

Dear partners, supporters and friends,

2013 was a year in which we broadened and developed the work of the Foundation to have an even greater positive impact on the lives of women and girls.

We are focused on becoming a dynamic and entrepreneurial philanthropic foundation, which thinks creatively to find solutions to today's women's empowerment challenges. We have also relished working with like-minded individuals, companies and foundations who have collaborated with us, and challenged us and our partners to think differently and further improve our impact.

Through our programs we have seen the incubation of enterprising models, which are now being scaled up, learnt from, invested in and replicated. 2013 was an important year for the growth of Womanity's work across the Middle East, North Africa, India, Afghanistan and Brazil.

In Afghanistan, following a pilot program transforming one school in Kabul, 8 more schools across the country have developed improved teaching and enhanced relationships with communities. Furthermore, and crucially, girls there have been inspired to learn better and participate politically and economically in their society – a desire that is being echoed in India, Israel and the Palestinian Territories.

Enterprises such as Radio Nisaa and projects like the radio series Worth 100 Men, which tackle ordinary and taboo subjects through fiction, are having an extraordinary impact, with research indicating a wide access to their messages on gender equality and women's rights. For example, marginally more men are listening to Radio Nisaa than women, and many are calling in to the station to echo their support for women's empowerment and participation. I founded Womanity because, as a man, I knew that I could not be a bystander to the unequal treatment of women, which makes neither social, political nor economic sense.

The reaction of the Radio Nisaa listeners is a small but clear indicator that men have as much of a role to play in empowering women as women and girls do.

The newly launched Womanity Award and the social enterprise Fellowship WomenChangeMakers have also been developed to provide three-year support Fellowships to social ventures working to end gender-based violence and to empower women and girls. In India and Brazil, we have selected a further four Fellows who we will collaborate with to improve and scale up their working models. Our partnerships with both the Fellows and the corporations that provide them with capacity-building, allow this unique program to have considerable impact. In early 2014, we were able to announce a ground-breaking collaboration to end gender-based violence between two organisations in Brazil and Lebanon, and we are excited to be nurturing this innovative project for the next three years.

We all at the Womanity Foundation hope that you find this report on our activities in 2013 of interest. May I take this moment to thank all of our donors, partners, collaborators and friends for your unswerving support during the past year.

Your support makes our work with women and girls possible.





Yann Borgstedt
Founder and President



12-year-old Farzana waits for her classmate before going home after passing her midterm exam at Khauja Lakan school in the Paghman district of Kabul province, Afghanistan. The school is being supported as part of the School in a Box program: a 3-year support package that aims to prepare girls' schools in Afghanistan to become models of excellence for girls' education across the country. School in a Box will be rolled out across different geographical areas and social contexts in selected provinces to reach thousands of girls (and boys) and create replicable model schools, which can enhance learning for girls across all of Afghanistan's public girls' schools.

SUMMARY

- 6 Womanity at a Glance
- 8 Womanity Achievements 2013
- 11 Program Overview

12 Program 1: Giving Women and Girls a Voice

- Radio Nisaa in the Palestinian Territories
- Radio Fiction Series Worth 100 Men across the Middle East

17 Program 2: Protecting Women and Girls

- Eradicating Girls' Labor in Morocco
- The Womanity Award for Preventing Violence Against Women

24 Program 3: Advancing Education and Opportunities

- Scaling up School in a Box in Afghanistan
- University Scholarships for Disadvantaged Girls in the Palestinian Territories
- Teenagers Leading Change in Israel

30 Program 4: WomenChangeMakers Fellowship

- WomenChangeMakers Brazil
- WomenChangeMakers India
- 38 Meet the Womanity Team
- **40** Our Partners
- **42** Financial Report
- **44** Get Involved with the Womanity Foundation



WOMANITY AT A GLANCE

"Entering university provided me with self-confidence and the ability to deal with other people and to understand their points of view and learn from them. I started looking at life from a different angle that is now filled with hope and enthusiasm for a better future."

Ghadeer Muzahem, one of the young women in the Palestinian Territories being supported by the Womanity Foundation.



OUR MISSION

Guided by our vision of a world where all women and men have equal and full social, economic and political participation, the Womanity Foundation undertakes to empower girls and women to shape their future and accelerate progress within their communities.

OUR GOALS

- Support girls' and women's access to quality education and vocational training.
- Create employment, revenue generation and professional career opportunities for women.
- Promote mechanisms that give women a voice in society, politics and governance institutions.
- Protect women's and girls' physical and psychological welfare.

OUR UNIQUE APPROACH

We focus on innovation, potential for growth, sustainability and replicability to generate lasting, positive changes to women's and girls' roles in society. We do this by identifying local needs, designing inventive programs that meet those needs and by working with our staff and entrepreneurial partners to implement and supervise programs that have a real impact on the lives of disadvantaged women and girls.

(The Womanity Foundation is not a grant-making organization).

WOMANITY ACHIEVEMENTS

In 2013 we helped to empower over 200,000 girls, women and their families through educational activities in Afghanistan, Israel and Morocco; developing social entrepreneurship in Brazil and India; creating impactful media presence across the Middle-East and North Africa; and identifying two recipients of the new Womanity Award to tackle gender-based violence.

In Afghanistan, the number of schools we have supported has increased to help 18,569 children, and in the Middle East the demand to broadcast the radio fiction series Worth 100 Men has been unprecedented. The series, featuring subject matter that many women, and men, find difficult to discuss – such as divorce and sexual assault – is poised to gain significant numbers of listeners across the region. Radio Nisaa, too, is proving immensely successful with a nearly fivefold increase in listeners within three years.

The Womanity Foundation continues to work to improve the capacity of its partners and ensure that their innovative models are showcased, scaled up and replicated to change more lives for the better. The initial two and four new WomenChangeMakers are being supported to further their networks, influence and learning to ensure effective, efficient replication of their excellent work in support of women and girls.

Finally the Womanity Foundation's newest program, the Womanity Award, has been in it's pre-launch phase throughout 2013 employing a thorough and dynamic selection process, which has seen two of the most exciting actors to tackle gender-based violence join us as valuable partners.

WOMANITY IN NUMBERS

18,569

Afghan children in 9 schools around the country accessed a quality education

Over 59,000

girls accessed a basic education in India due to our support of Women-ChangeMakers Safeena Husain's organization Educate Girls **2** 831

teachers received teacher training to ensure a better-quality education for girls (and boys) at the school where they teach

4 189

former domestic child laborers were enrolled in school



6 126,800

listeners across the Palestinian Territories were reached and inspired by Radio Nisaa FM

7 9

countries are poised to gained access to the broadcasting rights of the radio fiction series Worth 100 Men **55**%

of Nisaa FM's expenses were covered through commercial revenues

24%

from donations

21%

from international organisations



8 12

young women were enrolled in university and 1 graduated from university with the help of educational scholarships



Over 200

hours of work were offered by professional experts in support of the WomenChangeMakers in Brazil and India.

702

women artisans' work has been brought to market in Brazil, something previously inaccessible to them

7

social entrepreneurs and their teams are being supported, and their impact enhanced, by the Womanity Foundation and its professional partners



















Clockwise from top left: Little Maids in Morocco (2 images); women artisans in Brazil; a beneficiary of Womanity's University Scholarships; teacher training exams in Afghanistan; a young girl in Morocco attends school; a Brazilian woman artisan and Radio Nisaa employees with the Governor of Ramallah.



The Womanity Foundation programs aim to highlight the best, most impactful methods for delivering solutions to women's empowerment challenges today.

We use our resources to incubate innovative models and give their developers the support they need to create the maximum positive impact for women and girls.

Once a model is developed, Womanity works to scale this up and influence others to replicate it in a manner that takes into careful consideration the specific local needs and challenges of the new program area.

In 2013 the Womanity Foundation created, scaled up and promoted four key strategic programs: giving voice to women in the Middle East through media outlets and socially oriented programming; ensuring the protection of women and girls from exploitation and violence; educating girls through secondary school and onto university; and supporting, mentoring and promoting WomenChangeMakers – social entrepreneurs focused on improving the lives of women and girls.



Creating meaningful debate on women's empowerment challenges on air at Radio Nisaa FM. Palestinian Territories.

The Womanity Foundation provides the learning and development space for women's voices to be heard.

In 2013 Womanity focused on two media programs in the Middle East: Radio Nisaa FM, which broadcasts daily across the Palestinian Territories to inform, inspire, entertain and empower Palestinian women (and men) through well-targeted programming, and creating employment and training opportunities for women.

Worth 100 Men is an Arabic-language radio drama series, which uses the power of fiction to tackle issues ranging from the mundane to the contentious and taboo. Worth 100 Men was produced in 2013 for release in 2014, and demonstrates how fiction can be a safe and accessible method of bringing about debates on taboo subjects that challenge thinking about women's empowerment in the Middle East.

RADIO NISAA FM

PALESTINIAN TERRITORIES

In 2010, Radio Nisaa FM was launched as the first commercial Arabic-language women's radio station in the Middle East. It connects, informs, inspires and empowers Palestinian women through its thought-provoking programs, and provides employment and training opportunities to women interested in having a meaningful role in the media. Since its inception it has become one of the most listened-to radio stations in the region.

The station broadcasts three live daily programs of news, social affairs and entertainment, which aim to showcase and encourage the positive impact that women can have by participating in the media and in society as a whole.

Radio Nisaa FM is run by Managing Director Maysoun Odeh Gangat, an Ashoka Fellow and Synergos Innovator for the Public. Her team includes 14 staff and reporters from local areas who are instrumental in connecting the station with other parts of the Palestinian Territories.

We are not only a growing business, we are having a positive impact on women's lives and on Palestinian society as a whole.

Maysoun Odeh Gangat, Managing Director, Radio Nisaa FM.

From the outset Radio Nisaa FM aimed to become financially sustainable in the medium term and to act as a model for replication across the region. Due to the political upheaval in Egypt, the 2012 plans to replicate Radio Nisaa FM in that country have been put on hold, however plans to replicate the station in other countries in the region are still in development.

ACHIEVEMENTS 2013

- A survey by the Arab World for Research and Development (AWRAD) in November 2013 illustrated that 9% of respondents listened to Radio Nisaa, compared with just 2% in 2010 - a nearly fivefold increase. 74% of listeners tune in on FM, and 26% tune in online.
- Radio Nisaa FM has considerably broadened its reach. In 2011, broadcasting began in Ramallah, Jerusalem and Nablus, and in 2013, all 11 West Bank districts and North of Gaza were receiving broadcasts.
- Radio Nisaa FM enjoyed partnerships with: UNESCO and the British Consulate, training women reporters to host regular news spots; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), working on programs promoting women representatives in village and municipal councils; USAID, developing the Voices from Court program; and the Representative Office of Switzerland to the Palestinian Authority, who supported the set up of outside mobile broadcasts. Radio Nisaa FM also maintains partnerships with Ashoka, the Open Society and Synergos Institute in addition to the Womanity Foundation.
- Other partnership initiatives include an exchange of best practices with the Danish Broadcasting Corporation and media research project internships for female media and communications students at the Al Quds and Birzeit Universities.
- In December 2013, Maysoun Odeh Gangat, Managing Director of the station, was invited to attend the Trust Women conference in London, hosted by the Thomson Reuters Foundation.
- Radio Nisaa reached approximately 126,800 listeners in 2013.

RADIO NISAA FM IMPACT

(Although] the name of the station might imply an audience of women only (Nisaa means 'woman' in Arabic), men also listen to the station at a slightly higher rate than women, especially in the early morning hours. This is fulfilling the radio station's mission to engage men in the discussion on gender equality.

AWRAD Report 2013

- Radio Nisaa FM is proving itself as an agent of change with an astounding 96%
 of all listeners in 2013 believing that the station has a positive impact on the
 lives of women in Palestine. 100% of women listeners believe the same.
- 91% of listeners support the participation of women in elections, compared with only 76% amongst non-listeners.
- 85% of Radio Nisaa listeners support the work of women outside of the home, compared with 68% of the population as a whole.
- 10% of the general public would employ a competent woman over a competent man. 20% would do the same amongst Radio Nisaa's listeners. (Source: AWRAD 2013)

[Nisaa FM's] audience is well targeted. On one hand, many listeners are opinion leaders as they come from an educated social background and are actors in civil society. On the other hand, its audience includes women care-takers and housewives who have limited access to public spaces, and who, through Nisaa, gain access to information and can voice their opinions.

AWRAD Report 2013

Radio Nisaa FM can be found at: www.radionisaa.ps

SUPPORT TO RADIO NISAA FM IN 2013: CHF 89'033

RADIO FICTION: WORTH 100 MEN

PALESTINIAN TERRITORIES, EGYPT, SAUDI ARABIA, IRAQ, JORDAN, YEMEN, SYRIA, AND BEYOND.





Based on the theory of edutainment – a concept combining broadcasting for social good – and research into the concept, the Womanity Foundation and its project partner, Radio Nisaa FM, designed, produced and are distributing a radio fiction series that will inspire and provide constructive debate and behavior change with the aim of enhancing women's empowerment across the Middle East and North Africa (MENA) region.

Worth 100 Men has a highly entertaining story line illustrating the challenges Arab women face in society today, and the creative and courageous solutions they find to surmount them.

The radio fiction series launched in early 2014 and plans to be be accompanied by public debates around essential topics relating to women's role in society and the problems they encounter. The debates encourage audiences to contribute their own experiences and opinions and are published on radio, social media and relayed in real-life community settings.

RADIO FICTION: WORTH 100 MEN ACHIEVEMENTS 2013

In the short time since its inception, Worth 100 Men has created a lot of anticipation across the MENA region. The radio fiction series has seen interest from stations and distributors in Egypt, Iraq, Jordan, Palestine, Saudi Arabia, Syria, Tunisia, UAE, Yemen and elsewhere, with plans for broadcasting the fiction series throughout 2014.

I am brave and worth 100 men and in times of distress I fight back I resolve problems rather than make them.

Nancy Ajram's "Banouta B 100 Ragl" (Worth 100 Men) song and theme song for the Radio Fiction of the same name.

Worth 100 Men attracted high-profile actor Mona Zaki to play the lead role of Noha, the protagonist whose story tackles issues as diverse as women's role in the workforce; the taboos of divorce; domestic violence and sexual harassment; women's economic empowerment and education; single women in traditional society; and healthy romantic relationships.

Nancy Ajram's new song Banouta B 100 Ragl (A Girl Worth 100 Men) has been selected as the title track for Worth 100 Men. The song was written by celebrated lyricist Amir Taema and Lebanese composer and arranger Jean-Marie Riachi. http://youtu.be/o1EOcpc3Ldc. "A daily episode of a captivating story like 'B 100 Ragl' and a popular song like 'Banouta' can reach the masses, and, if used to fuel the debate, they can contribute to shift social norms, mobilize communities, change minds, influence public discourses and even set public agendas." - Mirjam Van Dorssen, Oxfam Country Director in Egypt.

SUPPORT TO RADIO FICTION IN 2013: CHF 149'881

In Egypt and in collaboration with the consortium "Pop Culture with a Purpose" led by Oxfam, and with the support of the UN Trust Fund to End Violence Against Women, the project will also involve organizations working on gender justice and women's rights by increasing their capacity to use fiction to foster social change.

Expected broadcasting regions in 2014 include Egypt, Iraq, Jordan, Morocco, Palestine, Syria, Saudi Arabia and Yemen, amongst others.

EXPECTED IMPACT

- Worth 100 Men does more than raise the issue of women's empowerment, it will spark transformative conversations, which intend to lead to attitude change on a mass scale. The radio fiction model will encourage debate on the issues covered through live interviews with specialists, and debates with listeners on subjects covered by the fiction series.
- Worth 100 Men launched for broadcast in early 2014, and initial reports have indicated significant interest from a large number of listeners engaging with the topics covered in the story lines. This includes over 86,000 followers on social media.

The production costs of Worth 100 Men were generously covered by an anonymous donor.



Despite the unprecedented number of countries passing laws against violence against women, it has proved challenging to implement these laws. Similarly, crimes against women and girls often go unreported and barriers remain to creating environments where not only is violence prevented, but also where women and girls can flourish.

This is why the Womanity Foundation has crafted partnerships, which tackle the problems of labor exploitation of girls in Morocco and the challenges of gender-based violence around the world.

2013 was a pivotal year in our work on girls' and women's protection as it saw the seeds planted of the inaugural Womanity Award, which will nurture, develop, support and encourage two new partners in tackling gender-based violence, to have a greater positive impact on the lives of women and girls.

The Womanity Foundation also continued its longstanding relationship with our partner in Morocco who works with child domestic laborers, helping to realize their right to their family and their right to an education.



Former Little Maid in Morocco now attending school.

In 2005, the Womanity Foundation began its partnership with Moroccan organization Institution Nationale de Solidarité avec les Femmes en Détresse (INSAF) to eradicate the practice of Petites Bonnes, or Little Maids, in the Chichaoua and El Kelaa de Sraghna provinces of Morocco.

In 2013, the Womanity Foundation and INSAF remained key influencers in creating change that will see girls taken out of exploitative work, returned back to their families and realizing their right to education. While the numbers of child domestic workers have reduced since 2005, Morocco still has a considerable child labor problem, and the practice of recruiting young girls, usually under 15 years old, to work in middle class urban households as domestic servants, remains common.

The Womanity Foundation's objectives in order to eradicate child labor in Morocco are:

- to identify and help underage girls to return home and attend school by facilitating reintegration, enrolling in schools, tutoring and provision of educational materials;
- to raise awareness of the issue of Little Maids among children at risk, parents and local communities;
- to lobby provincial, regional and national authorities to adopt a legal framework to protect children from falling into exploitative labor conditions.

ERADICATING CHILD LABOR

ACHIEVEMENTS

189 girls were enrolled in school with the help of our scholarships, 13 of them were newly enrolled in 2013-14.

176 girls renewed their commitment to enroll in school for the coming year (2013–14), illustrating the importance of education to them. In addition INSAF found that two students who successfully passed the final exam in high school enrolled themselves into University.

A total of 3,967 children and 1,237 parents in the two target provinces, were sensitized to the risks of domestic labor through a range of interactive educational activities.

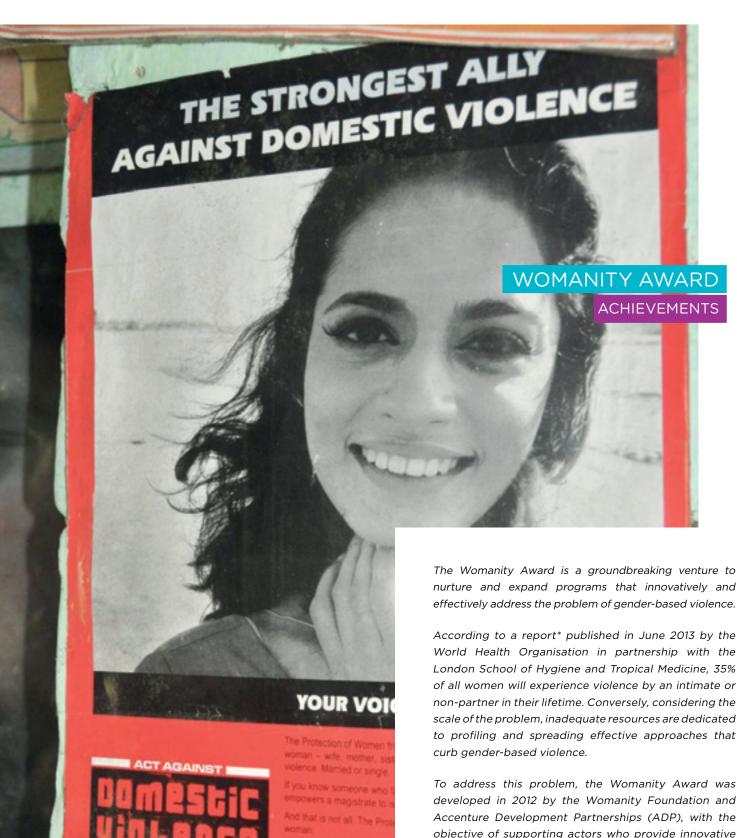
Assessment of a third province - El Haouz - was undertaken to understand the problems of child labor and the issues that lead to the practice of underage girls leaving their families to undertake work rather than an education. The team in Morocco plans a more refined field level survey in 2014 to assess where INSAF can have maximum impact.

The program reached 124 out-of-school girls by providing them with non-formal education, outside of a school environment.

IMPACT

- Through the work of Womanity and INSAF with communities in poor provinces in Morocco, we have been able to provide training, sensitization workshops and to influence organizations and institutions to help stem the tide of underage girls being brokered into exploitative labor, away from their families and hidden in people's homes.
- During 2013, a total of 661 representatives of local authorities, local institutions, teachers and local associations attended events aimed at raising their awareness of the problem of child labor, particularly Little Maids, and were asked to endorse INSAF's activities tackling the issue.
- While 33 girls left the program in the academic year 2013-14, this is a reduction on 2012, and no girls left the program to return to domestic work.

COST OF THE PROGRAM ENDING DOMESTIC GIRLS' LABOR IN 2013: CHF 20'000



* Global and regional estimates of violence against women: Prevalence and health effects of intimate partner violence and non-partner sexual violence, WHO in partnership with the London School of Hygiene and Tropical Medicine and the South African Medical Research Council, June 2013.

The Womanity Award is a groundbreaking venture to nurture and expand programs that innovatively and effectively address the problem of gender-based violence.

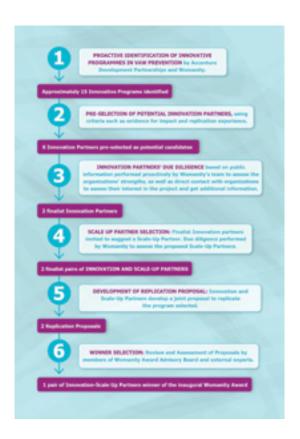
World Health Organisation in partnership with the London School of Hygiene and Tropical Medicine, 35% of all women will experience violence by an intimate or non-partner in their lifetime. Conversely, considering the scale of the problem, inadequate resources are dedicated to profiling and spreading effective approaches that

To address this problem, the Womanity Award was developed in 2012 by the Womanity Foundation and Accenture Development Partnerships (ADP), with the objective of supporting actors who provide innovative and effective solutions to combatting violence against women and who, through adequate investment, can achieve broader, more systemic positive impact.

The pilot project began in 2013 with the aim of providing support to two partners already active in addressing the challenges of violence against women. The two partners comprise one Innovation Partner, for whom the award is an opportunity to develop their innovative approach and increase their reach, and one Scale-Up Partner who will receive support on adapting, replicating and scaling up the successful innovation model in their local setting.

During 2013 the Womanity Award team, supported by an Advisory Board of eminent experts, worked tirelessly to adapt the Womanity Award model, developed by Accenture Development Partnerships, to the needs of field organizations, and to select the first award recipients. The esteemed panel first selected ten innovative programs to assess their worth in receiving the inaugural Womanity Award for 2014.

A pre-selection process took the number of potential partners to six before entering a process of due diligence. In the final round two pairs (each of one Innovation candidate and one Scale-Up candidate) submitted a joint proposal for assessment.



IN MAY 2014, THE FOLLOWING AWARD RECIPIENTS WERE ANNOUNCED:

Innovation Partner: Promundo is based in Brazil and the US. It promotes gender equality and an end to gender-based violence by focusing on transforming gender norms and masculinities in the institutions where they are constructed – such as schools and the workplace – in high urban violence and post-conflict settings. It does so by promoting men's involvement as caregivers and involved fathers, as partners in women's economic empowerment, as advocates in the prevention of sexual exploitation and violence, and as allies and partners of women in post-conflict peace-building and social reconstruction.

www.promundo.org.br/en

Scale-Up Partner: ABAAD is based in Lebanon and views gender equality as an essential condition to achieving sustainable social and economic development in the Middle East and North Africa region. The association seeks to promote women's equality and participation through policy development, legal reform, gender mainstreaming, engaging men, eliminating discrimination, and advancing and empowering women to participate effectively and fully in their communities.

www.abaadmena.org

WOMANITY AWARD

EXPECTED IMPACT

- The Womanity Foundation will introduce the selected Innovation and Scale-Up Partners to its international network to facilitate partnerships and funding opportunities. Both will receive professional services, funding and relevant expertise for the scaling up of the program. The Womanity Award will support the Innovation and Scale-Up Partners in the replication process by offering capacity-building tailored to their needs and access to relevant expertise, resources and networks of partners.
- The aim of the Womanity Award is to pilot a project that will tackle widespread, cross-cultural violence against women. We will provide three years of support to the collaboration between Promundo (the Innovation Partner), and ABAAD (the Scale-up Partner), to import Promundo's successful "Program H" which engages young men with issues of gender equality and adapt the program to the Lebanese context.
- Within three years the program aims to reduce belief in, and support for, gender-inequitable attitudes and behaviors, especially relating to violence against women and girls.
- Outputs will include the first Arabic-language, field-tested and evaluated curriculum for engaging men and boys in the prevention of violence against women and girls, and other forms of gender-based violence. This will contain guidelines and best practices for engaging male refugees and displaced youth in gender-based violence prevention, and a comparative report on engaging male youth with gender equality.

The Trafigura Foundation is a vital partner and co-funder of the Womanity Award.

SUPPORT TO THE WOMANITY AWARD IN 2013: CHF 63'846



One Billion Rising Campaign, Geneva, Switzerland



Providing School in a Box to enhance girls' education in Afghanistan.

The Womanity Foundation has at the heart of its programs, the desire to help girls to become empowered to make independent decisions that affect their own futures, and to become active, independent women engaged in social, political and economic life.

A key method for achieving this objective is by providing an education to girls who would struggle to gain access to learning otherwise, either due to a lack of resources or due to cultural norms.

The Womanity Foundation began working in Afghanistan in 2007, piloting a program in the country's largest girls' school, where the effects of the restrictive previous regime are still significantly felt. Now the program has grown to help 25,727 girls (and boys) access a quality education, and help them to make informed life choices.

A year after our work began in Afghanistan, the Teenagers Leading Change project was launched in Israel. The program is a partnership with the Israel Women's Network and provides girls aged 15 and 16 in Jaffa, East Jerusalem and villages in the so-called Triangle area, with a specially designed training course promoting empowerment and personal development within an Arab context. Over the past year the Womanity Foundation and IWN have piloted an improved curriculum, which explores the issues involved and the opportunities that exist for young women to undertake leadership roles and to make informed and independent decisions about their own futures.

In the Palestinian Territories more and more young women from disadvantaged backgrounds are realizing their promise with a scholarship to attend university locally. This program is helping to create small shifts in society, which help young women to overcome social and economic barriers to a brighter future.

SCHOOL IN A BOX AFGHANISTAN

In Afghanistan, an estimated 68% of schoolteachers do not have the minimum teaching qualification (source: Afghanistan Ministry of Education). The current female student to teacher ratio is 52:1 and over 60% of girls remain out of school. Many female teachers can only work by taking their small children into the class with them due to the lack of childcare facilities for working mothers.

As girls reach secondary school the dropout rate increases due to cultural norms and inadequate infrastructure. Many schools in Afghanistan do not have washing or sanitary facilities and thus girls are reluctant to attend school, especially during menstruation. Play areas and sports facilities are in disrepair and lead to little or no physical play for many girls in school.

During 2013, we have successfully encouraged more Afghan girls to enroll in and attend schools regularly. Education not only improves students' access to knowledge and information, it can be fun, can enhance life skills and diversifies a girl's work opportunities – leading to a more equitable and productive society.

The Womanity Foundation team in Afghanistan have considerable expertise in implementing education programs and are well placed to scale up this successful program in Afghanistan.

The holistic approach, called School in a Box, has five main components:

- Improved school facilities such as playgrounds and gymnasiums, water and sanitation facilities, science and computer labs, and libraries;
- 2. **Mentoring of girls and their families** to help overcome obstacles to attend and enable them to do well in school;
- Improved teaching skills and expertise for female teachers and school staff;
- 4. **Improved hygiene behavior** in addition to training on first aid and disaster preparedness;
- Communities invested in their local schools by developing trust and ownership between the school and local communities to reduce the drop-out rate and improve academic performance.

Throughout 2011-14 the program is co-sponsored by the UBS Optimus Foundation. In 2013, the Vitol Foundation pledged to fund the hygiene component of School in a Box in 2014.

SCHOOL IN A BOX ACHIEVEMENTS

At the end of 2013, a new set of three schools with 5,951 girls, 1,207 boys, 248 teachers and 38 administrative staff enrolled on the School in a Box program, in addition to the 9 schools already supported.

The counselors who work with each school have worked with three teachers in each school to mentor them to take on the role of counselor, mentor and mediator to the girls and their families where required.

The Womanity Foundation has equipped three schools with new science labs in order for schools to teach science in a practical and demonstrable manner. The schools received science equipment to stock the already existing labs. Schools also received books for libraries, sports equipment and first aid equipment, as well as renovation and maintenance work to windows, generators, carpets, roofs, wells, water tanks, learning rooms and gardens.

831 teachers and school administration staff were trained in subjects such as teaching languages and sciences, information technology, child rights, teaching methodologies, first aid and disaster preparedness.

2013 saw the launch of a pilot vocational training program for school leavers in two schools attended by 21 students.

Parent-teacher associations (PTAs) met most months for each school and some PTAs donated equipment such as soap, stationery and first aid kits. Others agreed to act as local advocates for girls' education within their communities.

Individual counseling sessions were provided to 92 students, 20 teachers and 11 parents. 13 cases included mediating between school and family to allow a girl student to continue at school.

SCHOOL IN A BOX

- The total number of children who received support in 2013 through School in a Box is 18,569.
- A measurement of the teacher training quality was conducted to find that average test marks for teachers went from 35% before teacher training to 75% after training.
- Girls already enrolled took on roles as mediators between families and their co-students where tensions arose due to some girls attending school. This peer-to peer approach has proved very effective.
- 8 students received scholarships to university, one graduated in 2013, as a science teacher.
- Monitoring illustrated that on average 9 students a month use the library books in each school, at least one physical education class was taking place per week, and about half of the students monitored reported that practical classes were being held in the science labs with most older girls being encouraged to carry out experiments themselves in order to learn more effectively.
- 16.7% of School in a Box beneficiaries scored 70% or more this academic year in end of year exams. An increase of 2.5% on 2012.
- National board exam results, which determine entry to university, saw
 a 6% increase on the previous year. A total of 61% of the students who
 attended our preparation classes for the entry examination, passed
 the exam in 2013-14, compared with 55% in 2012-13.
- At least 34.5% of the sample group monitored knew the answers to 9 basic hygiene questions related to hand washing and food hygiene amongst other subjects.

COST OF EDUCATING GIRLS IN AFGHANISTAN IN 2013: CHF 379'991



The Womanity Foundation and its partner Women Studies Centre (WSC) have worked together since 2009 to provide university scholarships to promising young women who, due to their socio-economic situation, would not ordinarily have the opportunity to study beyond school.

During 2013 a total of 4 were supported in their higher education across 4 universities in the Palestinian Territories. A total of 16 girls have graduated since the beginning of the scheme and almost all received marks of 70% or over.

Moreover, the students benefit from exposure to the labor market and professional skills through an opportunity to undertake voluntary work experience with WSC and their partners during the course of their studies. To date this work experience has helped young women to enhance their life experiences and self-esteem, and engendered a sense of having earned the scholarship.

Out of the 16 young women who graduated from University some are searching for their first graduate job while others are involved in careers such as teaching, pharmacy, NGO and private sector roles, and work as civil servants. Three young women have remained in academia.

COST OF THE PROGRAM IN 2013: CHF 4'787

TEENAGERS LEADING CHANGE

ISRAEL

IMPACT

Launched in 2008, Teenagers Leading Change implemented by the Israel Women's Network (IWN), has supported over 1,500 young Arab women aged 15 and 16, to become more empowered and to further their personal development. The program works with school leavers within their school to prepare them for the future.

Previously, the program resulted in increased wellbeing, better listening skills and empathy, but there was little evidence of changes in the lives and careers of the participants. During 2013, a new pilot was launched which included a redesigned curriculum empowering participants to undertake leadership roles, and make active, independent decisions affecting their own futures.

The curriculum focuses on six key areas: leadership, communication skills, mediation and conflict resolution, decision making, social and personal involvement and commitment, and finally on productively feeding back on the program. Early findings indicate that the exercises are leading to positive results with definite thought and behavior shifts.

In the academic year 2013–14, the leadership training program enrolled four groups (one per school) of up to 15 participants aged 15–16 years. These leadership programs yielded very positive feedback.

We shared our thoughts and ideas, we listened to each other, it helped me a lot, it was a relief every time.

The subjects we learned and discussed help me now face things that I could not face before.

The subjects that we discuss really affect my life, because I face these barriers in my life and now I feel that my way of thinking has developed, I can manage and face things that I did not realize before.

Participants in 2013, aged 15 and 16.

This week we held a volunteer activity on behalf of the school – and three participants from the program participated in the school activity for the first time. I see their motivation to participate as [the] main positive effect of the program, because [students] got a place to express themselves and feel free having managed to stand out for the first time.

A school counselor in one of the participating schools.

COST OF THE PROGRAM IN 2013: CHF 37'842



WomenChangeMakers Brazil is working to help provide hundreds of women artisans with the skills and knowledge to bring their goods to market.





WOMENCHANGEMAKERS

Incorporating all of the Womanity Foundation's working principles of providing women with the opportunity for full social, political and economic participation in society, the WomenChangeMakers Fellowship identifies, supports and connects social entrepreneurs committed to addressing today's women's and girls' empowerment challenges.

Inspired by Ashoka, the program is a well-rounded, fully integrated package of support to social entrepreneurs who are involved in social ventures that have a major impact on women's empowerment, and are highly replicable or scalable.

WomenChangeMakers Fellows are awarded a 3-year support package, which includes:

- Tailor-made consulting and professional support services to review, re-plan and re-shape key aspects of the Fellows' social ventures.
- Access to like-minded professionals, mentoring and resources relevant to the social enterprise.
- A lifelong membership to the WomenChangeMakers network which continues to keep networks wide for the Fellow and allows them the opportunity to, in turn, mentor and support other Fellows.

In 2013, the program supported the work of the Indian Fellow Safeena Husain from Educate Girls and the Brazilian Fellow Alice Feitas of Rede Asta. The Fellowship grew further with the addition of four new Fellows, two in each country.

The Trafigura Foundation is a vital partner and co-funder of the WomenChangeMakers Fellowships.



In 2011, Alice Freitas, founder and manager of the organization Rede Asta, became the first WomenChangeMakers Fellow. Rede Asta works directly with small women's co-operatives in the most destitute areas of Brazil, who produce handcrafted items from waste or sustainably grown materials, and helps them to gain access to markets, knowledge, networks and on-theground support.

The principles of Rede Asta's production are to ensure inclusivity, to trade ethically and fairly, to favour recycling and to develop a solidarity-based economy, where the consumer becomes a tool for social and economic inclusion.

Rede Asta has two core strategies:

- Asta for Consumers sales in stores and through e-commerce.
- Asta for Companies recycling corporate production waste into corporate gifts.

Through the WomenChangeMakers Fellowship during 2013, Rede Asta received support from Accenture, Chanel Foundation, Egon Zehnder International (EZI), Zigla and Paula Cardenau of Njembre, to carry out work such as: revising Rede Asta's business model and strategy for optimization; an assessment of the possibility of establishing a school of producers; Rede Asta's first institutional report; developing impact assessment methodology and environmental sustainability; sales strategy and human resources support.



ACHIEVEMENTS

Rede Asta trained handicraft groups in areas such as leadership, strategy, marketing, communications and production.

The organization also produced its first organizational film showcasing the work of Rede Asta and artisans whom it supports, as well as a new sales website.

Alice Freitas was a finalist in the 2013 Folha de São Paulo and Schwab Foundation Social entrepreneurship award, selected to attend the Ashoka Globaliser Program 2014 and selected to participate in the Visionaries Program run by Endeavour.

In 2013, WomenChangeMakers Brazil selected two further Fellows: Panmela Castro, who is a critically acclaimed street artist specializing in gender topics, and Maria Beatriz Kern of Mulher em Construção, which works to train and provide female labor to the construction industry.

Both new Fellows received their needs assessment in 2013 and the support package began in 2014.

IMPACT

- Rede Asta has supported 702 handicraft artisans to date.
- Across 33 artisan collectives, the program generated BRL 265,000 (CHF 106,837) over the year.
- Rede Asta covered 66% of its costs from production sales in 2013, an increase of 10% on 2012
- Alice Freitas was featured on Mundo SA, a television show on one of Brazil's largest channels.
 This led to monthly average income increasing threefold.
- Rede Asta's co-founder, Rachel Schettino, was selected as a panelist at the 1st Women's Forum for the Economy and Society in Brazil, where she was able to highlight Rede Asta's success amongst a prestigious network of people.

Heing a WomenChangeMakers Fellow has helped our organization to increase our partner network and be able to know people we wouldn't have known otherwise. The Fellowship is opening a lot of doors and we believe as time goes by, the impact will be even bigger than anticipated.

Alice Freitas, WCM Fellow, founder and CEO of Rede Asta Brazil (pictured).



WomenChangeMakers India with Fellow Safeena Husain, and her organization Educate Girls, supported the education of over 59,000 out-of-school girls in 2013.

In 2012, the first WomenChangeMakers India Fellowship was awarded to Safeena Husain, founder of Educate Girls – a comprehensive school reform model in Rajasthan that leverages existing resources at government, village, and school levels to improve access to education, while creating community ownership for school reform. The program ensures that local government, teachers, parents, and the girls themselves are active participants in the governance of schools, while Educate Girls actively builds a cadre of village-based youth leaders called Team Balika, to work as champions for girls' education and catalysts for school reform.

Throughout the first two years of the three-year Fellowship, WomenChangeMakers India has supported Educate Girls' efforts to develop strong professional support networks nationally and globally. Some noteworthy professional support received by Educate Girls include a five-year expansion strategy, a program exit strategy for communities requiring much less intervention (monitoring and evaluation activities continue), an IT system and processes upgrade by PEOCIT Technologies, the building of a funding pipeline by Smarter Good, and the development of the talent and human resource processes by Mercuri Urval. WomenChangeMakers India is also in the process of engaging communications and legal partners to support Educate Girls in those areas.

Educate Girls has seen huge successes in their outreach, educational results and institutional strengthening, to which the WomenChangeMakers Fellowship has been a key contributor.



ACHIEVEMENTS

In 2013, Educate Girls expanded to Sirohi district, adding 1,148 schools to its program, an increase of over 25%. This growth has been accompanied by an increase in the the number of staff and volunteers.

To date, WomenChangeMakers' capacity-building support has enabled Educate Girls to reform over 5,000 schools. Educate Girls currently works in over 5,400 schools in three districts of Rajasthan, Pali, Jalore, and Sirohi.

Today, Educate Girls has nearly 1,500 Team Balika members up from 1,008.

Educate Girls also implemented child-centric Creative Learning and Teaching (CLT) activities to ensure that the overall quality of learning improves. These methodologies also help to accelerate learning for girls who have been out of education for a long time.

In 2013, two new Fellows were selected for WomenChangeMakers India. They are Neelam Chibber founder of the Industree Crafts Foundation, working to connect poor, rural artisans with fast-moving urban markets, and Chandra Shekhar Ghosh, founder of Bandhan Konnagar, which works with poor and destitute women to help them build a livelihood to improve their life and living conditions. Bandhan Konnagar is the non-profit arm of Bandhan Financial Services Pvt. Ltd. that innovatively delivers micro-credit to women who are excluded from the formal banking system and lack access to finance. WomenChangeMakers India commenced an organizational needs assessment for these two Fellows during late 2013 with its partner Zigla Consultores to identify areas of professional engagement that could support the two Fellow organizations. The partner's engagement with these two WomenChangeMakers Fellows begins in 2014.

IMPACT

- The number of beneficiaries reached through the Educate Girls program has grown from approximately 495,000 to over 567,000 during this period, an increase of almost 15%. Most importantly, Educate Girls has brought over 59,000 girls back to school.
- Educate Girls trained and empowered school management committees to make improvements to school infrastructure, resulting in over 1,000 proposals to local governments to carry out the required improvements in schools in the three districts.
- 1,495 Team Balika members have been recruited.
 These volunteers are locally based agents of change in their communities, encouraging girls' enrollment and school reform.
- 7,124 girls have joined the Bal Sabhas, or girls' councils, which support the life and leadership skills of girls at school.

COST OF WOMENCHANGEMAKERS BRAZIL AND INDIA IN 2013: CHF 182'337







MEET THE WOMANITY TEAM BOARD OF DIRECTORS











Womanity would like to thank its volunteers, interns and collaborators for their work and dedication throughout 2013.

WOMANITY STAFF



Valentina Di Felice Program Manager



Caitlin Fisher Program Manager



Carole Sarkis Program Manager



Program Manager



Aurelia Ovan
Communication and Executive Assistant



Christophe Berther Accountant



Mohammad Zia Noori Womanity Afghanistan Program Director



Hanif Virji Womanity United Kingdom Representative



MAIN OPERATIONAL

PARTNERS

MAIN PROFESSIONAL

AND CORPORATE

PARTNERS

MAIN FUNDING

PARTNERS

96 NISAA FM

Afghanistan Libre

Ashoka

Arab World Research and Development

Bandhan Konnagar

Educate Girls

Global Production (Egypt)

Industree Crafts Foundation

Institution Nationale de Solidarité avec les Femmes en Détresse (INSAF)

Israel Women's Network (IWN)

Mulher em Construção

Oxfam Novib

Rede Asta

Rede Nami

Women's Studies Centre (WSC)

Accenture and Accenture
Development Partnerships

Atta Design

Egon Zehnder International

Hublot

Lex Mundi Pro Bono

Mercuri Urval

Peocit Technologies

Sciences Po Paris

Strategy& (formerly Booz & Co., India)

The International Exchange

Thomson Reuters Foundation

Women Online

Zigla

Trafigura Foundation

UBS Optimus Foundation

Vitol Foundation

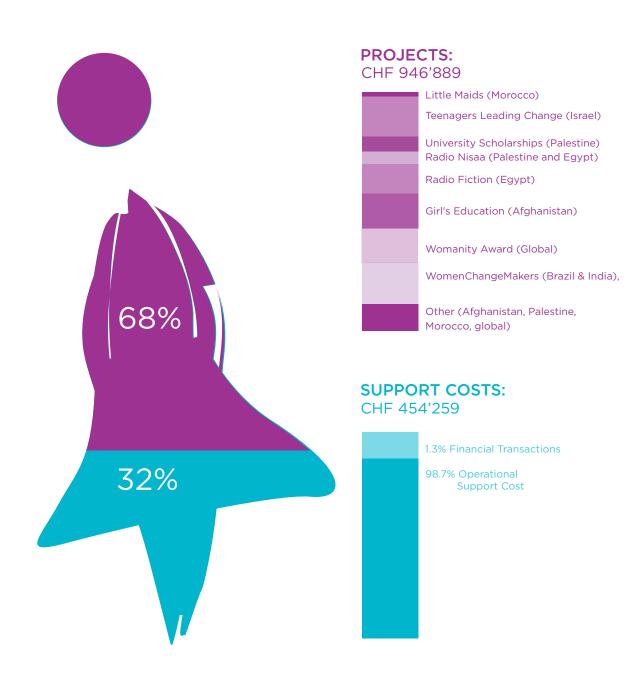
A special thank you to the numerous donors who faithfully support our work.



FINANCIAL REPORT 2013

EXPENDITURE

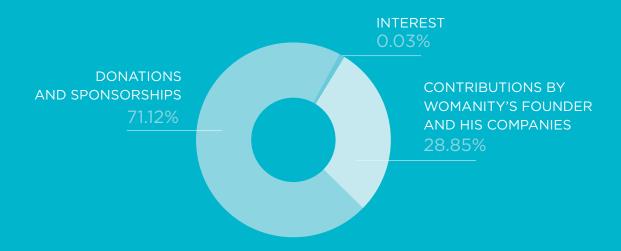
EXPENDITURES: CHF 1'401'148



FINANCIAL REPORT 2013

INCOME

REVENUES: CHF 1'205'205



The president of the Womanity Foundation covers the foundation's operational costs. This means that the contributions from supporters are directed to programs. All donations to Womanity are tax exempt in Switzerland, the UK and the USA.

The Womanity Foundation is annually audited by KPMG, and follows all Swiss regulations.

GET INVOLVED

You can get involved with the Womanity Foundation's work by donating time, professional services or funds to our project areas. The Foundation works with individuals and organizations who engage with our mission and activities, and will enhance our work with women and girls.

To donate by bank transfer, credit card or cheque please use the information below:

Online with credit card at www.womanity.org

Swiss bank payment:

The Womanity Foundation Account: 4251-337265-61 Crédit Suisse 1211 Geneve 70 Swift code: CRESCHZZ80A

IBAN: SFr: CH93 0483 5033 7265 6200 0

EUR: CH32 0483 5033 7265 6200 1 USD: CH59 0483 5033 7265 6200 0 GBP: CH05 0483 5033 7265 6200 2

For any other currency, please use the Swiss

Francs reference

UK bank payment:

The Womanity Foundation
Barclays Bank Plc
114 Fenchurch Street
London EC3P 3HY
Account: 03425002

Sort code: 20-31-52

IBAN: GB 29BARC20315203425002

By cheque:

Made payable to the 'Womanity Foundation'. Posted to:

The Womanity Foundation, 51/55 Route des Jeunes, 1227 Carouge,

Switzerland

To donate from the US visit:

www.kbfus.org, click on Donate Now and select Womanity Foundation before making the transaction. To speak to us about becoming a corporate partner or about volunteering opportunities please contact us at info@womanity.org

For more information on how the Womanity Foundation works and its impact in the countries where it operates watch the video: http://bit.ly/166bUL6 or visit www.womanity.org

The Womanity Foundation is registered in:

- **Switzerland:** Registration number: CH-660-1424005-8
- United Kingdom: Registration number: 1123656
- **United States:** King Baudouin Foundation is a 501(c)(3) public charity Registration number: 58-2277856.

CREDITS

Photographs: Radio Nisaa courtesy of Radio Nisaa FM; Little Maids in Morocco credited to Marc Thorens; Women artisans in Brazil courtesy of Rede Asta; WomenChangeMakers India beneficiaries courtesy of Educate Girls; educating girls in Afghanistan credited to Farzana Wahidy; girls in school uniform courtesy of Accenture Development Partners; image of Radio Nisaa by Reza Deghati; images of Industree beneficiaries courtesy of Industree; images of girls in Israel courtesy of IWN.

• Design and layout: åtta Design

• Printer: ABP Project





CONTACT

CONTACT

51-55 ROUTE DES JEUNES 1227 CAROUGE, SWITZERLAND

TEL. +41 22 544 39 60

INFO@WOMANITY.ORG

WWW.WOMANITY.ORG

FOLLOW US ON FACEBOOK, TWITTER AND YOUTUBE

