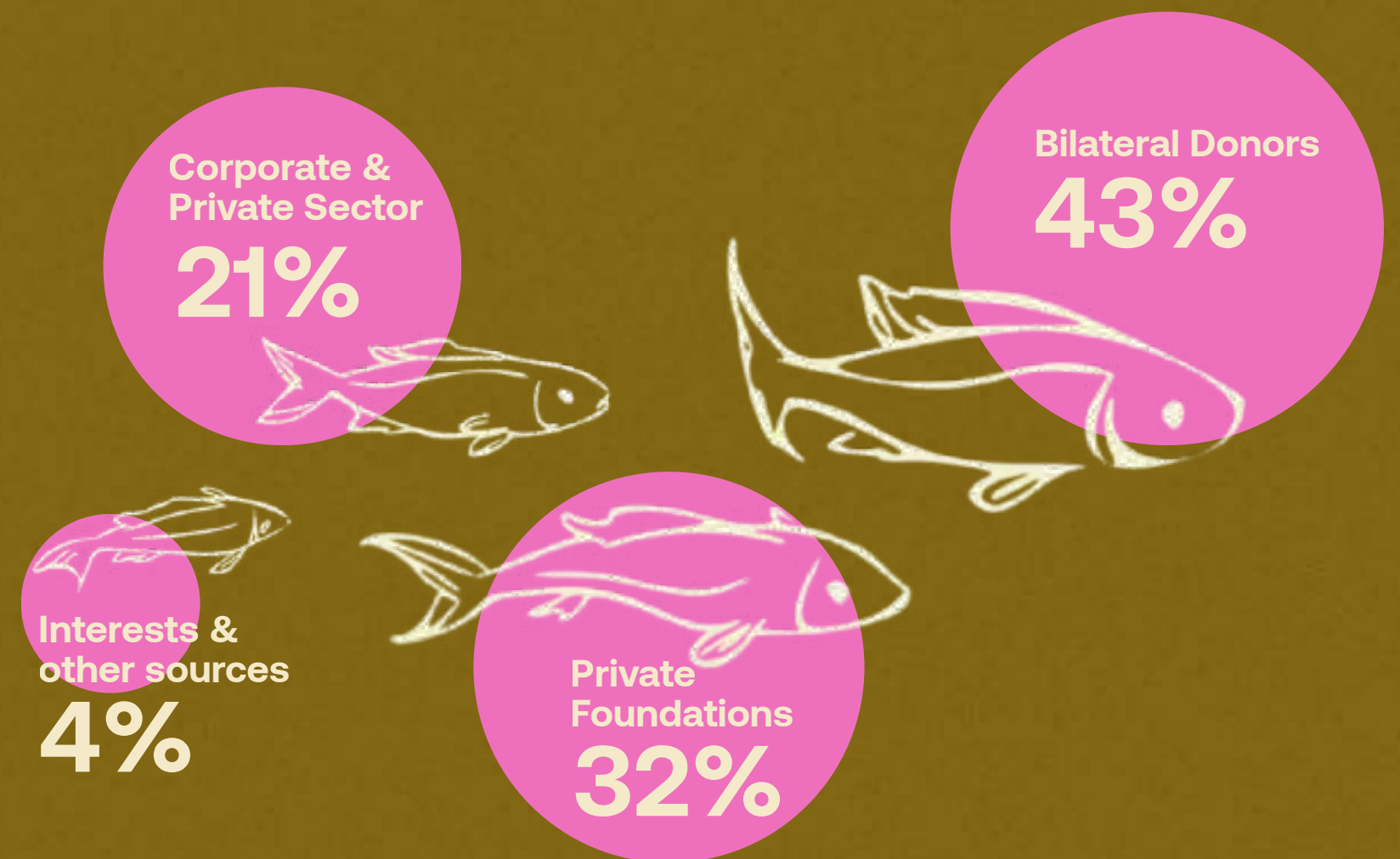
Resource justice is a political issue—one that demands persistent challenge to the systems, structures, and values that determine how resources reach grassroots movements across Asia. WFA advances resource justice advocacy mandate through an ecosystem approach—linking movement priorities to policy and philanthropy so resourcing becomes equitable, stable, and movement-led.

Our resource justice advocacy leverages our leadership within regional and global spaces and donor arenas to dismantle and reimagine the prevailing resource architecture that deprioritises gender-justice movements in Asia. We take active, decisive and strategic roles within alliances, consortiums, networks, and dialogues—centering the lived experiences, agendas, and demands of movements within every funding discourse.

In 2024–2025, we expanded our resource advocacy and mobilisation beyond the traditional bilateral and philanthropic community, building outreach and strengthening networking with corporate foundations, high-net-worth individuals (HNIs), strategy and wealth advisors for philanthropic giving and family foundations. Furthermore, WFA’s continued donor base diversification contributed to the fund’s long-term sustainability.



### DONOR DIVERSIFICATION 2024-2025



WFA continued to contribute to the region’s knowledge infrastructure and shape how funders understand grassroots and LGBTQIA resourcing in Asia and the Pacific. Our grants data informed the Global Philanthropy Project’s 2021–22 Global Resources Report, where WFA is listed among the top ten funders for LGBTI rights in the region—alongside the Government of Canada, Open Society Foundations, and FJS.

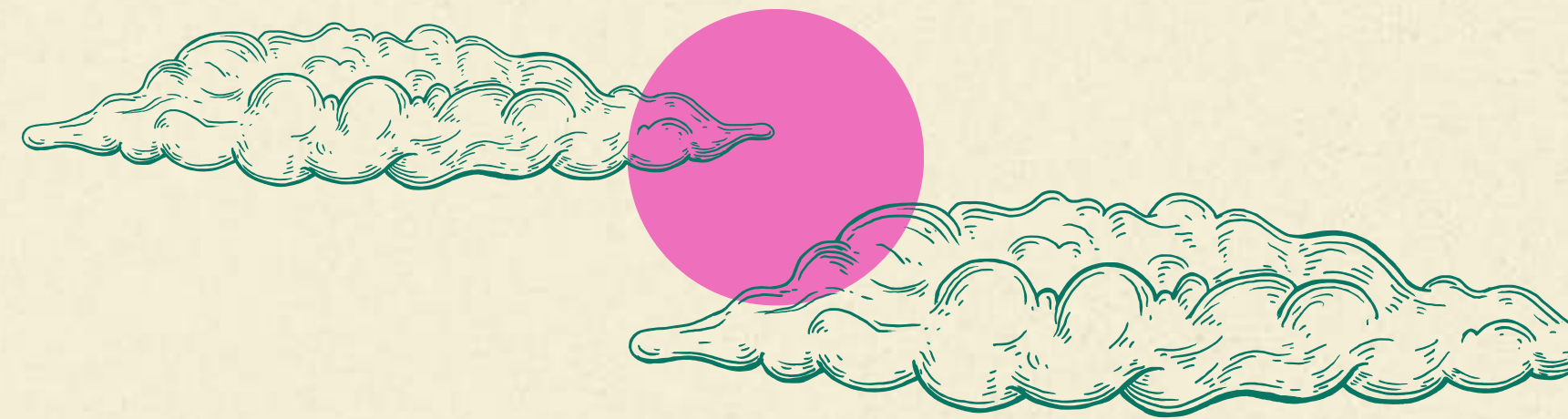
Our vision remains clear: every partnership and external engagement is in service of building a just, inclusive, and resilient funding architecture that outlasts crises and continually enables movements led by WGTI people to drive transformative change from the ground up.



## STRATEGIC PARTNERSHIPS

In times of converging crises, WFA's collaborative networks are critical for grassroots organisations to sustain their work. Through alliances with sister funds, global South allies, and strategic actors, we expand resources, shift power dynamics, and build collective strategies rooted in solidarity.

The **Amplify-Invest-Reach (AIR)** partnership—a collaboration between Pacific Feminist Fund (PFF), Urgent Action Fund Asia & Pacific, Women's Fund Fiji, Women's Fund Asia, and DFAT Australia—continues to be a powerful driver of grassroots resourcing in Asia and the Pacific. The partnership supported diverse groups led by and working with refugee women, LGBTQIA+ and gender-diverse persons, women workers including garment workers, domestic workers, migrant women, and food delivery workers, rural women, young women, environmental defenders, and Indigenous women.



Launched in 2025, the **Equality Collaboration**—with WFA, PFF, and DFAT Australia—is committed to strengthen LGBTQIA+ civil society in Southeast Asia and the Pacific to address social stigma and legal discrimination facing LGBTQIA+ individuals and their communities. The partnership provides multi-year, core support to LGBTQIA+ organisations. Over the coming cycle, the Equality Collaboration will support six regional grantee partners in Southeast Asia.

WFA along with 12 women's funds, co-created the **First Response Fund (FRF)**—with support from the Government of Canada—to channel resources swiftly to humanitarian responses led by women's rights organisations and grassroots groups. Launched in March 8, 2025, FRF builds on the collective expertise and capacity of its partners to influence humanitarian aid systems and ensure funding reaches grassroots responders and disproportionately impacted communities.





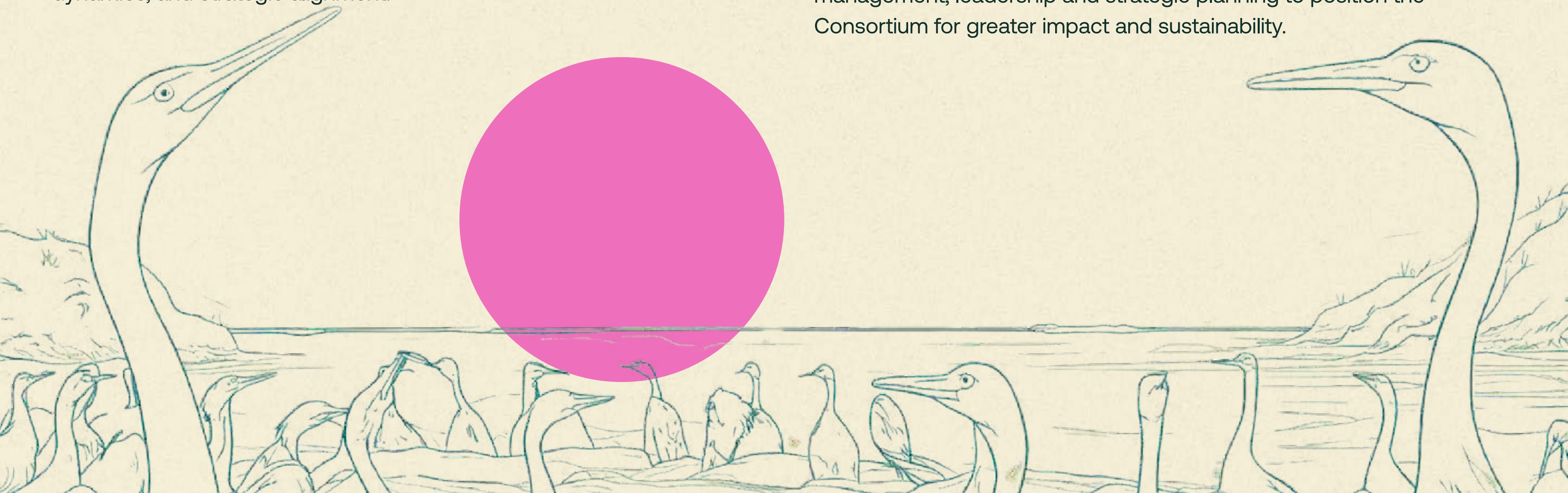
Through the LFS 2 programme , WFA along with **Urgent Action Fund-Asia & Pacific (UAF A&P)** supported the establishment of the **Pacific Feminist Fund (PFF)**. PFF draws on the chronic funding gap for women's rights in the Pacific. In its initial years, PFF has turned vision to practice—securing registration, developing internal systems, and mobilising resources that reach grassroots groups across Oceania. In 2024, PFF provided grants that supported women and gender-diverse leaders to take their advocacy to global spaces, while tracking and influencing climate justice funding flows to centre Pacific priorities.

Additionally, WFA continued to support three national women's funds —**Mongolian Women's Funds (MONES)**, **Tewa Nepal**, and **Women's Fund Fiji**—as part of our commitment to strengthen the resource architecture at the national level for grassroots movements. Over the past year, the three women's funds focused on advancing rural women leadership, building community resilience to address GBV during crisis, and enhancing their own internal systems, team dynamics, and strategic alignment.

Additionally, we conducted two surveys with WFA's grantee partners - documenting the impact of the USAID funding freeze on grantee partners and consequences of bilateral funding losses among LFS 2 partners. These surfaced needs directly from partners, strengthening our resource justice advocacy in donor engagement, policy, and grantmaking.

Beyond its role as a grantmaking initiative, LFS as a consortium operates as a South-led alliance reshaping the funding ecosystem itself. The consortium leverages its collective voice and strategic positioning to challenge donor-driven systems, influence resource flows, and ensure that the priorities of grassroots movements in the global South shape funding agendas—not the other way around.

This year, working on its future direction and strategy, the consortium reviewed and updated its Theory of Change (ToC) and learning framework and implemented key restructuring initiatives across management, leadership and strategic planning to position the Consortium for greater impact and sustainability.





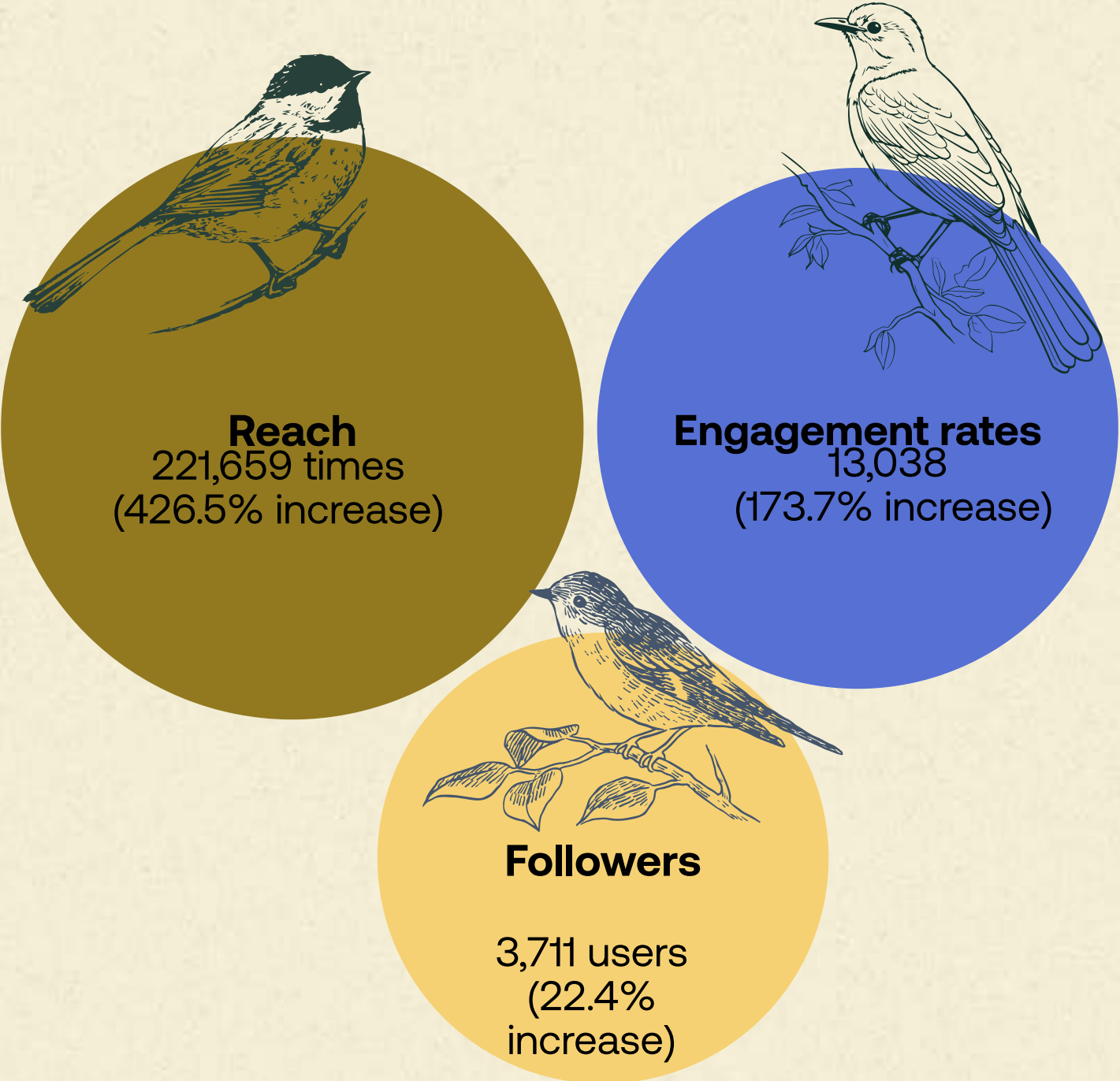
WFA’s strategic engagement in regional and global spaces is a catalyst in our resource justice advocacy, enabling us to amplify WGTI voices from Asia to shape funding narratives, influence policy and funding frameworks.

Our strategic partnerships and leadership positions include:

- Alliance for Feminist Movements: Co Chair, Steering Group and Member of the Learning Hubs on Impact, Crisis, and Compliance
- Prospera International Network of Women’s Funds: Member, Advocacy Working Group and Bilateral Outreach Working Group
- Feminist Alchemy: Member, Steering Committee
- Resilience Fund for Women in Global Value Chains: Advisory Board Member
- Human Rights Funders Network: Member
- Sex Work Donor Collaborative: Member, Steering Committee
- Funder Learning and Action Community (FLAC): Member

WFA's responsive grantmaking and resource justice advocacy work is amplified by its strategic communications. Our communications strategy amplifies the impact of locally-led strategies and approaches to achieve structural change and, furthers the resource justice advocacy agenda.

In 2024-25, WFA’s social media presence grew substantially compared to the previous year.





## Strategic Objective III: Linking & Learning

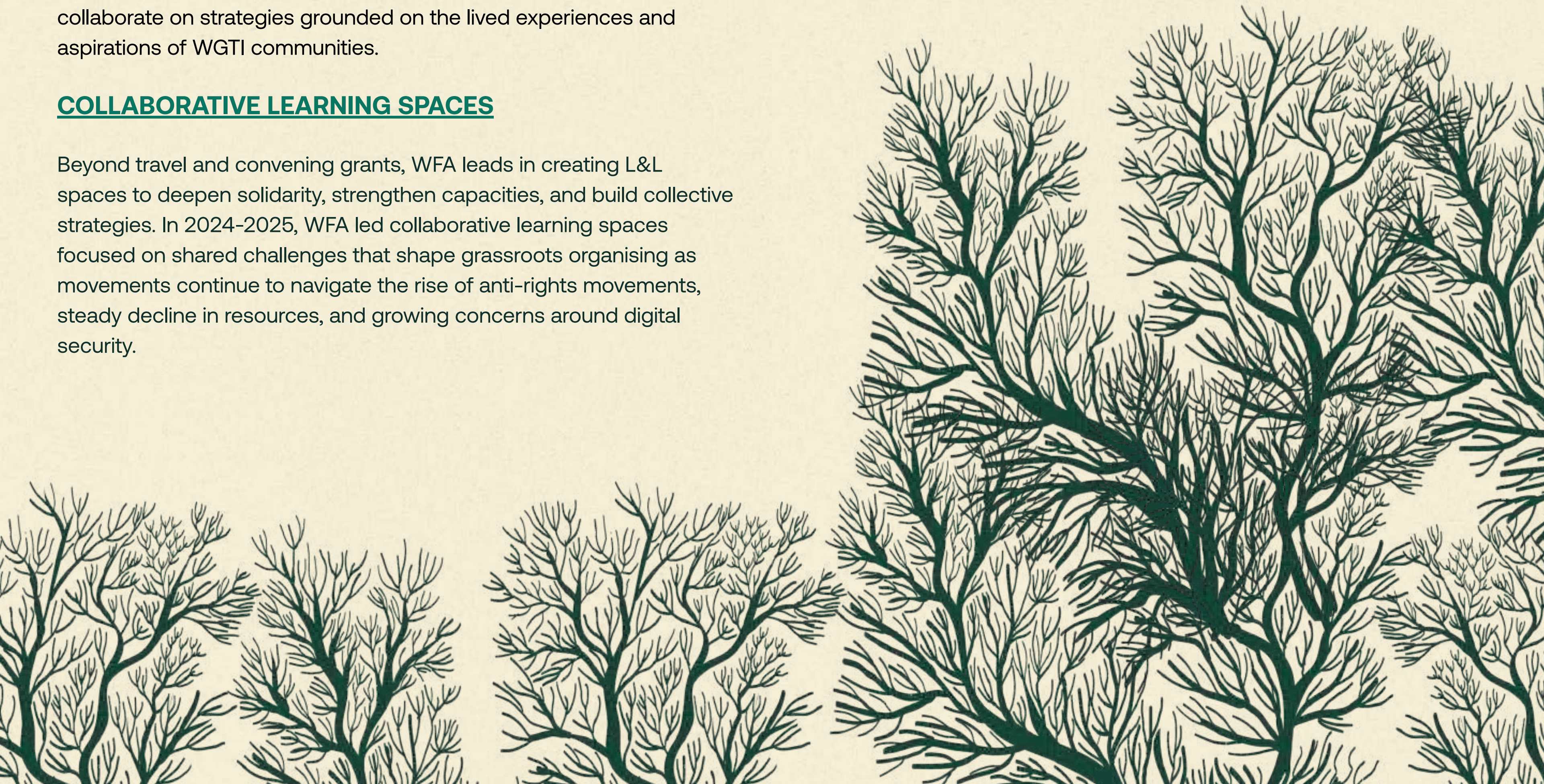


Across Asia, grassroots movements are working in increasingly complex and constrained environments—navigating political repression, funding restrictions, and shrinking civic spaces. These realities make it vital for movements to stay connected, learn from one another, and collaborate on strategies grounded on the lived experiences and aspirations of WGTI communities.

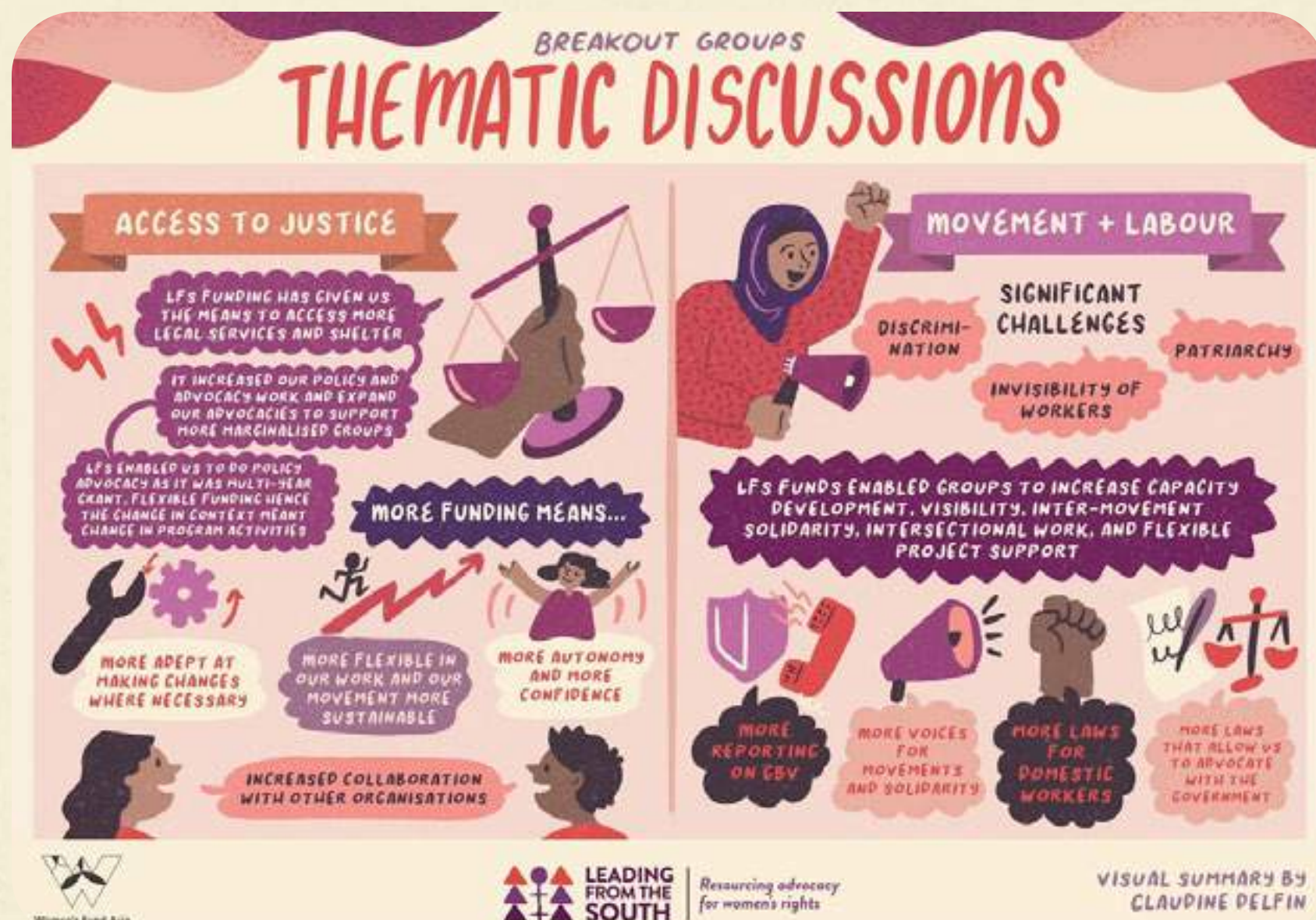
### COLLABORATIVE LEARNING SPACES

Beyond travel and convening grants, WFA leads in creating L&L spaces to deepen solidarity, strengthen capacities, and build collective strategies. In 2024-2025, WFA led collaborative learning spaces focused on shared challenges that shape grassroots organising as movements continue to navigate the rise of anti-rights movements, steady decline in resources, and growing concerns around digital security.

In December 2024, WFA convened 29 LFS 2 partners from 12 countries in Bangkok, Thailand. With the theme: “Resourcing Feminist Movements in Asia for Impact, Resilience, and Action,” this regional gathering centered the impacts of escalating anti-gender and anti-rights movements to WGTI communities. Grounded on their lived experiences, our LFS 2 partners shared and reflected on collective strategies for resistance.







At the consortium level, the annual LFS Linking and Learning convening, held in New York in September 2024—hosted by FMS—included a strategic donor roundtable that explored collective strategies for resource mobilisation to sustain the LFS model amid shrinking funding landscapes.

To strengthen grantee partner's financial resilience, WFA led two 'Financial Management, Governance, and Reporting' workshops in Bangkok, Thailand, and Islamabad, Pakistan. The workshops gathered 45 participants from 31 organisations, bringing together directors, finance officers, and programme leads with diverse perspectives and experiences. The workshops were conducted in local languages with English interpretation to ensure meaningful participation. The workshops were highly practical with exercises on budgeting, donor reporting, internal controls, and risk management.



In October 2024, WFA convened 35 participants from Cambodia, India, Indonesia, Malaysia, Nepal, Pakistan, and the Philippines through a Holistic Digital Security Workshop held in Bangkok. The three-day workshop built practical skills and developed strategies for managing digital risks and protecting data and privacy. Grantee partners reported adopting new measures such as improved password management, secured document sharing, and internal data-protection protocols as a follow up for this workshop. The workshop emphasised the need for more resources to support the implementation and scaling of digital security strategies for grassroots movements operating in a volatile digital landscape.



## Strategic Objective IV: Institutional Strengthening

WFA strengthens the organisational backbone that enables sustainable grassroots resourcing—aligning finance, governance, and care with feminist principles. In 2024–2025, the organisation consolidated systems to maintain operational resilience in volatile contexts, while nurturing a culture of grassroots leadership and shared learning. Care and wellbeing are integral to how WFA works. Our internal policies promote safe and inclusive spaces, equitable leave, flexible work, and practical support. Regular reflection and peer support sessions, together with an open approach to mental health, help sustain motivation, trust, and collaboration across teams. These practices ensure WFA remains a healthy, resilient organisation able to support others in doing the same.

In 2024–2025, we continued to grow our Reserve Fund and Accumulated Fund by USD 1,346,883. Unrestricted reserves safeguards core operations and grantmaking during periods of volatility, ensuring commitments to partners continue without interruption. By protecting unrestricted reserves, the fund allows WFA to act with autonomy—bridging funding gaps, moving resources swiftly in crises, and investing in growth and deeper partnerships with grassroots groups. The Reserve Fund helps safeguard the work of movements during times of uncertainty and enables continued support for communities leading change by strengthening financial resilience within WFA.





# GOVERNANCE AND COMPLIANCE

Robust governance and compliance frameworks operate across jurisdictions.

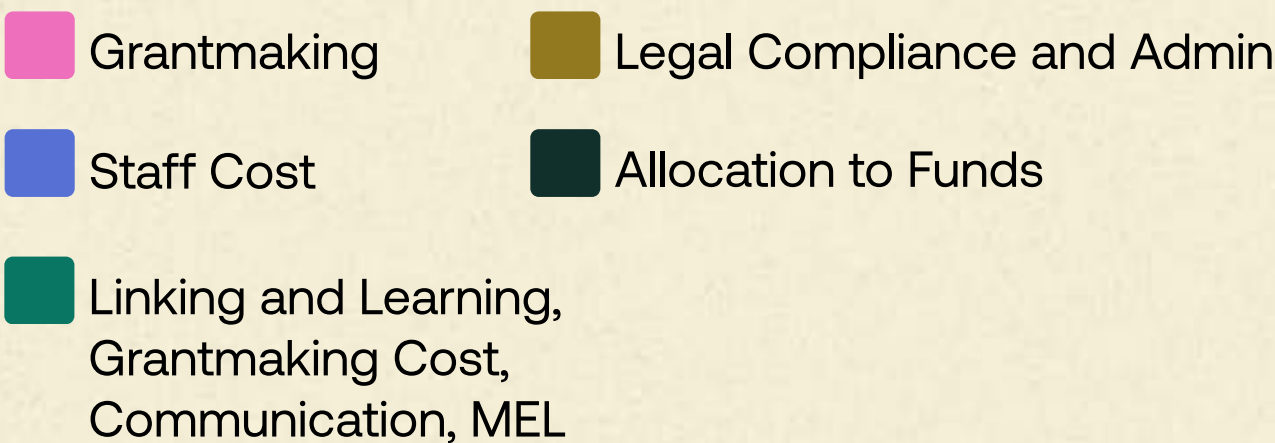
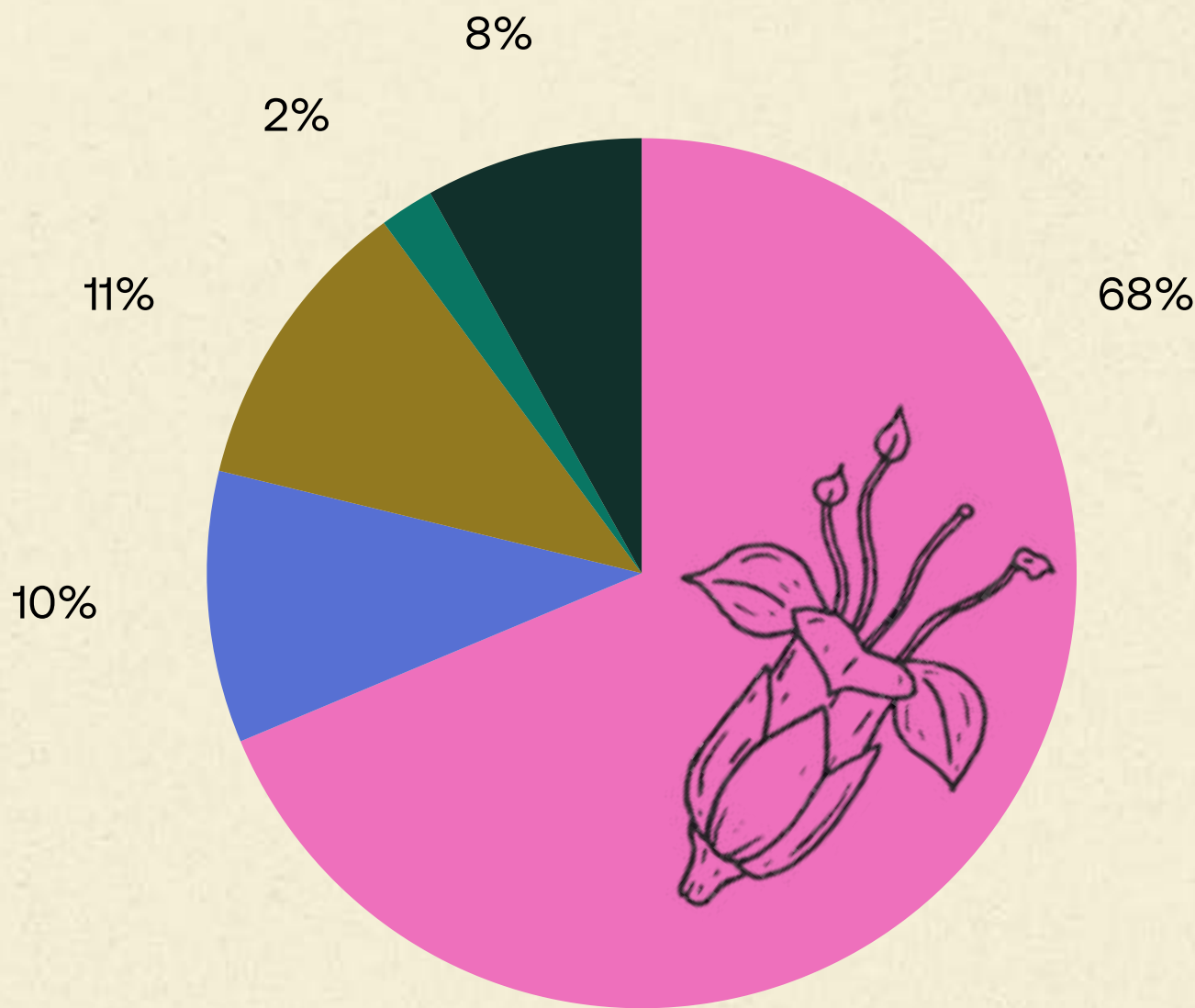
The Board of Directors met three times during the year under review, one in person meeting and two meetings held on a virtual platform. The two Sub Committees on Programmes and Finance worked closely with the senior management team with the Sub Committee on Finance meeting on a quarterly basis and the Sub Committee on Programme meeting twice in 2024-2025.

Quarterly financial reports, grant information and risk-register reviews by the team and bi-annual reviews by the Board ensure systematic risk management. The organisation maintains compliance across three registered countries—Sri Lanka, Australia, and India—whilst managing multiple donor audits and due-diligence processes.

[The WFA audited financial statements are available for viewing.](#)



# FUND UTILISATION 2024-2025





## WFA Board of Directors

Lay Ean Tan (Honey) - Chairperson of WFA Board (until 12 January 2025)  
Dilani Champika Alagaratnam Goonatilleke - Chairperson of WFA Board (from 13 January 2025)  
Joyce Theresa Sunita Vasudevan (from 12 January 2025)  
Kath Khangpiboon  
Kristi Lynn Huynh  
Kunthea Chan (until 12 January 2025)  
Mary Jane Nolasco Real  
Nachale Boonyapisomparn (from 12 January 2025)  
Priya Paul  
Radhika Coomaraswamy

## WFAL Board of Directors

Lay Ean Tan (Honey) - Chairperson of WFAL Board  
Dilani Champika Alagaratnam Goonatilleke  
Lisa Ellen Pusey  
Ruby Amelia Johnson

## External Advisor to Sub-Committee on Finance

Rachini Dhanika Rajapaksa  
Joyce Theresa Sunita Vasudevan (until 12 January 2025)

## WFA Team

Abhilasha Ojha - Operations Assistant  
Anisha Chugh - Executive Director  
Asha Gunawardana - Senior Finance Officer  
Biplabi Shesthra - Lead, Advocacy and Strategic Partnerships  
Chaitali Bhatia - Lead, Donor Management  
Chathurika De Silva - Finance Officer  
Dharini Seneviratne - Finance and Admin Assistant  
Ditilekha Sharma - Thematic Lead for Strengthening Feminist Voices

Dixita Silwal - Manager, People and Culture  
Djoanna Joie Cortina - Lead, Advocacy and Strategic Partnerships  
Effie Johari - Senior Associate, Impact & Knowledge Management  
Heloise de Lima - Manager, Administration & Events  
Inna Hudaya - Thematic Lead for Autonomy, Decision and Sexual Rights  
Jeyanthi - Office Assistant  
Kashya Nouman - Grants Strategy Associate  
Kishani Cader - Director, Finance, Compliance & Operations  
Krisha Abeyasekera - Grants Administrator  
Lin Hnin Aye - Co-lead, Strategic Communications  
Linh Phan - Co-lead, Strategic Communications  
Logna Bezbaruah - Thematic Lead for Crisis and Changing Contexts  
Maria Melinda (Malyn) Ando - Director, Grants Strategy  
Miruna Sylvester - Finance Manager  
Monika Bisht - Senior Finance Officer  
Nisa Rawi - Grants Strategy Associate  
Nivedita Jayaram - Thematic Lead for Movement and Labour  
Pats Olivia - Lead, Strategic Communications  
Pinki Singh - Administration Assistant  
Preet Shah- Programme Associate, Impact & Knowledge Management  
Ruby Española - Grants Administrator  
Ruchika Kumar - Executive Assistant  
Sehar Iqbal - Lead-MEL  
Sanjana Gaiind - Director, Advocacy and Strategic Partnerships  
Shuchi Tripathi - Senior Manager, Grants Strategy (South Asia)  
Tooba Syed - Thematic Lead for Access to Justice  
H.G. Uththara Sankalpana - Finance Assistant  
Vineeta Tewari - Manager, Compliance and Operations  
Wei San Lee - Senior Manager, Grants Strategy (Southeast Asia)  
Yasmin Masidi - Thematic Lead for Environmental Justice



# Thank you to our funding partners for their support, commitment, and solidarity!

Our deepest gratitude extends to the dedicated community of grassroots organisations, activists, and allies across Asia and the Pacific and beyond who have shared their wisdom, guidance, and solidarity through advisories, collaborations, and communities of practice. Together, we are shaping a future where equity and justice thrive.

- Equality Fund
- Fenomenal Funds
- Fondation CHANEL
- Foundation for a Just Society
- Global Fund for Women
- Ministry of Foreign Affairs, The Netherlands
- New Venture Fund
- Prospera International Network of Women’s Funds
- Stichting Benevolentia
- Stichting Mama Cash
- Stichting Women Win
- The Commonwealth of Australia, represented by Department of Foreign Affairs and Trade
- The Ford Foundation
- The Swedish International Development Cooperation Agency
- United Nations Foundations, Inc. - Resilience Fund for Women in Global Value Chains

## Annual Report Credits

<b>Co-Leads</b>	Lin Phan	<b>Contributors</b>	WFA Grantmaking Team
	Lin Hnin Aye		WFA Finance & Admin Team
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