

GENDER & DEVELOPMENT NETW[♂]ORK



GENDER &
DEVELOPMENT
NETW[♂]ORK

ANNUAL
REVIEW
2020-2021

Photo on front page:

GADN Board of Trustees and Secretariat, at our October 2021 Board meeting: (Back L-R) Katherine Dean, Piyumi Samaraweera, Sophie Efange, Disha Sughand. (Front L-R) Yamina Ouldali, Caterina Mansueto, Leila Billing, Daphne Jayasinghe, Lee Webster. (On zoom) Chiara Capraro, Alexandra Gough, Lata Narayanaswamy, Naana Otoo-Oyorley, Jessica Woodroffe.

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Message from the GADN co-chairs

The last eighteen months have been the hardest in our network's history as we and our members faced challenges and obstacles we could not possibly have predicted, knowing all the while how many more challenges were being faced by our allies and partners in the Global South. But, we are proud of the way the Gender and Development Network (GADN) continued to promote a feminist way of working throughout, always seeking new chances to forge change while playing a supportive role within global feminist movements.

As Covid-19 economic recovery dominated international agendas, new opportunities were created to bring the learnings from our REFRAME project on feminist macroeconomic alternatives to the fore. During the UK's Presidency of the G7 this year, we created spaces for the voices and policy demands of Southern feminists through our co-chairing of the accompanying Women7 Summit and membership of the UK's G7 Gender Equality Advisory Council.

The global Black Lives Matter protests and movements created both opportunities and a forceful imperative to act on anti-racism and decolonisation, which have become an increasing focus of our work, challenging ourselves, our members and the government.

The creation of the new Foreign and Commonwealth Development Office (FCDO) brought yet more challenges, amplified by the announcement of significant cuts to the overseas aid budget. Working closely with our members, we have continued to promote gender equality within the new department. Meanwhile, we continue to support the Labour Party in developing its work on gender equality and development.

As a network with big ambitions and a small Secretariat, GADN is reliant on our constituent parts and we are grateful to our Working Groups and their Chairs, our Advisory Group, our Heads of Policy Group, the Women of Colour Forum and to all our members for their active participations and generous financial contributions that enable us to stay independent. As co-chairs, we extend our deep gratitude to the staff team – Jessica Woodroffe, Sophie Efange, Samantha Streibl and Katherine Dean for their hard work, commitment and flexibility during unprecedented times.

We look forward to working with you all in the coming year, as we continue to promote practical and concrete steps towards the full realisation of women's rights.



Disha Sughand
Co-chair, GADN



Lee Webster
Co-chair, GADN

For any further information about GADN or to become a member, as an organisation or an individual, please visit our website (www.gadnetwork.org) or contact:

GADN Coordinator

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33-39 Bowling Green Lane
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INTRODUCTION

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Introduction

Who we are

GADN is an influential network of UK-based NGOs and experts working with partners and allies worldwide to promote gender equality and women's rights. We recognise that women and girls face intersecting discriminations, whether as a result of their class, race, age, religion, caste, disability or health status, sexual orientation or gender identity. Moreover, women in the Global South face additional barriers, not least as a result of the enduring legacies of colonisation, which is why anti-racism and decolonisation are central to our approach.

Independent of government funding, we have a strong track record of influencing the UK government and international institutions on women's rights, working to ensure women's priorities and voices are at the centre of international policies and programmes.

We believe that change happens not just by challenging those with power, but also by building our own collective, positive power by working in alliances. We aim to be a respectful, supportive, and cooperative part of global feminist movements promoting feminist alternatives to current unequal power structures and practices - demonstrating that change is not only necessary but possible. Using our influence where it is most effective and working collaboratively with women's rights organisations in the Global South, we are determined to build a world where gender equality prevails and where all women and girls are able to claim their rights free from violence and discrimination.

Vision and strategic aims

Our vision is of a world defined by social justice and gender equality: one where women and girls everywhere are able to claim their rights, freed from discrimination and prejudice. Our strategic aims, detailed in our ['2020-2023 strategy'](#), are:

- To support, enable and constructively challenge members to deliver effectively on gender equality and the rights of women and girls in international development.
- To influence and challenge decision-makers to promote gender equality and the rights of women and girls.
- To contribute to and support global feminist movements.

- To build a progressive and effective network that is part of global feminist movements.

What we do

- **We support, enable, and constructively challenge our members.** GADN is primarily a network of UK-based NGOs, many of whom have significant reach and influence. We support our members to collaborate and share learning in order to improve the quality of both their programme and advocacy work and act as a 'critical friend' encouraging members to continuously improve their work on gender equality and women's rights.
- **We work with our members and allies to influence decision-makers and shape policy debates.** As gender equality has risen up the international agenda, the need to hold decision-makers to account and to promote alternative policy has never been greater. Given our UK base, we have a particular responsibility and ability to improve the influence of the UK Government. We also work with allies internationally – including women's rights organisations – to target some of the most powerful international institutions. We do this particularly through our REFRAME project where we work with allies globally to promote a feminist reframing of macroeconomics, recognising the central role economic policies play in shaping gender equality and women's rights.
- **We work collaboratively as part of growing global feminist movements.** We recognise that change will only be sustainable and transformative if we work together, building feminist alliances globally to boost our collective strength, so we can hold decision-makers to account. As part of this movement building, we promote feminist alternatives to current unequal power structures and practices - demonstrating that change is not only necessary but possible.
- **We build a progressive and effective network.** As a network, we strive to live our feminist values, constantly listening to and learning from others, and recognising the power relationships that surround our work. We aim to model best practice and to maximise our positive impact by working strategically in alliances, rather than just by increasing the size of our membership or Secretariat. We prioritise our work on anti-racism and decolonisation, working towards a transformed sector that engages constructively with power and privilege, including safe spaces for women of colour to thrive and collaborate in a decolonised development sector.

ACTIVITIES & ACHIEVEMENTS

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Activities and Achievements

Highlights of 2020-2021

Shaping Covid responses

- As the Covid-19 pandemic progressed, GADN supported our members in navigating the crisis and successfully publicised the voices of feminists in the Global South. A Members' Meeting enabled members to hear from feminists in the Global South about how the pandemic was playing out in their local contexts, while the compilation of a list of Covid-related resources provided access to this material from a broader audience. Briefings stressing the need for a feminist response to Covid-19 recovery measures and the importance of women's participation and leadership further amplified these messages to influencers and decision-makers.
- A joint letter to the former Secretary of State for International Development, with our sister networks and a select number of CEOs, highlighted the need for strong gender analysis to be at the heart of the pandemic response while recognising the role of women's rights organisations as front line responders – a message which was taken up by her department. We also ensured that the UK Parliament's International Development Committee (IDC) heard feminist alternatives, collaborating with our Working Groups on a submission to the inquiry on Covid-19 in May, and a second submission jointly with Akina Mama Wa Afrika and FEMNET focusing on the macroeconomic implications of the pandemic. This was followed by a further submission to the IDC in October, produced together with Nawi-Afrifem Macroeconomics Collective, on the secondary impacts of the Covid-19 pandemic in which we focused on the emerging debt crisis in Africa.

Promoting anti-racism and decolonisation

- GADN's anti-racism and decolonisation work continues to be a priority. Amid the global Black Lives Matter protests in summer 2020, GADN's Women of Colour Forum wrote a collective statement on addressing systemic racism and White supremacy in the UK international aid sector, which helped to root the sector's response. GADN also held two successful CEO roundtables and a Members' Meeting that discussed how to begin the process of decolonisation within our work.

Influencing the FCDO

- With the creation of the new Foreign Commonwealth and Development Office (FCDO) in the summer of 2020, we ensured that gender equality stayed on the agenda. GADN proposed ways to ensure gender equality would remain a priority and held a meeting in July 2020 with Minister Baroness Sugg on implementing DFID's Strategic Vision on Gender Equality in the time of Covid-19. GADN, along with a small number of CEOs, also met with Vijay Rangarajan - the new Director General at the FCDO whose remit includes gender equality - in order to make the case for that issue's prioritisation.
- With members, we issued a public statement opposing the cuts in government aid spending and ensured that evidence of the impact of the cuts on gender equality contributed to the sectors' response. Our Director's place on the Prime Ministers' own G7 Gender Equality Advisory Council (GEAC) gave us another opportunity to bring the impact of the cuts on gender equality direct to his attention.

Keeping gender equality on the international agenda

- Keeping gender equality on the G7's agenda during the UK's Presidency this year was another achievement. GADN co-hosted the Women 7 (W7), one of the G7's official CSO engagement groups, and organised the W7 Summit and Communique in April 2021 with a strong line-up of speakers and participants from the Global South and G7 countries. Our role as W7 co-chair gave us unprecedented access to G7 decision-makers where we ensured they heard the W7 demands, improving the language of G7 agreements in some areas while also creating more space for discussion at future G7s. Issues covered included public investment in care services and social protection; more financial commitments on violence against women and girls, for women, peace and security, and for women's rights organisations; and strong language on race and decolonisation. Our role on the G7 GEAC gave further opportunity to propose more nuanced and holistic approaches to gender equality beyond the UK's original narrow focus on girls' education.
- At our February Members' Meeting, we enabled members to strategise and share information on global processes and upcoming advocacy opportunities.

Promoting feminist alternatives to macroeconomics

- Our work promoting feminist approaches to macroeconomics has never been more relevant as governments grapple with new economic landscapes. To inform the work of allies and influencers, GADN collated proposals for Covid-19 economic recovery emerging from the Global South and produced a briefing. The research we have commissioned by women's rights organisations will demonstrate practical alternative proposals that we can promote as part of the Covid-19 economic recovery. Working with Bretton Woods Project, we also

exposed the role of the IMF in promoting damaging austerity measures during the pandemic.

- Learning and sharing knowledge and analysis continues to be a priority for GADN and, with our partner organisation FEMNET, we published a guide to feminist approaches to macroeconomics which has been well received by members and partners globally.

Working Group Activities

Our Working Groups bring GADN members together on critical themes. Led by members, the groups provide spaces to learn, share best practice, network, and collaborate on advocacy. Recognising the way that different issues intersect, our groups are increasingly collaborating on joint initiatives and often contribute to the work of the GADN Secretariat, providing detailed policy positions.

Gender and Disability

- 'The intersection of gender and disability: a primer for international development practitioners' was launched on the International Day for Persons with Disabilities. Working Group members held meetings to plan, update members and share resources relating to Covid-19, as well as held a joint meeting with the Violence Against Women and Girls, Programmes and Humanitarian Working Groups around new and adapted Gender-Based Violence (GBV) programming in response to Covid-19. In addition, throughout the year, the Gender and Disability Working Group regularly distributed updates to their members, including news, opportunities, and other useful information.

Girls' Education

- The Group held a reflective learning event on 'Impact of Covid-19 on Girls' Education', where members shared emerging evidence from their programmes and were invited to share learning about the impact of Covid-19 on girls' education.

Gender and Environment

- From May 2020, the Environment Working Group put itself on pause while many of its members worked in different ways within their organisations to focus particularly on COP26. They will review the status of the group next year.

Humanitarian

- In addition to their usual Working Group meetings, the Humanitarian Working Group hosted a closed roundtable event with FCDO, in collaboration with GAPS and ODI's Humanitarian Policy Group. 'Leading in crisis: Women humanitarians & the Women, Peace & Security Agenda in Covid-19' focused on the interconnections between the Women, Peace and Security (WPS) and

humanitarian agendas – amplified in a Covid-19 context – and the importance of investing in local women-led action.

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

- The event ‘Safeguarding and Organisational Culture during Covid: how can we keep a focus on Safeguarding and organisational change during the Pandemic’, enabled members to share ideas on how to ensure that safeguarding, feminism, and organisational culture discussions are not lost during our sector’s response to Covid-19. Following this, a successful workshop on Unconscious Bias and Safeguarding included scenarios and in-depth discussions about unconscious bias, racism in the sector, organisational culture and what leads to sustainable change.

Programmes

- ‘What does programming on gender, environment and climate look like: Examples of projects, approaches, successes, challenges and learning’ was a joint event for members held in April 2020 with the Environment Working Group, including case studies from Ethiopia, Kenya and Zambia. In collaboration with the Humanitarian, VAWG and Disability Inclusion Working Groups, an event for members looked at ‘Exploring the impact of Covid-19 on violence against women and girls and how to adapt GBV risk mitigation, prevention and response work during the pandemic.’ Finally, the group met to discuss the principles and approaches that international organisations should apply to forge meaningful partnerships with organisations from the Global South that advance both the localisation agenda and gender equality.

Violence Against Women and Girls (VAWG)

- Joint events were held with the Disability and Humanitarian Working Groups, as well as collaboration with the Education and Programmes Working Groups. In addition, a joint meeting with the FCDO, the Gender, Action for Peace and Security (GAPS) and the SRHR Network was held in March, focusing on the Generation Equality Forum and the Gender-Based Violence Action Coalition. Members of the Working Group contributed to GADN’s joint submission to the IDC inquiry, including the different forms of VAWG that have increased during Covid, and the diversion of VAWG resources to Covid-19 responses.

Women’s Economic Justice (WEJ)

- Joint advocacy was a focus this year. The group produced a ‘Policy Note’ for the DFID International Financial Institutions Department and the World Bank Group and held discussions with them on the impact of World Bank and IMF policies for women, as well as drafting policy asks for the newly formed FCDO. Events around the Covid-19 pandemic, economic impacts and recovery included speakers from AWID, Care International, WIEGO, Oxfam, Public

Services International, Age International, International Rescue Committee and the Bretton Woods Project.

Women's Participation and Leadership

- Group meetings addressed issues including keeping women's participation and leadership at the forefront of the Covid-19 responses by the UK Government, the broader donor community and members' own organisations, and the implications of the FCO/DFID merger. The '[GADN Briefing on Women's Participation and Leadership in COVID](#)' was also developed by Working Group members. Later in the year, a specialist consultant working in leadership development spoke on why inclusive leadership is still excluding certain groups and how issues can be addressed. Finally, the Working Group collaboratively organised a session with the Open Societies and Human Rights directorate of the FCDO to discuss plans within the sector for the Commission on the Status of Women (CSW) 65 and the UK's presidency of the G7.

Communications and publications

During the year, GADN has used its website to share resources, host a searchable consultant database, a searchable global database of feminists working on macroeconomic issues, as well as a dedicated resource of feminist responses to Covid-19. We aim to highlight Southern feminist voices across our website.

Our audience on [Facebook](#) increased by nine per cent from 19,880 to 21,744 during 2020-21, while [Twitter](#) followers increased by 13 per cent from 6,048 to 6,940. Our [website](#) attracted over 38,600 unique visitors in 2020-21 while the [LinkedIn](#) page attracted 1,766 new followers over the last six months.

Our publications are widely circulated and read amongst our target audiences of members, allies, and decision-makers in the UK and around the world.

GADN's 2020-2021 publications include:

- [Response](#): Communication on COVID-19 with the Secretary of State for International Development (April 2020)
- [Response](#): GADN response to the UK National Audit Office Report: 'Improving the lives of women and girls overseas' (April 2020)
- [Briefing](#): COVID-19 & women's equal participation and leadership (June 2020)
- [Briefing](#): COVID 19: A feminist response to a global pandemic (June 2020)
- [Statement](#): GADN's Women of Colour Forum statement on systemic racism and White supremacy (July 2020)
- [Briefing](#): Gender equality in the creation of the UK's new Foreign, Commonwealth and Development Office (July 2020)

- **Guide**: The Audacity to Disrupt: An Introduction to Feminist Macro-level Economics (August 2020)
- **Briefing**: The intersection of gender and disability: A primer for international development practitioners (August 2020)
- **Response**: GADN condemns UK Aid Cuts announcement (November 2020)
- **Update**: Beijing+25: End of 2020 update (December 2020)
- **Briefing**: Warning: May Contain Austerity (December 2020)
- **Briefing**: Feminist proposals for a just, equitable and sustainable post-COVID-19 economic recovery (February 2021)

STRUCTURE

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GADN Structure

GADN's [handbook](#), available on our website, provides complete information on the structure, policies and procedures of the network and its constituent parts.

Board of Trustees

During the 2020-21 period, the Board of Trustees met on 23 April 2020, 15 July 2020, 11 November 2020 and 10 February 2021. GADN's trustees during that year were:

- Disha Sughand (Co-Chair)
- Lee Webster (Co-Chair)
- Caterina Mansueto (Treasurer from January 2021)
- Maria Varela-Garrido (Treasurer until January 2021)
- Saranel Benjamin
- Chiara Capraro
- Beverley Duckworth
- Daphne Jayasinghe
- Antonella Mancini (until February 2021)
- Naana Otoo-Oyortey
- Bryony Timms



GADN 2020-21 Board of Trustees. (L-R) Daphne Jayasinghe, Beverley Duckworth, Maria Varela-Garrido, Saranel Benjamin, Bryony Timms, Naana Otoo-Oyortey, Disha Sughand, Lee Webster

Membership and allies

In 2020-2021 our membership was made up of 162 Individual members and 68 organisational members. Of this, four organisations and 44 individuals were based overseas. We have now changed our membership so that overseas individuals and organisations can both apply for the new status of 'GADN overseas supporter'. For a complete list of organisational members, see the annexe to this report. Joining instructions are on our website.

GADN continues to work with the following networks and organisations based in the UK: Bond, Bretton Woods Project, Gender Action for Peace and Security (GAPS), Jubilee Debt Campaign, and the UK Network for Sexual and Reproductive Health.

We have also worked alongside international networks including the African Women's Development and Communication Network (FEMNET), The Nawi-Arifem Macroeconomics Collective, Latindadd, Gender and Trade Coalition, International Women's Rights Action Watch Asia Pacific (IWRAP-AP), Women in Development Europe (WIDE+), Development Alternatives with Women for a New Era (DAWN), Association for Women's Rights in Development (AWID), International Trade Union Confederation (ITUC), Eurodad, Asia Pacific Forum on Women, Law and Development (APWLD), International Center for Research on Women (ICRW), and Global Alliance for Tax Justice (GATJ).

Advisory Group

The Advisory Group works with the Secretariat to implement GADN's annual work plan and lead on issues not covered by our working groups. Members of the Advisory Group devote substantial amounts of time to the network and play a vital role in GADN's work. In 2020-2021, the Advisory Group consisted of: Fenella Porter (Oxfam GB), Roosje Saalbrink (formerly of Womankind Worldwide), Lila Caballero (ActionAid UK). The structure of the Advisory Group is currently under review.

Secretariat

GADN's current Secretariat staff members are:

- Jessica Woodroffe, Director
- Sophie Efange, Head of Policy
- Katherine Dean, Coordinator
- Yamina Ouldali, Communications and Policy Officer (from August 2021)

We are also grateful to Samantha Streibl, our previous Coordinator, who left in early 2021, and to our outstanding volunteers in 2020-2021: Holly Wise, Ryanna Ekanem and Hollie Clements.

Working Groups

GADN's working groups are member-led, and thus the chairs of our working groups perform an essential function in coordinating and leading work on each group's respective theme. They make all of the collaborative learning and strategic planning of their working groups possible. We are grateful to chairs who stood down over the past year: Rachel Aston (CBM

UK), Samantha Fox (ActionAid), Ella Hopkins (Bretton Woods Project), Laura Martineau-Searle (SDDirect), Ruby Moshenska (ActionAid), Shannon O'Connell (Westminster Foundation for Democracy), Anna Parke (ActionAid), Véronique Ringot (Relief International), Piyumi Samaraweera (Womankind Worldwide) and Joan Summers (MSI Reproductive Choices).

Current chairs (as of November 2021) are:

Gender and Disability	<ul style="list-style-type: none"> • Sherin Alsheikh Ahmed (Islamic Relief Worldwide) • Diana Hiscock (HelpAge International)
Gender and Environment	<ul style="list-style-type: none"> • Helen Anthem (Individual member) • Catriona McLean (Green Economy Coalition) • Lauren Smith (Individual member)
Girls' Education	<ul style="list-style-type: none"> • Anya Cowley (Save the Children) • Feyi Rodway (FHI 360)
Humanitarian	<ul style="list-style-type: none"> • Megan Daigle (ODI) • Niki Ignatiou (ActionAid)
Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)	<ul style="list-style-type: none"> • Xara Church (Oxfam)
Programmes	<ul style="list-style-type: none"> • Ellie Shillito (ActionAid) • Tina Wallace (Individual member)
Violence Against Women and Girls (VAWG)	<ul style="list-style-type: none"> • Najah Almugahed (Islamic Relief Worldwide) • Amy Harrison (ActionAid)
Women's Economic Justice	<ul style="list-style-type: none"> • Kate Horstead (Age International)
Women's Participation and Leadership	<ul style="list-style-type: none"> • Sophia Fernandes (Westminster Foundation for Democracy) • Shireen Motara (Individual member)

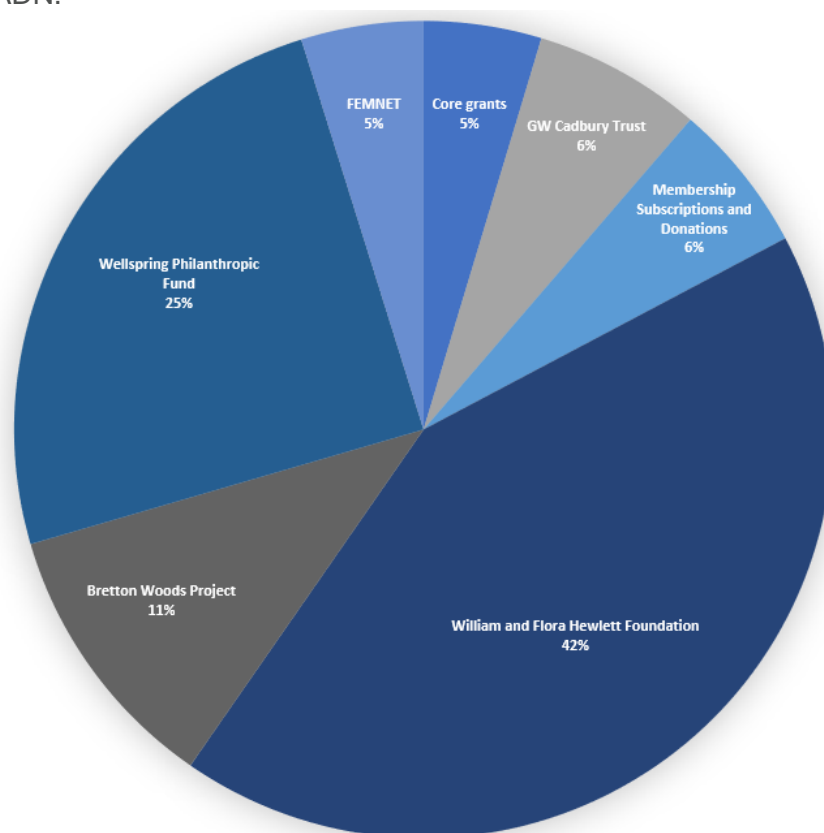
Women of Colour Forum

The Women of Colour Forum is an initiative that GADN is pleased to support as part of its commitment to a more critical understanding of race, post-coloniality and intersectionality within international development discourse and practice. Recognising that women of colour need their own spaces to gather, free from the marginalisation and discrimination so often found in places of work and across British society more broadly, this forum is for women of colour only.

Membership of the Women of Colour Forum is open to all self-identifying women of colour who are either individual or organisational members of GADN. In essence, it is for women who face race-based discrimination. Members attend in a personal capacity and are not representing their organisations. To find out more email comms@gadnetwork.org.

Funding 2020-2021

Without the vital funds provided through membership fees, GADN would not be able to continue the work that we do, and we are delighted that our membership continues to grow. This year, we received core funding from ActionAid UK, Christian Aid, Oxfam GB, WaterAid and Plan International UK, while a number of working group members have co-funded their groups' activities. ActionAid UK also makes a substantial contribution to the network by continuing to host us at their offices. Funding was also provided by the GW Cadbury Trust, as well as from the Bretton Woods Project, FEMNET, the William & Flora Hewlett Foundation and the Wellspring Philanthropic Fund. We are grateful to all our member organisations and donors for their contributions to our work. We would also like to acknowledge the contribution that the staff of our member organisations make to the success of GADN.



Membership Subscriptions and Donations	£26,843	6%
Core grants	£21,000	5%
GW Cadbury Trust	£30,000	7%
William and Flora Hewlett Foundation	£191,321	42%
Bretton Woods Project	£48,878	11%
Wellspring Philanthropic Fund	£111,461	25%
FEMNET	£ 21,785	5%

For more information on GADN's funding and finances, please see our 2020-2021 financial report, available [online](#).

Annexe

GADN Member Organisations 2020-2021

1. ActionAid
2. British Council
3. British Red Cross
4. CAFOD
5. CARE International
6. CBM UK
7. Cherie Blair Foundation for Women
8. ChildHope
9. Christian Aid
10. CIDT (University of Wolverhampton)
11. Concern Worldwide
12. Development Planning Unit
13. Equality in Tourism
14. Fairtrade Foundation
15. FHI360
16. FORWARD
17. Frontline AIDS
18. Girl Effect
19. Girls Not Brides
20. GOAL
21. Health Poverty Action
22. HelpAge International
23. Hope for Children
24. Integrity Action
25. International Institute for Environment and Development (IIED)
26. IPPF
27. International Rescue Committee
28. Islamic Relief Worldwide
29. Kaleidoscope Trust
30. MSI Reproductive Choices
31. Mothers' Union Worldwide
32. Orchid Project
33. ODI
34. Oxfam
35. PHOEBE
36. Plan International
37. Practical Action
38. Publish What You Fund
39. Relief International
40. Raleigh International
41. Restless Development
42. Saferworld
43. Salvation Army – International Development
44. Save the Children
45. SCIAF
46. Self Help Africa
47. Send a Cow
48. Sense International
49. Sexual and Reproductive Health Matters
50. Sightsavers
51. Social Development Direct
52. Tax Justice Network
53. Team Kenya
54. Tearfund
55. Theatre for a Change
56. Trocaire
57. Tropical Health and Education Trust (THET)
58. Voluntary Service Overseas (VSO)
59. WaterAid
60. Westminster Foundation for Democracy (WFD)
61. WIEGO
62. WILPF
63. Womankind Worldwide
64. Women's Environmental Network (WEN)
65. Women for Women International
66. Wonder Foundation
67. World Vision
68. Y Care International