



Women's Fund Asia

In ways the water flows

Annual report 2023-24

We are Women's Fund Asia

A regional feminist fund committed to supporting the human rights of all women, girls, trans¹, and intersex people in Asia. We began in 2004 as South Asia Women's Fund 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 women, girls, trans, and intersex people in bringing progressive change from within their communities. WFA covers two entities – Women's Fund Asia and Women's Fund Asia Limited (WFAL). WFAL is a subsidiary of WFA that helps manage risks and ongoing crises in the region.

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WFA's Mission

Our mission is to nurture and lead feminist philanthropy in the region; to effectively mobilise resources to support individuals, groups, and networks by enabling their sustainability; and to strengthen partner capacities, leadership, advocacy, and networks in the field.



WFA's Vision

Our vision is the realisation of the human rights of women, girls, trans, and intersex people in Asia.

¹ "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

We have reinforced our movement-building approach, directing resources deliberately to sustain the transformative journeys shaped and led by feminist movements in Asia. Through financial support for diverse strategies—ranging from institutional strengthening, awareness campaigns, learning and collaborative spaces, to collective actions—feminist activists, groups, and movements are equipped to push back against the structural economic and political inequalities that persist, creating ripples of change that challenge the status quo.

South Asia:

- Bangladesh
- Bhutan
- India
- Maldives
- Nepal
- Pakistan
- Sri Lanka

Southeast Asia:

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

East Asia:

- Mongolia
- Taiwan
- South Korea

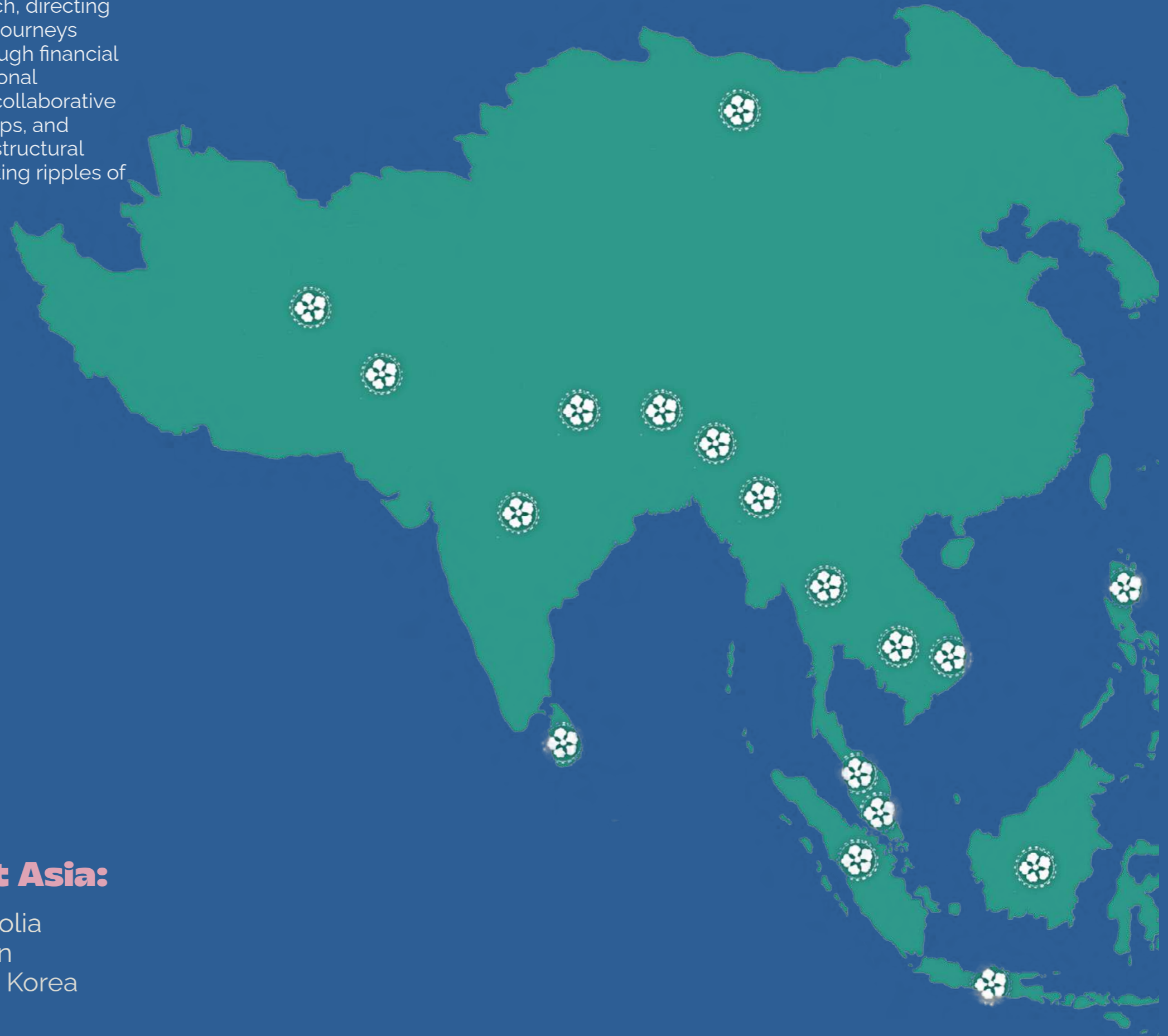


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LIST OF ACRONYMS

AIDS - Acquired Immunodeficiency Syndrome
 ASEAN - Association of Southeast Asian Nations
 AWDF - African Women's Development Fund
 AWID - Association for Women's Rights in Development
 CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women
 CMI - Count Me In!
 COP - Conference of the Parties
 CREA - Creating Resources for Empowerment in Action
 CRPD - Convention on the Rights of Persons with Disabilities
 CSW - UN Commission on the Status of Women
 DEI - Diversity, Equity, and Inclusion
 DFAT - Department of Foreign Affairs and Trade
 FLAC - Funder Learning and Action Community
 FIMI - International Indigenous Women's Forum (AYNI Fund)
 FMS - Fondo de Mujeres del Sur
 FSJO - Feminine Solidarity for Justice Organization
 GBV - Gender-Based Violence
 HIV - Human Immunodeficiency Virus
 HRD - Human Rights Defender
 LBQ+ - Lesbian, Bisexual, Queer+
 LBTIQ - Lesbian, Bisexual, Transgender, Intersex, Queer
 LFS - Leading from the South
 LGBTQIA+ - Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, +
 MEL - Monitoring, Evaluation, and Learning
 MFA - Ministry of Foreign Affairs
 MTR - Mid-term Review
 PFF - Pacific Feminist Fund
 SFM - Strengthening Feminist Movements
 UAF - Urgent Action Fund
 UN - United Nations
 UNFCCC - United Nations Framework Convention on Climate Change
 WFA - Women's Fund Asia
 WFAL - Women's Fund Asia Limited
 WHRD - Women Human Rights Defender
 WGTI - Women, Girls, Trans, and Intersex



MESSAGE FROM EXECUTIVE DIRECTOR AND CHAIR OF BOARD OF WFA

Anisha Chugh and Honey Tan Lay Ean

In a year marked by profound compounding challenges, we remain committed to the feminist movements in the region that are at frontlines of change. Our annual report: *In Ways the Water Flows*, captures the journey of Women's Fund Asia (WFA)—one of constant movement, finding new passages, adapting to changing terrains, and always surging forward toward justice and equality for all women, girls, trans and intersex people and communities.

Similar to that of an estuary, where water from the rivers and streams converge and meets the vast ocean - every grant we disbursed, every partnership we formed, and every critical space we influenced is a move towards a larger, transformative agenda—one that seeks to centre the voices and lived realities of feminist organisations and activists who work tirelessly for the rights of those pushed to the margins in our societies.

The wide open sea is everything. It can be turbulent, rough and a large part of it remains unknown to humans; but it is also home to the most diverse types of life form - growing, adapting and struggling for survival amidst the constantly

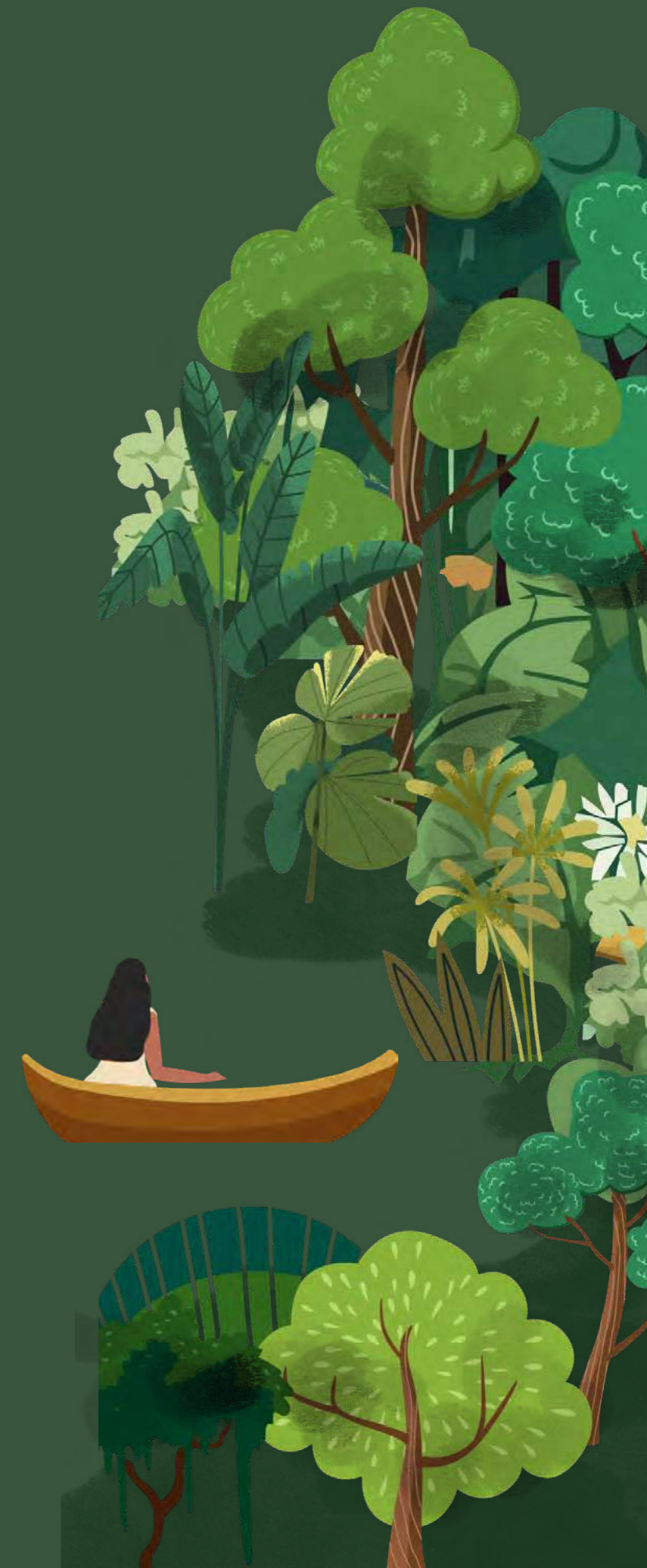
changing conditions of the deep water underneath. With this resemblance, feminist movements, particularly in the Global South, continue to operate within increasingly hostile environments. This underscores the importance of what we do: ***anchoring feminist movements, building solidarity, and fostering resilient ecosystems where feminist organisations and activists not only survive but rise with the changing tides, navigating the most challenging currents.***

During the year, we completed the development of WFA's Emergency and Crisis Solidarity Strategy 2023-25, which serves as our anchor in turbulent times, guiding how we stand with feminist movements during crises. Our feminist analysis of emergencies is the map by which we navigate complex economic, political, and environmental storms—steering critical support to initiatives like the Kaagapay Solidarity Fund for Feminist Resilience. As we continue to channel resources where they are most needed, we also lead efforts to chart new paths for emergency and crisis response, influencing others to join us in solidarity and action.

With a record number of 619 applications, we understand the growing need for resources for feminist movements in the region. This year, we disbursed a total of 4,477,260 USD across 204 grants, providing core and flexible funding that enabled women, girls, trans, and intersex organisations to efficiently address emerging challenges and build sustainable and alternate models of resistance. In a region facing overlapping from economic crisis, political instability to the escalating impacts of climate change - this support is crucial for driving long-term transformation and resilience.

We recognise the importance of collective care and well-being as critical components of feminist resilience. Collective care and well-being are not afterthoughts; they are the currents that propel feminist movements forward. At WFA, we have worked to institutionalise these practices within our organisation, ensuring that care flows like a dependable undercurrent, quietly supporting everything we do.

Furthermore, our increased engagement in global and regional advocacy spaces, reflects the broader significance of WFA's work. Our efforts to reshape global and regional funding policies, particularly through a feminist lens, are about more than securing resources—they are about ensuring that local movements have the power and agency to drive their own change, rooted in the contexts they know best.



As we move forward, our vision remains clear: to ensure that movements across Asia have the resources, support, and solidarity they need to bring about transformative change.

Together with our partners, grantees, and allies, we are actively shaping a future where feminist movements lead the way in building transformative systemic change. By providing accessible resources, fostering collaboration, and strengthening organisational resilience, we are ensuring that feminist movements can confront the complex challenges they face while laying the groundwork for sustainable, transformative progress.

Like rivers carving new pathways, we move forward together shaping a future grounded in feminist solidarity, equality, and justice. As we navigate the waters ahead, we remain dedicated to nurturing the vibrant and diverse ecosystems of feminist activism, ensuring that every ripple, stream, and surge contributes to a tidal wave of change.

In solidarity,
Anisha & Honey

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 feminist movements remains rooted in a shared vision for social justice and gender equality.



Sustaining a Steady Stream:

Strategic Objective 1. Feminist Grantmaking

Anchored in our core mission of resourcing feminist movements in Asia, WFA carries out multi-level and flexible feminist grantmaking that is led by the needs and priorities of women, girls, trans, and intersex persons and focuses on strengthening feminist movements in the region through strengthening and sustaining groups that are working across multiple levels.

We broadened our reach and deepened our relationships with women, girls, trans, and intersex (WGTI) persons and communities. We intensified our grantmaking at local, sub-national, and national levels to strengthen the movement-building work of feminist organisations through the Strengthening Feminist Movements (SFM) programme. We received a record 619 applications from 20 countries in Asia during the 2023-2024 grant call.

Alongside three women's funds from the global South—[African Women's Development Fund \(AWDF\)](#), [Fondo de Mujeres del Sur \(FMS\)](#), and [the International Women's Indigenous Forum \(FIMI-AYNI Fund\)](#)—we continued to carry out multi-level and flexible grantmaking through the [Leading from the South 2 \(LFS 2\)](#) programme. This programme prioritises the needs on the ground and equipped WGTI-led organisations to better face the contextual challenges affecting movements.

Recognising the complex and volatile contexts in which feminist movements operate, WFA completed the development of the Emergency and Crisis Solidarity Strategy 2023-2025.

To maintain momentum in influencing and increasing the visibility of activists and organisations in regional and global convening and advocacy spaces—critical for learning exchanges between feminists and allies—we increased the number of grants by 96% in our Linking & Learning programme.

In 2023, our resource mobilisation efforts focused on diversifying funding sources to bridge a significant funding gap and bring core, flexible, and long-term support to our grantee partners in the region. With a total of 466 eligible grants, our available resources allowed us to support only 173 grants—covering just 37% of the total need. This leaves 293 grants, or 63%, unfunded, underscoring the critical need to expand our resource base to fully support feminist movements across the region.

Our grantmaking strategy is characterised by the feminist principle of inclusivity. 95% of our grants supported groups that are led by representatives of the constituencies that they are working with. These include women (56%), trans people (24%), and young women and girls (13%). Ensuring the diversity and range of focus thematic areas in our grantmaking, we continued support for WGTI-led initiatives working on the following [grantmaking thematic](#)s:

- 1. Strengthening Feminist Voices:** Supporting and strengthening grassroots feminist leadership and movements.
- 2. Access to Justice:** Increasing women, girls, trans and intersex people's access to justice including legal awareness and judicial support.
- 3. Autonomy, Decisions, and Sexual Rights:** Promoting the right to sexuality, decision-making and bodily autonomy of women, girls, trans and intersex people.
- 4. Movement and Labour:** Advocating for economic justice and labour rights, especially for those in vulnerable sectors.
- 5. Environmental Justice:** Elevating feminist leadership and interventions aimed at securing women, girls, trans and intersex people's rights over natural resources across a diversity of constituencies, including women with disabilities, women farmers, garment factory workers, and indigenous and Adivasi women.
- 6. Crisis and Changing Contexts:** Unrestricted, flexible support that enables our partners and their constituencies to respond to and recover from emergencies/crises in accordance to their contexts and needs.

Like water finding its way through treacherous terrain, WFA's mission to resource feminist movements remained steadfast in the face of intensifying and emerging challenges.

Our mission to seed, strengthen, and sustain feminist movements led by women, girls, trans, and intersex individuals in Asia is achieved through our diverse grantmaking programs.

204 grants approved for a total of USD 4,477,260 94% through direct grantmaking

Direct Grantmaking by Programme (Number of Grants Approved)



121 grants
Strengthening Feminist Movements



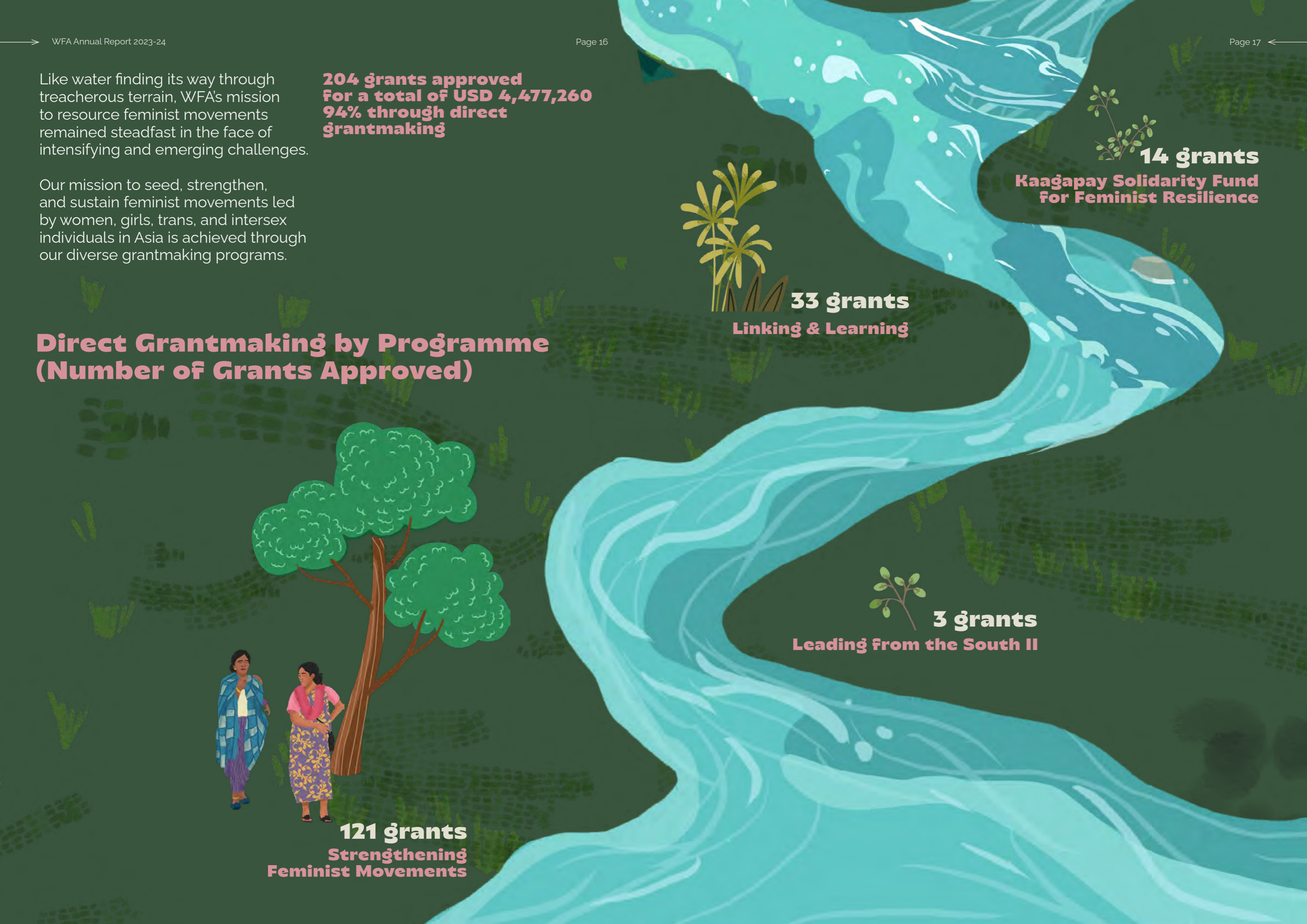
33 grants
Linking & Learning



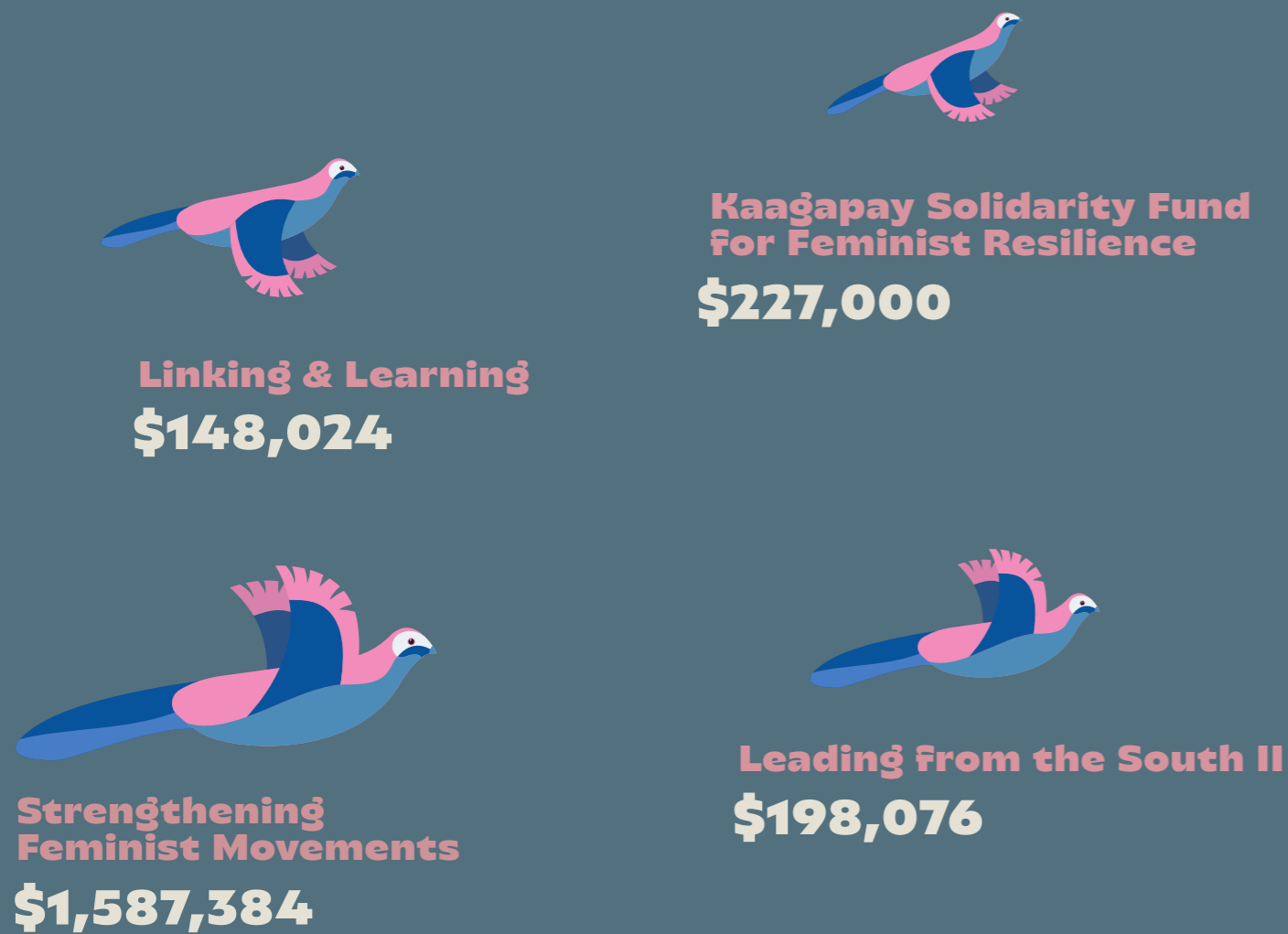
3 grants
Leading from the South II



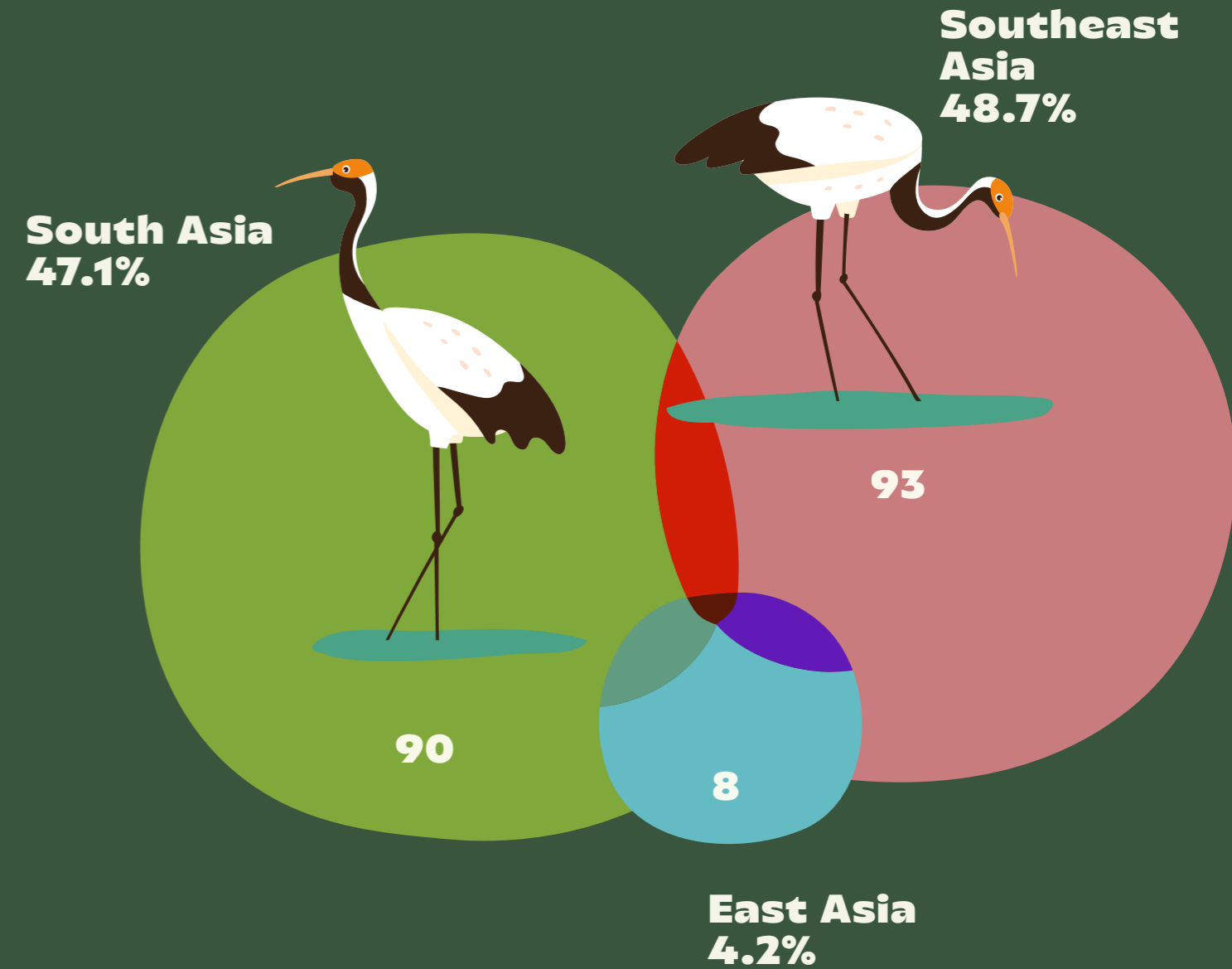
14 grants
Kaagapay Solidarity Fund for Feminist Resilience



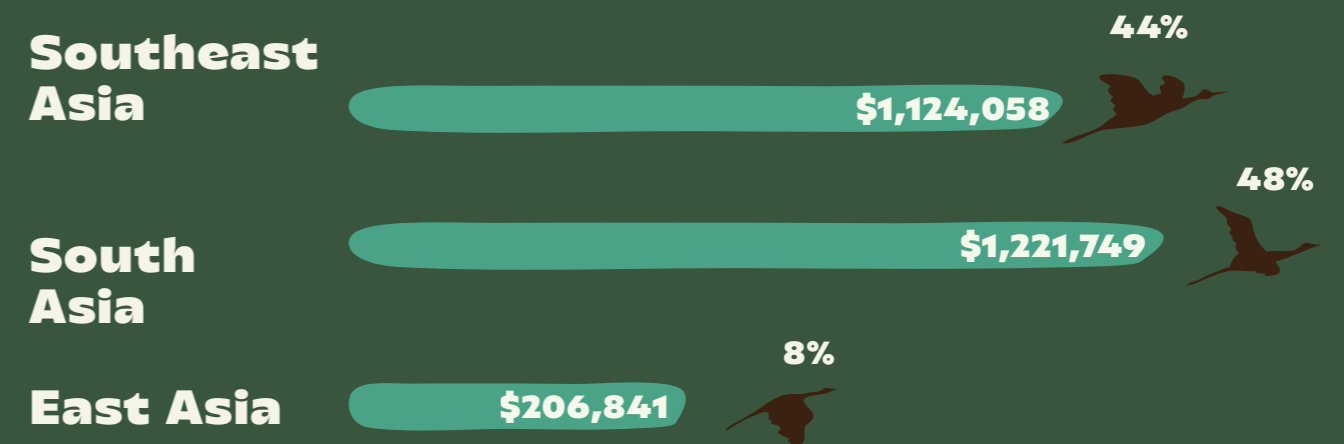
Direct Grantmaking by Programme (Grant Amount in USD)



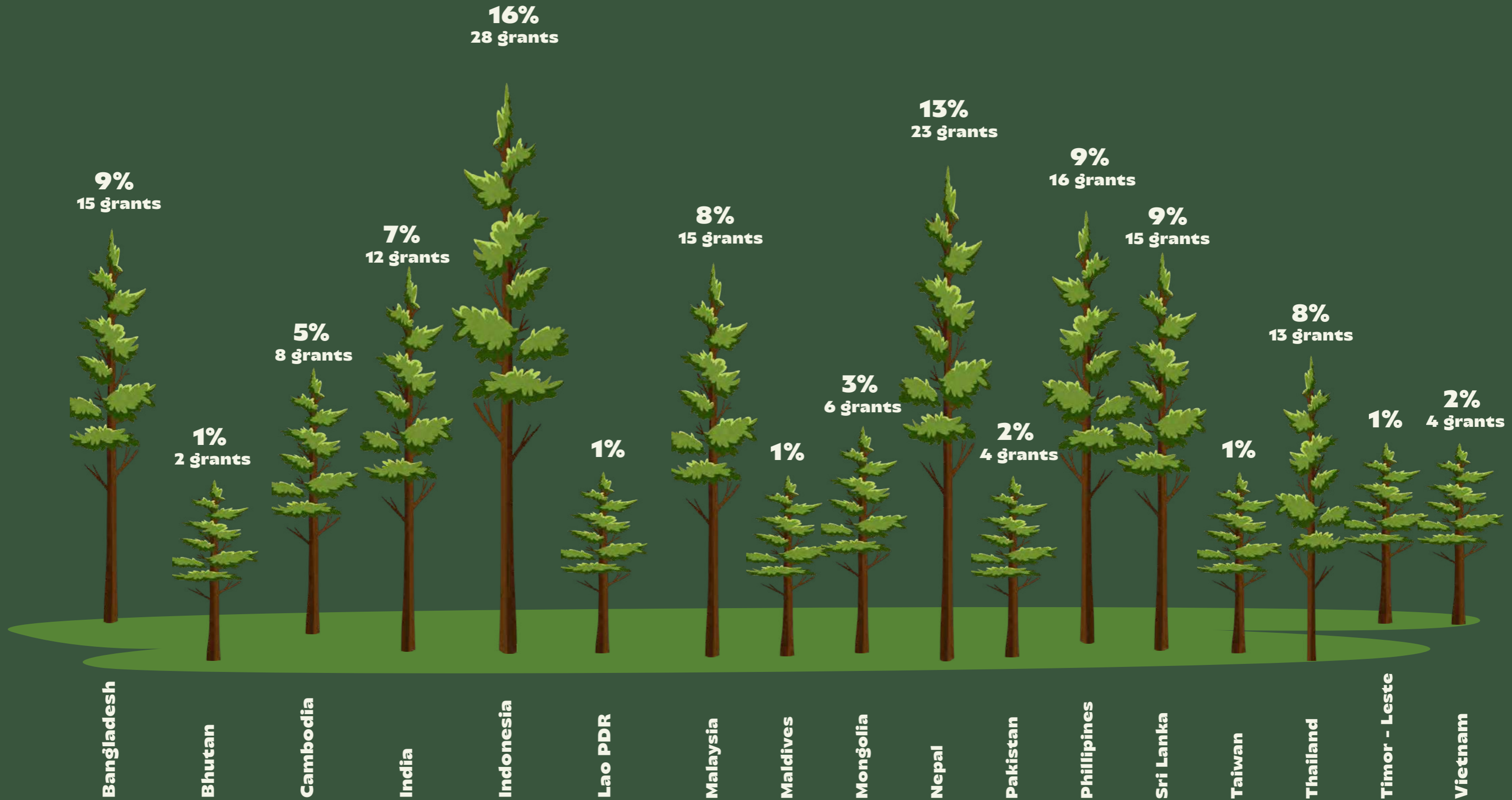
Direct Grantmaking by sub-region (Number of Grants)



Direct Grantmaking by sub-region (Grant Amount in USD)



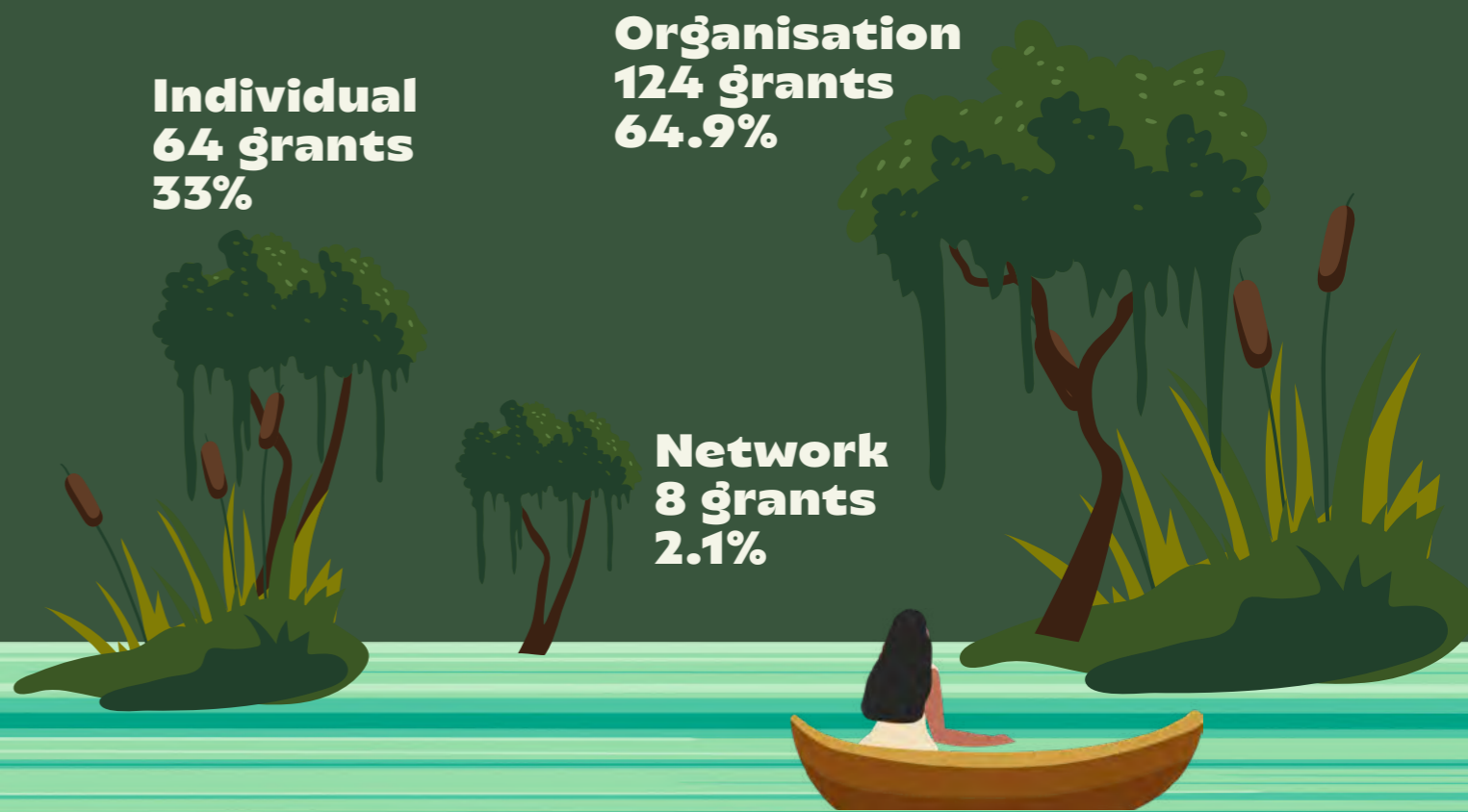
Direct Grantmaking by country



Direct Grantmaking by country (Grant Amount in USD)



Direct Grantmaking by Type of Grants (Number of Grants)



Direct Grantmaking by Type of Grants (Grant Amount in USD)



Seeding & Nurturing:

Strengthening Feminist Movements

The Strengthening Feminist Movements (SFM) programme funds initiatives aligned with our movement-building strategy, focusing on amplifying feminist principles, strengthening leadership, and fostering collaboration to promote decision-making, agency, and voice within feminist movements across the region. The programme supports WGTI rights activists, groups and networks working at the local, subnational and national levels; ensuring a broader and deeper reach for WFA.

Resourcing more local and national organisations through core support was the main thrust of this year's grant cycle, which is why we resourced 121 grants for a total amount of \$1,588,769, reflecting a 55% increase in grantmaking amounts compared to last year, across Southeast Asia (50%), South Asia (47%), and East Asia (3%).

Building from gaps identified and lessons learned from previous years, we made several adjustments in our SFM 2023-24 grant call to ensure more organisations and activists are supported.

- Targeted outreach via social media advertisements and e-newsletters

Call for applications made available in 13 languages² aside from English.



We received 109 applications in all 14 languages offered in our grantmaking call packs this year.

- Increased the annual budget limit of groups from USD 50,000 to USD 100,000 for more eligible applications.⁴
- Increased the minimum grant size to USD 8,000 for individuals, USD 15,000 for organisations with one-year grants, and USD 30,000 for organisations with two-year grants, recognising the rising costs and emerging needs of feminist movements.
- New institutional funding grant application form made available so groups can apply for fully core!

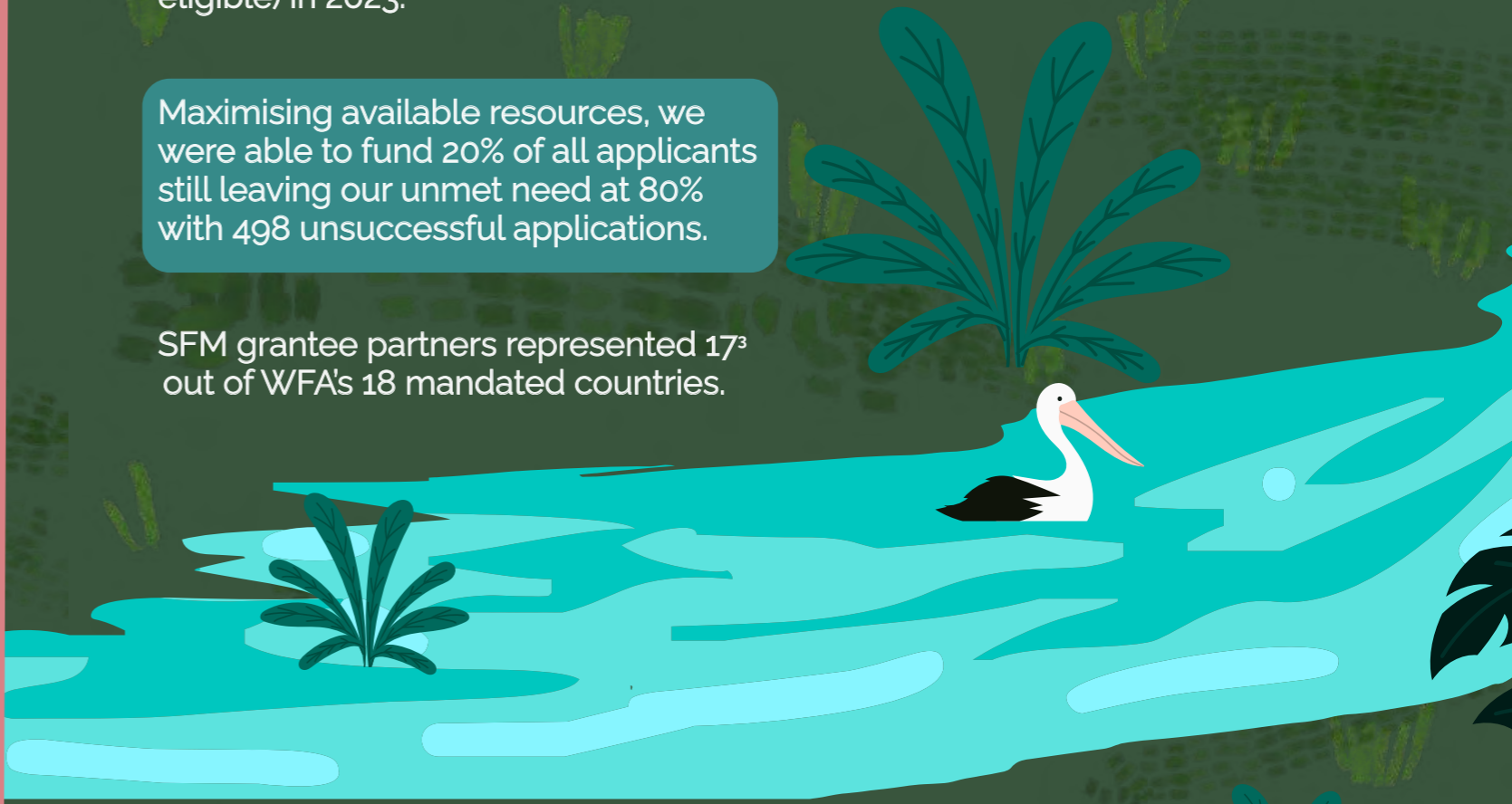
With these at work, the amount of applications we received doubled from 331 in 2022 to 619 (of which 329 were eligible) in 2023.

Maximising available resources, we were able to fund 20% of all applicants still leaving our unmet need at 80% with 498 unsuccessful applications.

SFM grantee partners represented 17³ out of WFA's 18 mandated countries.

Our SFM grants supported the activism of organisations working with women, trans, intersex and LBQ+ people, young women/girls, indigenous women, rural women, sex workers, domestic workers, survivors of GBV, women with disabilities; refugees; Dalit women; women from ethnic and religious minorities; women living with HIV/AIDS; women factory workers, entertainment sector workers and migrants; women agricultural workers and farmers, and women fisherfolk.

² Bahasa Indonesia, Bangla, Burmese, Filipino, Hindi, Khmer, Lao, Mongolian, Nepali, Sinhala, Tamil, Thai and Vietnamese
³ Bangladesh, Bhutan, Cambodia, India, Indonesia, Lao PDR, Malaysia, Maldives, Mongolia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand, Timor Leste, and Vietnam



This year, we renewed 14 grants, and approved 10 grants from past/current partners and 97 from new applicants.

WFA continues to advocate to donors the need for long-term commitments to facilitate more multi-year grants, which remain a critical component of our strategic plan.

Number of SFM Grants by Type of Application

- Individual: 36 grants and programme consultancies (29%)
- 1-Year Org: 72 grants (60%)
- 2-Year Org: 13 grants (11%)

Crisis & Emergency Response

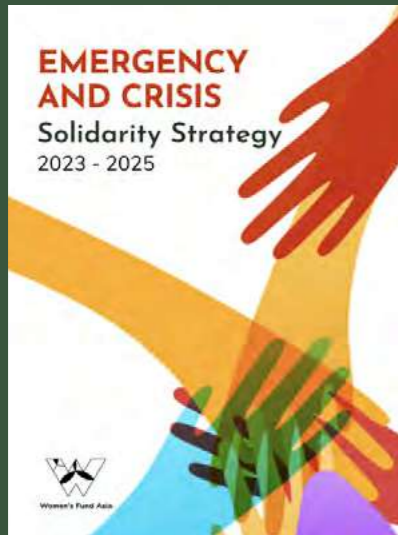
WFA acknowledges the complex and interconnected nature of polycrisis where multiple risks interact to create compounded impacts.

We first introduced the framework of WFA's Emergency and Crisis Solidarity Strategy through a reflective conversation organised during the Women Deliver 2023 Conference in Kigali, Rwanda. Focusing on feminist crisis response, the conversation invited other women's and feminist funds and other actors and allies in the funding ecosystem to explore how funders can meet the current moment in feminist organising during times of polycrisis at the local, regional, and global levels. This conversation with our partners, donors, and allies provided us with critical feedback as we sharpened our institutional strategy on crisis response.



Emergency and Crisis Solidarity Strategy 2023-2025

In the last quarter of 2023, we completed the development of the Emergency and Crisis Solidarity Strategy 2023-2025 designed to explicitly fund contingencies and bolster the resilience of feminist activists and groups dealing with unforeseen challenges inherent in the increasingly difficult landscapes they navigate.



This strategy will be implemented through a multi-pronged, flexible feminist grantmaking approach, which includes providing contingency funds, launching emergency grant calls, and designing funding streams based on emerging crises and changing contexts. Additionally, it will incorporate community-led grants to address longer-term recovery and sustainability, with a focus on context-specific analysis to ensure effective response and adaptation to evolving situations.

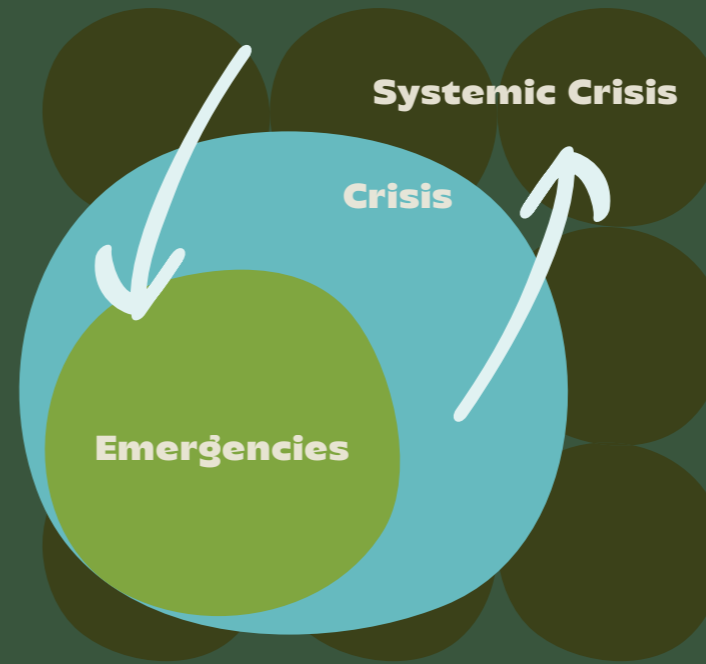
This strategy consolidates our historic and current efforts to stand in solidarity with feminist movements as they face different emergencies and crises.

In fact, WFA has been responding to crises since 2015 and we have supported 165 grants worth USD 1,737,152 as part of our COVID-19 response, economic crisis in Sri Lanka, and the climate crisis caused by the typhoons and floods in Pakistan and the Philippines. While WFA is not a rapid response grantmaker, our core focus is on sustaining and strengthening feminist movements in Asia. We recognise that crises have a profound impact on movement-building, and when they do, we step in to provide critical support.

This newly-consolidated strategy prioritises :

1. multilevel and flexible feminist grant making in response to specific crises that are affecting women, girls, trans and intersex activists and groups at a significant scale. (Emergency Solidarity calls, Changed contexts, Resilient infrastructure);
2. funding, supporting, and participating in network and capacity-building spaces for movement-support groups responding to crises at national, regional, and global levels. (Access to global advocacy spaces, Capacity building, Joint Advocacy and funding initiatives); and;
3. strengthened protocols, strategic partnerships, and feminist risk management plans within WFA's model and systems of delivery.

As a result of institutionalising the Emergency and Crisis Solidarity Strategy, our grantmaking thematic areas have expanded to include Crisis and Changing Contexts.



In response to the increasingly volatile contexts facing women, girls, trans, intersex and other groups in Asia, WFA strengthened its solidarity and support through the Kaagapay Solidarity Fund for Feminist Resilience. This fund has been a part of our journey to expand our grantmaking for the collective resilience of feminist movements, to stand with our grantee partners so that they have the means to mitigate the impact of emergencies on their communities, as well as to recover in order to continue working on changing larger systems.

Our call supported grants in six countries:

- Nepal (7)
- Philippines (4)
- Sri Lanka (3)
- India (2)
- Indonesia (1)
- Pakistan (1)

Kaagapay Solidarity Fund for Feminist Resilience

“Kaagapay”⁴ is a Filipino term which means to stand by one’s side or to go hand in hand in support. It signifies mutual care, respect, support, and trust.

4 This name launched WFA's COVID-19 response fund in 2020, and is being repurposed now for this fund to resource the resilience of feminist movements in times of crisis and emergency.

Notably, the countries where grants were awarded have recently experienced various crises including economic, natural or political instability.



Sustaining and Strengthening:

Leading from the South II

LFS⁵ is a consortium of southern-led feminist women's funds— African Women's Development Funds (AWDF), Fondo de Mujeres del Sur (FMS), the International Women's Indigenous Forum (FIMI-AYNI Fund). As a global South-led consortium, LFS resources and strengthens frontline organisations, networks and movements to advance gender equality. Rooted in communities across Africa, Asia, and Latin America, LFS was created in 2017 with the aim of shifting resources and power to those most affected by injustice including women, girls and gender diverse persons. Its focus includes eliminating violence against women, girls, trans and intersex people and advancing bodily integrity and autonomy; securing full economic rights and justice; and expanding democratic spaces for inclusive governance and equal participation.



LFS Phase 2 Cycle 2 (2021-2025) provided 42⁶ partners from 15⁷ countries under the competitive model, and 3 grantee partners from 3 countries (Mongolia, Nepal and Fiji) under the non competitive resource sharing model. The total amount committed under LFS 2 Cycle 2 is EUR 11,250,000 to 42 grantee partners under the competitive model, and to three women's funds with disbursements spread out over 2022 - 2025.

In WFA's 2023-2024 financial year, WFA disbursed a total of EUR 1,797,279 under LFS Phase 2 Cycle 2 grantmaking cycle under its competitive grantmaking model and EUR 41,500 to women's funds under the non competitive resource sharing model.

The LFS 2 programme's three grantmaking categories ensure that organisations of varying sizes, representing a range of constituencies, and working at different levels across different contexts are supported.

Frontline Defenders (FD) 24 grantee partners

- Focused on mobilisation and leadership building at the community and sub-national levels
- Total amount - EUR 1,146,108.00

⁵ LFS is a feminist global South-led consortium conceptualised and managed by four leading women's funds: *African Women's Development Fund (AWDF)*, *Fondo de Mujeres del Sur (FMS)*, *International Indigenous Women's Forum (FIMI) / AYNi Fund (AYNI)*, and *Women's Fund Asia (WFA)*. The LFS consortium supports activism devised, implemented, and led by women, girls, trans, and intersex rights organisations and networks in the global South.

Amplifying Voices (AV) 16 grantee partners

- Focused on campaigns, knowledge, and capacity-building, research, and evidence-based advocacy at the national and/or sub-regional levels
- Total amount - EUR 3,189,916.00

Promoting Regional Feminist Agendas (PRFA) 2 grantee partners⁸

- Focused on knowledge- and capacity-building, and evidence-based advocacy at the regional, multi-country, and global levels
- Total amount disbursed - EUR 892,200.00

WFA's Mid-term Review (MTR) of the LFS 2 programme highlighted key insights into our feminist grantmaking strategies particularly in how they support community-based and -led organisations.

Drawing from the experiences and realities of our grantee partners, the MTR findings highlighted WGTI activists and organisations as critical agents of change and experts on achieving gender equality and human rights.

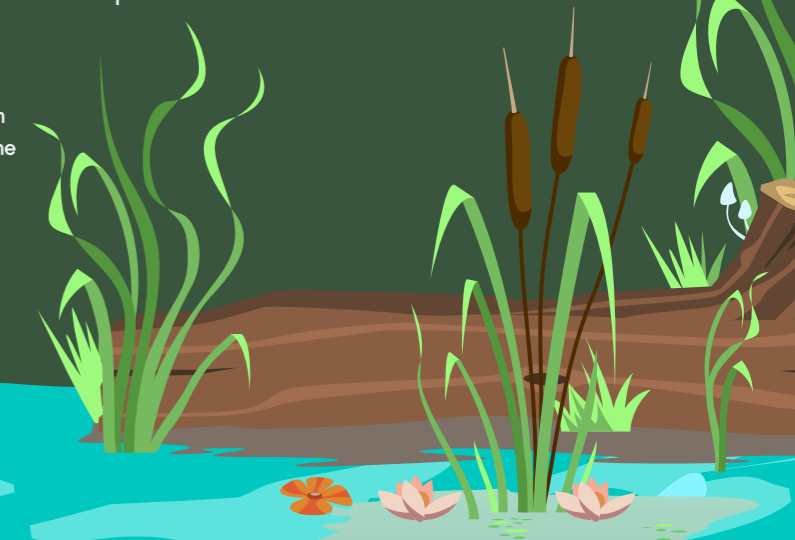
⁶ We reported 40 grants in the 2022-23 WFA Annual Report. Two additional grants were awarded to groups in Pakistan due to additional available funding, and continue to fall under this the LFS Phase 2 Cycle 2 ambit though they were awarded in 2023.

⁷ Bangladesh, Cambodia, India, Indonesia, Lao PDR, Malaysia, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, Timor Leste, and Vietnam

⁸ It should be noted that the 3 non-competitive grants to women's funds in the Asia and Pacific region, are also considered as PRFA grants, bringing the total of PRFA grants to 5

The work of our grantees has: empowered WGTI communities, including marginalised groups to know their rights and demand accountability; brought their constituencies' experiences and needs to the attention of duty-bearers; secured entitlements for their constituencies; and affected changes in law and policy that fulfil WGTI rights.

WFA funding under LFS has enabled groups to strengthen their operations, programmatic skills and strategies, grow their staff, expand their programmes, secure funding from other sources, build alliances within and across movements and deepen relationships with duty bearers. It has also helped strengthen partner advocacy, leading to 33 partner-driven changes in law and policy contributing to gender equity in South, Southeast and East Asia. At the consortium level, the review underscored the collective impact of our partnerships across Asia, Africa, and Latin America. It recommended that the consortium emphasise its strengths in advocating for global South-led initiatives and suggested refining the consortium's Theory of Change to better capture the full scope of its work.



Additionally, it called for a stronger ambassadorial role from donor partners to further promote the LFS model and its successes.

LFS as a programme has been instrumental in ensuring sustained and long-term financial support for activism led by women, girls, trans, and intersex rights organisations in Asia.

In Bangladesh, among rural households that own agricultural land, only 13 percent of women have sole or joint ownership of agricultural land, compared to 70 percent of men⁹ due to discrimination inherent in customary law. Where women own land, they are often uneducated and are increasingly being evicted by unscrupulous land dealers who have access to forged documents. LFS grantee partner [Badabon Sangho](#) has gathered local women land owners from 11 districts to form the Women Land Rights Network.

In addition to protecting the land inherited by 27 women from encroachment or takeover, network members shared their views with the government officials compiling a new bill on Land Crime and Prevention Act 2023. Prior to approval, the Bangladesh government included suggestions made by the Network to improve and protect women's land rights.

The Bill was passed in 2023 as the Land Crime Prevention and Remedy Act and contains provisions on a number of landownership-induced crimes like boundary eviction, expelling from inheritance shares, fake deeds and registration, and so on, resulting in better protection for women landowners.

In the past year, some projects have combined storytelling and art into activism to amplify the voices of intersectionally marginalised communities. [LILAK](#) from the Philippines organised [Stories and Songs of Indigenous Women](#), a two-part skillsharing and cultural activity that aimed mainly to provide a space for indigenous rights defenders to freely explore and express their experiences through music. 15 indigenous women activists participating wrote songs about freedom and justice that will form part of an album that comes out in 2024. [LILAK](#) also organised [‘She Said She Said,’](#) an intergenerational storytelling exhibit led by the Indigenous Women Human Rights Defenders as part of its Women’s Month Celebration in March 2023. The exhibit provided a space for young indigenous women to share their learnings through the mentoring process of the project and also highlighted the indigenous and oral tradition of storytelling among indigenous women and their elders.

As the feminist resourcing architecture continues to face increasing challenges in the changing context, WFA takes learning from our grantmaking experience and feedback from our partners to fill in gaps and adapt.

⁹ <https://blogs.worldbank.org/en/endpovertyinsouthasia/gain-economic-empowerment-bangladeshi-women-need-equal-property-rights>

To continue strengthening the feminist ecosystem in the region, we invited three national women's funds who can bolster their movements and provide more effective support to the emerging needs and interests of local organisations and communities in their countries: MONES in Mongolia, Tewa Nepal, and Women's Fund Fiji (WFF). Through a non-competitive process, we resourced their initiatives towards capacity building, linking and learning, knowledge building, and institutional strengthening.

Mongolian Women's Fund (MONES), is working to develop a capacity-building programme - Rural Women Leadership (RWL) - to strengthen feminist movements led by rural women. Mongolia is a society with strong patriarchal norms, particularly in rural areas. 30% of the total employed population is herders, around 200,000 of which are women. However, there are insufficient representatives of herder women in the Local Council Meetings. Reproductive health care remains a challenge for women with disabilities and women have limited economic empowerment. Hence, in order to strengthen voices of rural women, RWL aims to build capacities of local, remotely located women NGO leaders, and activists.

Tewa is working to strengthen the community safety networks (CSN) focusing on marginalised women (women with disabilities, LBTQI persons, and elderly women among others) in Nepal to address gender-based violence and provide support to these groups at the time of disasters and crisis. When an earthquake struck Jajarkot on 3rd of November 2020, CSN members

were able to stay updated on the information about all CSN members in Jajarkot and safely relocate them to hospitals and open areas. Based on this experience, TEWA Nepal is further strengthening this strategy in 21 districts of Nepal with a special emphasis on the safety and well-being needs of marginalised women, girls and LBTQI persons.

Women's Fund Fiji (WFF)

utilised the resources to strengthen their organisational learning and the capacities of their grantee partners on financial management, monitoring, evaluation, and learning and on gender, climate justice, and social inclusion. In 2023, they organised a training on an online accounting software for their staff and six grantee partners, conducted a series of monitoring and eight grantee partners, organised an annual Reflections Workshop with Grantee Partners centred around the theme "Climate Justice, Gender Solutions,"; and an orientation and networking event and a staff reflection and planning workshop.



Ripples of Change:

Meet Our Grantee Partners

Strengthening Feminist Voices

Aceh Women's for Peace Foundation (AWPF)

In Indonesia, women face persistent challenges related to gender-based violence (GBV) and the lack of representation in decision-making spaces. To address these issues, a grant was provided to Aceh Women for Peace Foundation (AWPF) enabling them to advocate for women's rights, protect women human rights defenders, and sustain their programs. This support allowed the organisation to engage in cross-movement efforts, including policy advocacy for the TPKS Law, which focuses on the protection of women and the rights of sexual violence survivors. Additionally, the organisation played a key role in issuing a joint statement from 11 women's organisations in Aceh advocating for the protection of Rohingya refugees, particularly women and children.

Shirkat Gah

In Pakistan, marginalised groups such as women, girls, trans persons, and people with disabilities face significant barriers to accessing their rights, making collective action essential. Shirkat Gah, a long-standing partner of WFA, has been at the forefront of addressing these challenges. They convened a diverse group from different provinces and districts in Pakistan to draft a National Charter of Demands, advocating for equity and equality for marginalised groups, including women, trans persons, people with disabilities and religious minorities. The Charter addresses critical issues such as local governance, political participation of women and trans people, and the registration of women, trans individuals, and people with disabilities for Computerised National Identity Cards (CNICs), as well as their access to services from the social welfare, health, and education departments.

Building on the National Charter, the "Bol Utho" feminist movement has taken root in various districts, driving advocacy efforts for legal and policy reforms, gender equality, equal leadership, and laws against sexual harassment. Additionally, they have focused on the registration of people with disabilities and trans persons for social security benefits. Following

this, gatherings across eight districts brought together 120 women and 20 trans people, who developed district-specific Charters of Demands. These localised charters have enabled targeted engagement with duty bearers, fostering coordinated action. Through coalitions formed across these constituencies, the strategic goals of both the national and district charters have been actively pursued, promoting solidarity and pushing for more inclusive legal protections.

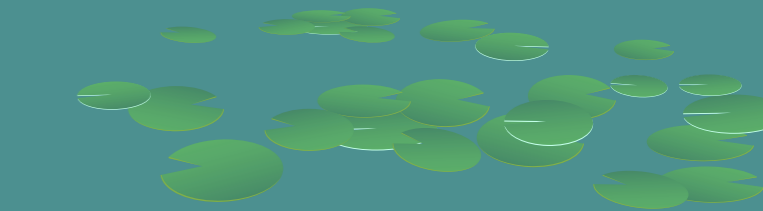
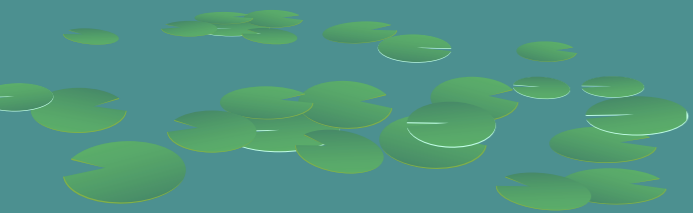
Movement & Labour

Women in Struggle for Empowerment (WISE)

In Pakistan, where 8.5 million domestic workers, the majority of whom are women, often face exploitation and poor working conditions, the advocacy work of LFS 2 grantee partner Women in Struggle for Empowerment (WISE) has played a pivotal role in pushing for systemic change. WISE has supported the efforts of four district-level domestic workers' unions and one state-level union for women domestic workers, focusing on training union leaders on legislation, the importance of minimum wages, and drafting a comprehensive charter of demands. In 2023, these union leaders successfully presented their demands at a state-level stakeholder conference, attended by government officials and the media, which led to street protests demanding

fair wages for domestic workers.

The advocacy efforts culminated in a significant breakthrough when the provincial government of Punjab, after consistent lobbying, took the important step of Domestic Workers Survey 21-22, identifying 916,000 domestic workers in the province. In November 2023, the government issued a historic notification establishing minimum wages for domestic workers for the first time, granting them access to other critical rights, such as healthcare and credit. Additionally, the provincial labour department created a helpline for domestic workers to report abuse and seek assistance, marking a crucial step towards improving the lives and working conditions of this largely invisible workforce.



Sangharsa Mahila Samuha, Nepal

In Nepal, a self-led organisation of female sex workers has made significant strides in advancing both women's rights and sex worker's rights. Operating in a challenging environment where criminalisation leaves sex workers vulnerable to abuse and denied rights, the organisation expanded its outreach and advocacy, reaching beyond its immediate community to engage in critical policy discussions. Through workshops on HIV/AIDS and STD prevention, they ensured sex workers access to vital health information, while capacity-building efforts strengthened both staff and board members, enhancing their institutional sustainability.

Their advocacy extended across multiple levels of government—engaging with local authorities in Bhaktapur, Lalitpur, and Kathmandu as well as national parliamentarians—calling for changes to make policies more inclusive for sex workers. A key focus of their efforts has been to replace the term “women's violence” in Nepal's GISE policy with “sexual violence,” ensuring that the violence and harassment faced by sex workers are fully recognised.

Autonomy, Decisions, and Sexual Rights

Asian Network of A-Spec Queer Activists

In South Asia, asexual individuals within the SOGIE community often

face significant stigma, discrimination, and harmful practices like ‘medical conversion therapy’ and alternative treatments akin to black magic. Issues such as forced marriages, marital rape, and the struggles of aromantic individuals further marginalise asexual people. In response, Asian Network of A-Spec Queer Activists developed a website aimed at amplifying asexual voices and promoting their stories. The project, themed “Protesting A-phobic Conversion Therapy,” has made notable progress, completing interviews and creating short stories and illustrations based on lived experiences. With website development and graphic design well underway, the platform aims to provide a safe, inclusive space for asexual individuals to share their stories, raise awareness about asexual hate crimes, and foster gender representation within the SOGIE community.

Young Pride Club

In Thailand, LGBTQIA+ youth face significant challenges, including limited visibility, financial instability, and a lack of platforms to support their leadership and advocacy efforts. LGBTQIA+ change makers often struggle to participate effectively in gender equality and social movements due to these barriers. In response, a grant was provided to support LGBTQIA+ changemakers, helping them enhance leadership, advocacy, and visibility in their communities. This grant has enabled them to raise awareness

and build connections with other community-based organisations on critical issues such as mental health, inclusive education, and migrant rights. With this financial stability, the organisation was able to maintain its operations, continue content creation, and provide ongoing support to the LGBTQIA+ youth, ensuring their voices are represented and heard.

Environmental Justice

LILAK (Purple Action for Indigenous Women's Rights)

In the Philippines, where indigenous women face multiple marginalisations including expropriation from indigenous land and diminishing livelihood options, major threats to their food sources have developed due to extreme weather changes. Despite such challenges, there is little to no government aid reaching indigenous communities. As a result, indigenous communities continue to face cycles of hunger and illness. Access to basic social services, including healthcare, remain limited for indigenous communities located in geographically isolated and disadvantaged areas. LILAK, a self-led group of indigenous women is working to organise indigenous women around the critical issues of food sovereignty and climate justice. Through community and learning discussions, along with skills-sharing and focus group discussions the capacity of indigenous women to organise, navigate the justice system, and access government services is being built.

Solidaritas Perempuan Mataram (Mataram Women Solidarity)

In Indonesia, where a large dam project has displaced indigenous communities and increased their vulnerability to landslides and other disasters, a severe problem of water pollution has occurred due to river water around the dam's construction area becoming polluted with excavated soil, creating an environmental risk for people who live in the surrounding areas. In this challenging context, WFA grantee partner Solidaritas Perempuan Mataram has created vital spaces for women from 5 villages most affected by water pollution to put their problems to policy makers such as village, district and provincial governments through a mechanism of regular public hearings. The partner also compiled Fact Sheets, which detail the larger impact of the dam construction and operation. This Fact Sheet was then put before representatives from the Health Office, the Environmental Service, the River Basin Agency and the construction company. The Fact Sheet was featured in mainstream and social media, bringing attention to these crucial environmental issues.



Access to Justice

Yayasan LBH APIK Jakarta

In Indonesia, survivors of sexual and gender-based violence (SGBV) often face significant barriers in accessing legal support and resources, particularly within marginalised communities. To address this, Yayasan LBH APIK Jakarta brought together activists from diverse groups, including LGBTIQ individuals, women, and SGBV advocates, to train them as community-level paralegals. These training equipped activists with critical thinking and strategic planning skills to identify local resources for SGBV survivors and develop appropriate legal responses based on each case's specific needs. In 2023, these paralegals provided crucial legal assistance to 342 SGBV survivors, significantly improving access to justice and support within their communities.

AlFeLa

In Timor Leste, sexual and gender-based violence (SGBV) remains a pressing issue, with limited resources for effective case referrals and legal support for survivors. AlFeLa, a grantee partner focused on building its organisational capacity through training 31 legal staff on case referrals, aligning their work with domestic violence laws. This grant allowed them to significantly improve their ability to register and report SGBV cases at the community level. Additionally, AlFeLa expanded its reach by placing trained paralegals in every municipal ward, strengthening community-level responses to SGBV and increasing access to justice and support for survivors.

Steering the Current:

Strategic Objective II. Resource Justice Advocacy

Grassroots groups, organisations, and movements remain critically underfunded, with a consistent decline in resources magnifying the need to support gender equality, democracy, and human rights. Amid intersecting climate, political, and economic crises, WFA recognises the urgency to adapt and innovate—focusing not only on responding to emerging challenges but on proactively resourcing those driving transformative change across the region.

Through our Strategic Objective II, WFA is committed to increasing and improving resource flows to movements led by women, girls, trans, and intersex persons in Asia, while shaping a resilient feminist funding architecture. In response to the shrinking of political and civic spaces, we've strengthened our approaches in resource justice advocacy, strategic partnerships, resource mobilisation, and communications to mobilise resources for frontline organisations across the region.



Resource Justice Advocacy

WFA acknowledges that resources are political. Our advocacy for resource justice seeks to disrupt and dismantle the inherent unequal power relations that exist in the claiming, distribution and sharing of resources by shifting the resources and power to those who have been structurally and systematically excluded because of oppressive patriarchal norms and colonial histories. Centering feminist principles of transparency and accountability, WFA seeks to question and challenge funding policies, frameworks and practices to make them more inclusive, accessible, flexible and just. Resource Justice calls for bigger, better and more resources towards gender equality and non-discrimination for all.

Resource justice advocacy is foundational to our work. WFA is at the forefront of discussions that seek to redefine how resources are directed for frontline movements in the region. Our participation in key global forums provide crucial platforms to advocate for funding frameworks that are informed by the lived realities of those on the frontlines of change in Asia..

Our message is clear: feminist funding must go beyond token gestures and be rooted in and informed by the needs of marginalised communities of women, girls, trans and intersex persons in Asia

Through our collaborative efforts with the Leading from the South Consortium and other women's rights organisation, women's funds, feminist funds¹⁰ and environmental funds, we have contributed to defining the approach to 'localisation' and formulating a set of recommendations for the Dutch Ministry of Foreign Affairs' next funding framework. This feminist approach to localisation is about more than just redirecting resources; it is about ensuring that local movements, deeply connected to their unique contexts, are the ones driving change.

June 2023 AVPN Global Conference

WFA joined the global conference (June 2023) and the South Asia Summit (December 2023) organised by the Asia Venture Philanthropy Network (AVPN) to expand its strategic outreach, network and visibility at the regional level. WFA along with LGT Venture Philanthropy and The Bridgespan Group co-hosted a session on: Building inclusive futures: Integrating DEI in grantmaking and programmes.

“How are marginalised groups able to access resources that, at this moment, are absolutely critical for survival?”
– Sanjana Gaiind

¹⁰ AWESOME, Count Me In!, FemPower, GAGGA, Leading From the South, Our Voices Our Future, Power Up!, Women Gaining Ground, YW4A.



July 2023 Women Deliver

WFA joined the panel discussion on 'Funding the Power of Feminist Movements' organised by Prospera INWF.

“Women’s funds are not intermediaries, but are the resourcing arm of feminist movements with a clear agenda of claiming resources - money - for feminist movements.”
– Anisha Chugh

At a session on 'Sustaining Feminist Movement: Transforming Power and Resource, we amplified the role of women's and feminist funds in the funding ecosystem.

“The future of feminist funding is feminist funds. Women’s funds and feminist funds have been there in the past, are here in the present and are the future. However, we don’t have the resources - money - we need to do the work we do. Find us and commit to us.”



WFA was also invited to speak on the 'Transformative Philanthropy through Innovative Collaborations' panel, where we shared key insights and learnings from collaborative funds that bring together corporates, corporate foundations, women's rights organisations, and women's funds. This platform allowed us to highlight the impactful outcomes and strategic value of cross-sector partnerships in advancing gender justice.



November 2023 Shaping Feminist Foreign Policy Conference 2023

Reaffirming that funding and policies can only be truly feminist if it is informed by the lived realities of communities and frontline activists and organisations, WFA joined the discussion in unpacking the 'feminist' in 'feminist foreign policy' led by the LFS Consortium.

March 2024
UN Commission on the Status of Women (CSW) 68

Invest in Movements and Start with Trust; a blog on the [Feminist Financing Practices: Funding Movements to Make Change](#); a CSW68 parallel event co-organised by the [Alliance for Feminist Movements](#), [Count Me In!](#), and [Leading from the South](#) and co-sponsored by the Dutch Ministry of Foreign Affairs at the #CSW68 in New York in March 2024.

“The question is, if we don’t invest in feminist movements, what are we risking?”

–Anisha Chugh

Additionally, WFA hosted a panel titled [“Feminist Economic Justice during Crises: Perspectives from Asia,”](#) featuring activists from Cambodia, India, Malaysia, Philippines, and Sri Lanka. The discussion focused on resisting economic models that undermine women’s rights, neglect social protection, and disproportionately burden women, girls, trans, and intersex persons during crises.



“We want to use these global spaces like CSW to strategise, to change power imbalances, to challenge state and non-state actors. We must recognise the non-state category which has a multitude of interests and power — how do we strategize to see how within the neoliberal frameworks, the rights and resources are being taken away from women...”

Our strategic engagements over the past year have not only increased WFA’s visibility but have also positioned us as a critical player in shaping the global funding ecosystem. By assuming leadership roles in various international alliances and networks, WFA has ensured that feminist movements in Asia are not just passive recipients of aid, but active participants in the design and implementation of resource strategies.





Strategic Partnerships

Collaborations and partnerships remain a cornerstone of WFA's strategy. Throughout 2023-2024, we have deepened our partnerships with feminist funds and organisations across Asia and beyond. Our continued collaboration with the [LFS Consortium](#) has been particularly significant, with the opportunity for us as a consortium to shape the Feminist Foreign Policy and the funding framework of the Dutch Government.

The Amplify-Invest-Reach Partnership¹¹ is a critical partnership in the region that enables us to resource movement-building led by marginalised groups of women, girls, trans and intersex persons. The four Women's Funds in this partnership were consulted in the development of both the Australian international development policy released in 2023, and the forthcoming gender equality policy.

In 2023, DFAT Australia introduced a dedicated fund to advance LGBTQIA+ rights across the Asia and Pacific regions. After consultations with key movement actors, DFAT Australia selected the Pacific Feminist Fund (PFF), UAF Asia and the Pacific, and WFA to help manage this

funding and support movement actors at regional, national, and grassroots levels. This fund has been instrumental in enhancing WFA's SFM grantmaking program by addressing previously unmet needs and enabling resources to reach some of the region's most marginalised communities. These partnerships are not just about funding, they are about building a network of solidarity and collective power that can drive long-term change.

WFA's active involvement in the [Prospera International Network of Women's Funds \(INWF\)](#) has also been vital. As the Co-Coordinator of the Asia and Pacific Regional Chapter, member of the Advocacy Working Group and member of the Steering Committee for the Prospera Biennial (scheduled for October 2024), WFA has been able to contribute its perspective from the region in the co-creation of a collective space for solidarity building, learning advocacy and action.

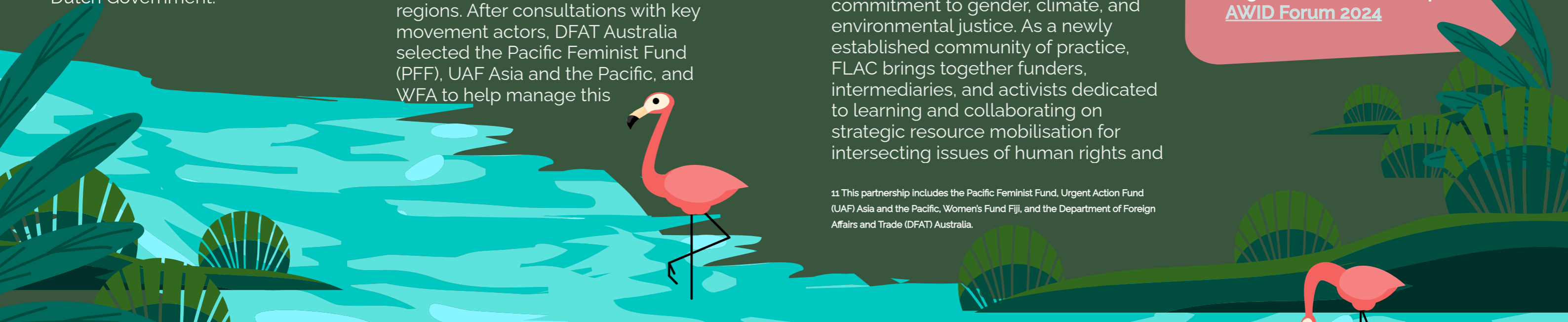
This year, we also joined the [Funder Learning and Action Community \(FLAC\)](#) which represents a pivotal step for WFA as we strengthen our commitment to gender, climate, and environmental justice. As a newly established community of practice, FLAC brings together funders, intermediaries, and activists dedicated to learning and collaborating on strategic resource mobilisation for intersecting issues of human rights and

Our engagement with these strategic partnerships and other networks and alliances enables us to advance our resource justice advocacy and build and strengthen collective power in the wider funding ecosystem to direct and drive increased and improved resources towards equality, justice and non-discrimination.

As a member of the following global networks and alliances, WFA contributes to shaping of Resource Justice Advocacy agendas that seek to increase the political and financial commitment in resourcing feminist movements globally:

- [Advisory Board member of the Resilience Fund for Women in Global Value Chains](#)
- [Steering Committee of Human Rights Funders Network](#)
- [Steering Committee of Fenomenal Funds](#)
- [Steering Committee of Feminist Alchemy: A Learning and Advocacy Partnership](#)
- [Co-chair of the Steering Group of the Alliance for Feminist Movements](#)
- [Regional Reference Group for AWID Forum 2024](#)

¹¹ This partnership includes the Pacific Feminist Fund, Urgent Action Fund (UAF) Asia and the Pacific, Women's Fund Fiji, and the Department of Foreign Affairs and Trade (DFAT) Australia.



Making Waves: Linking & Learning

Under its Strategic Objective III, WFA bolsters feminist movements through its strengthened commitment to convenings, consortiums, and alliances as spaces for programme partners, experts, and other actors. It is through collective reflection and knowledge sharing that we deepen our understanding of each other's work and the contexts in which we operate, as we move to advance the feminist agenda in broader convening spaces.

Intentionally opening up spaces dedicated to collaboration and learning exchanges is critical to the movement-building approach of WFA, ensuring that the voices of women, girls, trans, and intersex persons and communities are centred in these conversations.

Linking & Learning Grants

Reiterating our intersectional approach to grantmaking, WFA also continues to support individual activists and feminist groups in their engagements in regional and global advocacies, movement-building, and knowledge-sharing spaces through the Linking & Learning grantmaking programme.

Strategic engagement and active participation of global South feminist activists and groups in regional and global policy-making, agenda-setting, and convening spaces is critical to advancing feminist movements,

ensuring that the voices of women, girls, trans, and intersex persons and communities are centred in these conversations.

Provided 33 travel and convening grants for a total of USD 148,024
53% of total applications

WFA provided travel and convening grants to grantee partners to attend the 2023 ASEAN Civil Society Conference. This provided opportunities for connection, collaboration, and solidarity between women human rights defenders working on similar issues and across movements within the ASEAN region.

Furthermore, our grantee partners have been able to convene with other advocates, agencies, and stakeholders in events and conventions including: CSW68; Women Deliver 2023; International Conference on Disability, Equity, and Justice; 29th Session of Committee of CRPD (Convention on the Rights of People with Disabilities); UN Climate Change Conference of Parties (COP 28); 88th CEDAW Session; 12th Asia Pro Bono Conference; 13th International Meeting of the World March of Women; CREA's Global Sexuality, Gender, and Rights Institute; Interpride Global; 2nd Asia Clinical Legal Education; ASEAN People's Forum 2023; Funding Futures Festival 2024; Abortion and Reproductive Justice Conference 2024; Universal Periodic Review; 1st Congress on Women and Girls with Disabilities; and the Global Grassroots Women Caregivers Summit.

Convening Grant:

1st Asia-Pacific Congress on Women and Girls with Disabilities:

This historic convening, held in Bangkok, Thailand from December 8-10, 2024, organised by the Network of Women with Disabilities, brought together almost 100 disability rights activists from Asia and the Pacific and focused on civil and political rights of women and girls with disabilities. It led to the revitalisation of the network of women and girls with disabilities in the region, working towards change at the regional level and supporting national-level advocates.



L&L grants by sub-region

61%

Southeast Asia: 20 grants



33%

South Asia: 11 grants



6%

East Asia: 2 grants

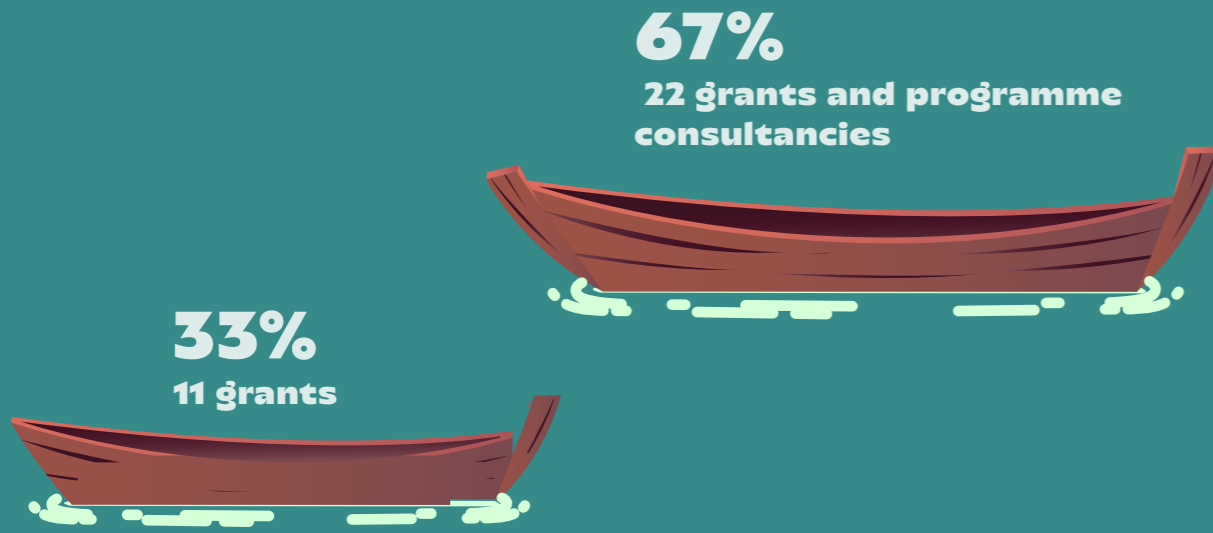


Travel Grant:

The participation of rural and indigenous women from the Philippines in the 86th CEDAW session, held in Geneva, Switzerland on October 9-27, 2023, aimed to spotlight the critical issues these communities face, particularly in environments where they often encounter harassment, intimidation, or violence for speaking out. Their involvement strengthened ongoing efforts to ensure the full and substantive implementation of CEDAW, reflecting their resilience in navigating these threats to advocate for their rights.



Number of L&L Grants by Type of Application



Collaborative Learning Spaces

Fostering and building cross-regional and cross-thematic dialogue, WFA brought together 40 partners from 11 countries, representing diverse constituencies marginalised by factors of gender, sexuality, caste, and indigeneity. Designed as an Inception Meeting for LFS 2 Cycle 2 grantee partners, the virtual convening space supported deepening of relationships between WFA and grantee partners by exchanging ideas, key insights, and learnings on movement-building work in Asia across different thematic areas. This has also allowed grantee partners to engage in WFA's approaches to MEL, communications, and reporting.

At WFA, capacity-strengthening workshops on financial resilience and management have been critical in providing institutional strengthening support to grantee partners.

Enabling financial resilience and management capacities of our grantee partners was a key outcome of our Linking & Learning work this year. Ensuring that grantee partners equipped with tools and best practices to manage resources effectively and meet both internal and external requirements became crucial in promoting the sustainability of feminist organisations in Asia navigating extremely dynamic contexts. Delivered in local languages to foster optimal learning exchange and relationship-building, WFA conducted capacity-strengthening workshops for grantee partners in Sri Lanka (July 2023), Philippines (October 2023), and Indonesia (February 2024), Philippines (October 2023), and Indonesia (February 2024).

Our third core strategy seeks to disrupt entrenched power dynamics by amplifying the voices and leadership of movements from the region in critical advocacy and policy-making spaces.

November to December 2023 16 Days of Activism Campaign

WFA collaborated with the LFS Consortium to highlight feminist voices of LFS grantee partners in this digital advocacy campaign.

December 2023 28th Conference of the Parties to the UNFCCC (COP 28)

WFA attended the first week of COP 28 in Dubai, UAE with four grantee partners supported through the Linking & Learning programme. Grantee partners led and participated in critical side events, engaging with country negotiators, funders and government representatives.



Building Safe Harbors: Collective Care, Well-being, and Digital Security

“Being together is the way in which we take care of each other because nobody is doing it outside. We must defend life, take care of ourselves. It is exhausting and there is no time to pause.”

- Participant, Resilience, Resistance, and Care Convening¹², Sri Lanka, October 2023

Our journey as feminists working under the most challenging environment pushes us to co-create a shared global South feminist understanding of collective care, wellbeing, and healing practices contributing to institutional resilience within challenging contexts. By bridging the personal and the political, grassroots activists explore needs and possibilities to embed a care framework within their groups, organizations, and networks.

Fighting against deeply entrenched patriarchal norms and unequal structures pose constant threats to the bodies and mental health of activists, affecting their well-being at multiple levels. After the COVID-19 pandemic, it has only become more apparent that collective care, in equal importance with security, is a fundamental component of feminist organising and a powerful form of resistance.

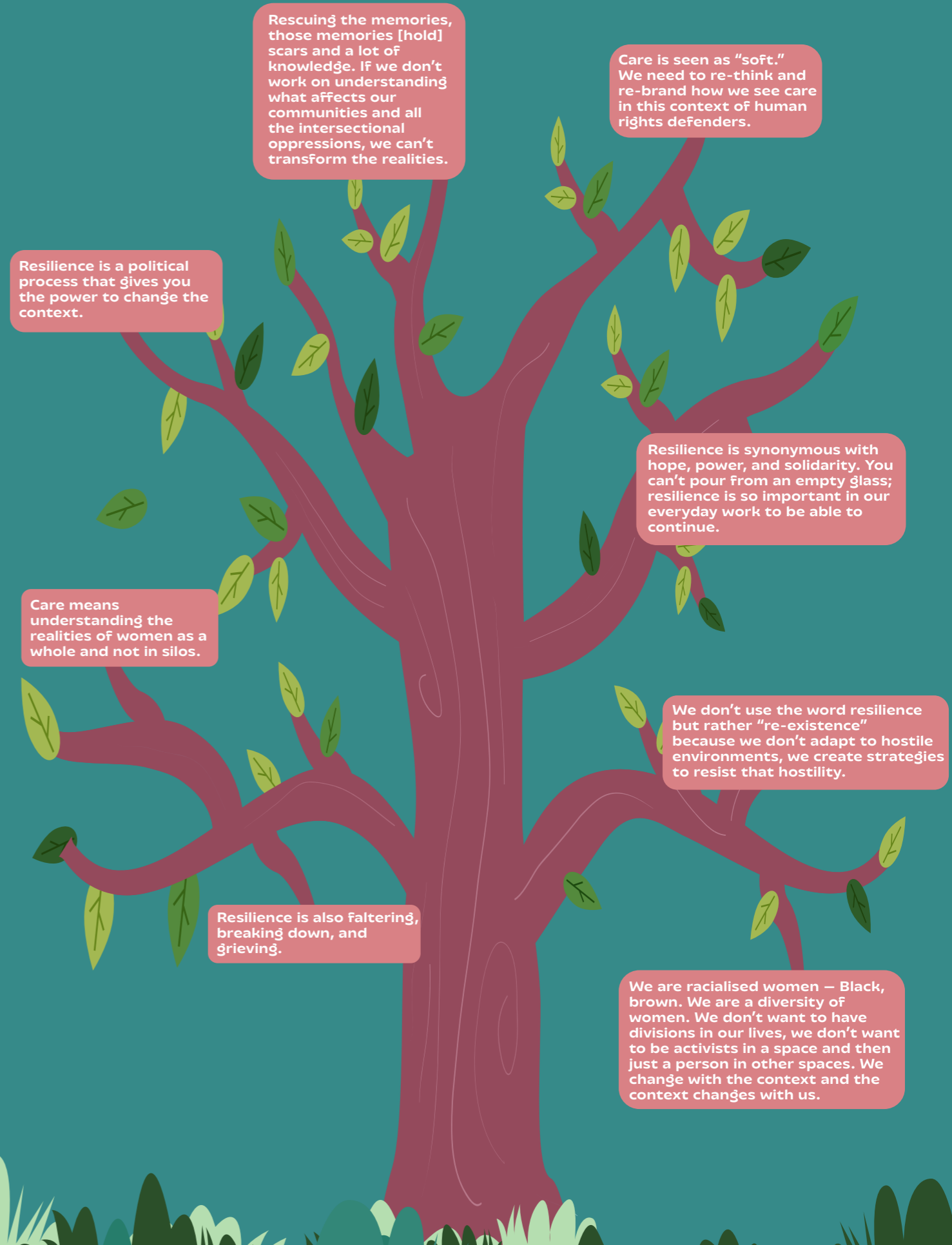
Collective Care and Well-being

Grappling with the compounded impacts of inequalities and injustices experienced by women, girls, trans, and intersex individuals and communities, feminist organisations and activists continue to define strategies in which we can push towards more caring forms of activism.

This year, in collaboration with the LFS Consortium, WFA co-organised a cross-thematic convening called Resistance, Resilience, and Care: Supporting resilient movements within challenging contexts in the global South where activists came together to reflect on feminist resilience, share strategies of resistance and collectively explore self-care, collective care, well-being and healing in feminist movements, in the challenging contexts of present times. The space convened more than 50 global South women, young women, trans, and non-binary feminists from 26 countries (across Asia, Pacific, Africa, Latin America and MENA) to reflect on activism at the frontlines of environmental and social justice movements and its impact on their lives and wellbeing.

Our conversations have led to powerful reflections from diverse perspectives from the global South which enriched and deepened our understanding of collective care and resistance:

¹² Organised with the Leading from the South Consortium, this convening brought together feminist activists from 26 countries in the global South.



Rescuing the memories, those memories [hold] scars and a lot of knowledge. If we don't work on understanding what affects our communities and all the intersectional oppressions, we can't transform the realities.

Care is seen as "soft." We need to re-think and re-brand how we see care in this context of human rights defenders.

Resilience is a political process that gives you the power to change the context.

Resilience is synonymous with hope, power, and solidarity. You can't pour from an empty glass; resilience is so important in our everyday work to be able to continue.

Care means understanding the realities of women as a whole and not in silos.

We don't use the word resilience but rather "re-existence" because we don't adapt to hostile environments, we create strategies to resist that hostility.

Resilience is also faltering, breaking down, and grieving.

We are racialised women – Black, brown. We are a diversity of women. We don't want to have divisions in our lives, we don't want to be activists in a space and then just a person in other spaces. We change with the context and the context changes with us.

The convening was a critical space for women's rights defenders to exchange learning and build cross-border solidarity—mapping resistance and resilience strategies and building a feminist understanding of collective care.

WFA is committed to our continued journey in developing a deeper understanding of collective care and well-being not just as a political issue but more importantly, a feminist strategy that we can practice internally as an organisation as well as with the grantee partners.

Digital Security

Digital spaces offer powerful avenues for awareness, advocacy, and movement-building but can also pose risks and threats for feminist activism and organising. In October 2023, WFA held the first Holistic Security Strategies - Digital Security Practices workshop, engaging 32 grantee partners from 12 countries across Asia. This workshop aimed to enhance digital security awareness, foster dialogue on current issues, and equip partners with tools for safer digital engagement, co-designed with feminist activists and regional digital security experts. At the capacity-strengthening workshop, we gathered recommendations on digital security from our grantee partners:

- Build a community to foster learning and exchange among feminist activists on technology and digital security;

- Fund digital security learning and practices for feminist activists and organisations;
- Strengthen linkages and connections with experts for activists and organisations.

“We have learned that digital security should be able to support us and not block us from doing our work” - Partner from Indonesia

In the many conversations that we held this year on collective care, well-being, and digital security as strategies for resilience, we have heard diverse voices from feminist activists and organisations in the region that enriched our understanding of these key areas and strategies.

Deepening the Well

Strategic Objective IV: Institutional Strengthening

To ensure that we are constantly looking inward to evaluate our capacities to support the feminist movements in the region, our fourth Strategic Objective focuses on internal growth and innovation. Through key strategic actions, we have enhanced our ability to foster feminist leadership, ensure financial sustainability, and effectively respond to crises, all while improving our internal governance and operational systems. These efforts have not only reinforced WFA as an organisation but also deepened our impact on the feminist movements we collaborate with across the region.

Governance and Compliance

WFA has achieved notable progress in governance, ensuring that our operations and compliance processes are aligned with international best practices. In line with the terms of the constitution of WFA, Shaheen Anam completed her term as Chairperson and Lay Ean (Honey) Tan was duly elected as the Chair of WFA in September 2023. During the financial year three Board meetings were held to review operations, risk management and adopt recommendations by Board sub committees on Programmes and Finance, ensuring that our governance structures remain responsive and

effective. A Working Group on Investments was also established to explore opportunities while assessing the risks associated in investing funds with the aim of strengthening WFA's long-term financial sustainability. These governance improvements have strengthened WFA's ability to manage its resources effectively and continue supporting feminist movements for the long term.

The WFA audited financial statements are available for viewing.

Fund Utilisation





Board Members

WFA Board

- Shaheen Anam - Chairperson (until 26th September 2023)
- Lay Ean Tan (Honey) - Chairperson (from 27th September 2023)
- Dilani Champika Alagaratnam Goonatileke - Member
- Kunthea Chan - Member
- Kath Khangpiboon - Member
- Kristi Huynh - Member
- Mary Jane Real - Member
- Priya Paul - Member
- Radhika Coomaraswamy - Member
- Rachini Dhanika Rajapaksa - External Advisors to the Sub Committee on Finance
- Joyce Vasudevan - External Advisors to the Sub Committee on Finance



WFAL Board Members

- Ruby Amelia Johnson - Member
- Lisa Ellen Pusey - Member
- Lay Ean Tan (Honey) - Member
- Dilani Champika Alagaratnam Goonatileke - Member

WFA Team

- Abhilasha Ojha - Operations Assistant
- Anisha Chugh - Executive Director
- Asha Gunawardena - Senior Finance Officer
- Chaitali Bhatia - Lead, Donor Management
- Dharini Seneviratne - Finance and Admin Assistant
- Ditilekha Sharma - Thematic Lead for Strengthening Feminist Voices
- Dixita Silwal - Manager, People and Culture



- Heloise de Lima - Manager, Administration & Events
- Inna Hudaya - Thematic Lead for Autonomy, Decision and Sexual Rights
- Joie Cortina - Thematic Lead for Advocacy and Strategic Partnerships
- Gnanamany Jeyanthi - Office Assistant
- Kashya Nouman - Grants Strategy Associate
- Kishani Cader - Director, Finance, Compliance & Operations
- Krisha Abeyasekera - Grants Administrator
- Linh Phan - Communications Associate
- Logna Bezbaruah - Thematic Lead for Crisis and Changing Contexts
- Maria Melinda (Malyn) Ando - Director, Grants Strategy
- Miruna Sylvester - Finance Manager
- Mifaza Dain - Senior Finance Office
- Monika Bisht - Sr. Finance Officer
- Nisa Rawi - Grants Strategy Associate
- Nivedita Jayaram - Thematic Lead for Movement and Labour
- Pats Oliva - Lead, Strategic Communications
- Pinki Singh - Administrative Assistant
- Preet Shah - Programme Associate, Monitoring, Evaluation, and Learning
- Ruby Española - Grants Administrator
- Ruchika Kumar - Executive Assistant
- Sanjana Gaiind - Director, Advocacy and Strategic Partnerships
- Sehar Iqbal - Lead, Monitoring, Evaluation, and Learning
- Shuchi Tripathi - Senior Manager, Grants Strategy (South Asia)
- Tooba Syed - Thematic Lead for Access to Justice
- 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 donors for their support, commitment, and solidarity!

- Comic Relief
- 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
- Stitching Women Win
- The Commonwealth of Australia represented by Department of Foreign Affairs and Trade
- The Ford Foundation
- United Nations Foundation, Inc.- Resilience Fund for Women in Global Value Chains

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