

Together we can
POWER UP!

Power Up! 2021 Annual Report
(Power Up! Consortium)



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Acronym

AAAS	Ahmi Amchya Arogya Sathi
CAL	Coalition of African Lesbians
CBO	Community-based organisation
CRTD.A	Collective for Research and Training on Development - Action
FPE	Feminist popular education
G@W	Gender at Work
GNC	Gender non-conforming people
(E)GBV	(Economic) gender-based violence
FEA	Feminist economic analysis and alternatives
JASS (SEA/SNA)	Just Associates (Southeast Asia, Southern Africa)
KFS	Kisumu Feminist Society
LBQ+	Lesbian, bisexual, queer, + other minority sexual and gender identities
LRS	Labour Research Service (LRS)
MFA	Netherlands Ministry of Foreign Affairs
MIS	Management Information System
NGO	Non-governmental organisation
OBOL	Our Bodies, Our Lives Campaign
PEKKA	Yayasan Pemberdayaan Perempuan Kepala Keluarga
PoW	Power of Women
PU!	Power Up!
UNHCR	United Nations High Commissioner for Refugees
VAWG	Violence against women and girls
VFH	Voluntary food handlers
WEE	Women's economic empowerment
WHRD	Women human rights defenders
WRO	Women's rights organisation

Introduction

Power Up! (PU!) is a consortium of four women's rights organisations: Just Associates (JASS, lead organisation), a feminist movement support organisation rooted in the Global South; Coalition of African Lesbians (CAL), a queer, Pan-African, feminist organisation; Yayasan Pemberdayaan Perempuan Kepala Keluarga (PEKKA), a national women-headed family empowerment network in Indonesia; and Gender at Work (G@W), an international feminist knowledge network. Power Up! engages with women¹ human rights defenders (WHRD) and their organisations and networks, particularly those that represent constituencies that have been marginalised in their communities, and social movements (LBQ+ women, HIV+ women, sex workers, women workers, and rural and indigenous women).

Together, we build, organise and mobilise, and transform power on three strategic agendas:

1. **Bodies:** Prevention and elimination of sexual and gender-based violence against women and girls.
2. **Voice:** Strengthening women's leadership and women's participation in (political) decision-making.
3. **Resources:** Strengthening women's economic strategies for economic resilience and stability, including access to and control of resources and land.

We have organised this report according to our three strategic agendas, acknowledging that women's experiences are intersectional, not siloed and many results contribute to multiple agendas. In this annual report, we share and reflect upon our joint accomplishments and key learnings as PU!, from 1 January - 31 December 2021. As this period was the inception year of the programme, the year was marked by a significant investment in three main areas: 1) establishing and strengthening relationships with our PU! consortium partners, 2) building connections with women's rights organisations (WROs) and WHRDs, community-based groups, and other local stakeholders, and 3) setting a strong foundation of principles, structures, policies, and processes for effective programme management, coordination, collaboration, monitoring, and reporting.



¹ For Power Up!, 'women' includes young women, non-binary and trans people because they, like women, face gender-based discrimination.

Context: 2021 at a Glance

2021 was a turbulent year for women's rights. It was the year of trying to normalise what it means to live in a protracted pandemic, surviving climate catastrophes, and battling conservative and harmful governments. Women's rights activists and WHRDs face continued harassment, violence, arrest, and detention for engaging in human rights work.

“In light of these circumstances, it was a year where the need for strong, smart, and courageous WROs and feminist movements has never been clearer.”



Globally, we saw important contextual changes and impacts across our three strategic agendas:

- **Bodies:** The COVID-19 pandemic further exacerbated entrenched discrimination and violence against women and LBQ+ persons. Additionally, the growing demand on their organisations, coupled with the operational and personal challenges they had to face, led to an increase of mental health issues and burnout.
- **Voice:** With rising authoritarianism around the globe, pandemic-related restrictions were being used to crush dissent, curtail civic freedoms, and restrict civil society and WROs ability to organise, and mobilise². Despite this, activists continued to mobilise denouncing injustice.
- **Resources:** As more women and their families lost their income due to the pandemic, feminist economic alternatives became increasingly relevant. The crisis also provided a warning about what is rapidly coming down the track on climate change and environmental degradation.

The COVID-19 pandemic deepened pre-existing divides, vulnerabilities, and inequalities, while also opening new fractures. It has exacerbated the vulnerability experienced by women in particular. For example, there is a psychological impact of learning online and organising virtually is more taxing. There was a need to find solutions on how we can support each other and keep connected while trying to continue to do our work in person/online whenever it was possible and safe to do so. The limited ability (or inability) to physically attend regional and international advocacy spaces affected PU's capacity to mobilise and influence effectively.

COVID also affected finances and funding. Some donor and bilateral funding was redirected to local government or to national initiatives, resulting in less funding being available for civil society/NGOs. This has caused a scramble for funding in the upcoming months and years for partner organisations, which has the potential to shut down their operations.

² Global Monitor of COVID-19's Impact on Democracy and Human Rights, IDEA, 2022
³ Impact of COVID-19 on women's rights organizations, Oxfam, 2021

Reflection on Programmatic and Organisational Risks

For Power Up!, 2021 was defined by three prominent risks related to: COVID-19, political instability (in Myanmar and Lebanon), and organisational and limited/weak leadership capacities of social and women's rights movements (see Annex 1). The impacts of COVID-19 were experienced by staff and partners, both individually and at an organisational level. Individually, some of PU! staff fell ill, and others lost family members due to COVID. Organisationally, as opportunities for physical meetings became limited, PU! resorted to use of online platforms and tools to continue our work and mitigate impacts caused by delays in implementation. However, despite combining remote and in-person coordination, PU! members had to move some activities to 2022 due to delays in finalising due diligence checks and subcontracting.

The effects of the combined crises (COVID-19, military takeover, and resulting economic decline) curtailed the activities of women and other civil society organisations in Myanmar. Through remote support, Myanmar-based WROs have been building and sustaining a network consisting of approximately 100 local NGOs and WROs that promote gender equality and women's empowerment. Since the coup in early 2021, Myanmar activists have found new ways to challenge military-backed patriarchal authoritarianism and have formed alliances with other social justice movements, such as the garment workers unions. While in Lebanon, women were negatively affected by the collapsing state infrastructure and are experiencing an impact on their sexual and reproductive rights such as having no access to sanitary products, increased unsafe abortion, increased cost of contraception, inadequate pre-natal services resulting in high maternal mortality rates, and increased prevalence of malnutrition during pregnancy. PU! developed mitigation measures to ensure that WHRDs and WROs in these countries received urgent and flexible funding as well as collective protection and accompaniment.

2021 was also marked by organisational and leadership challenges that directly affected WROs' funding and sustainability. To mitigate further negative impacts, PU! will put increased attention to strengthening leadership and organisational capacities of WROs – including PU! consortium members – as part of its feminist leadership capacity strengthening work.

PU! has also identified new contextual, programmatic, and organisational risks (see items Annex 1 labelled as “updated”). While some of these risks are not entirely new, they were either not included/expanded during the Power of Women (PoW) proposal stage and/or were articulated by PU! members as having significant impact during the 2021 annual reflection session. For each of these new risks identified, we have developed mitigation measures that will help us monitor and avoid the risks materialising while we continue to implement in PU! countries/regions.

Setting the Scene: The Theory of Change

3

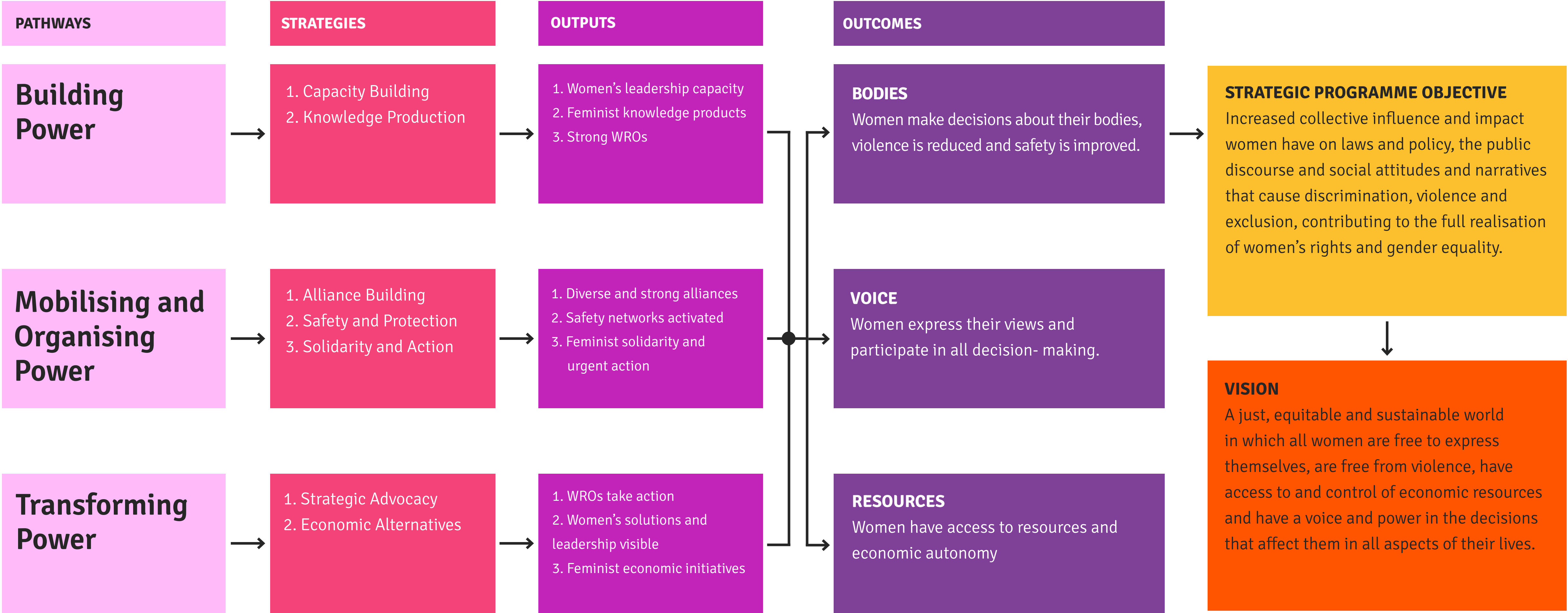
The Power Up! Theory of Change’s foundational view is that women play an essential role in bringing about social change but need support to build cohesive and sustained feminist movements that can effect long-term change in their contexts. PU! works towards its outcomes and objectives through three interrelated pathways of change: building, mobilising and organising, and transforming power.

Building power happens through strengthening individual community feminist leaders’ organising capacity and collective power through feminist movement-builder schools that foster critical awareness and political analysis, movement-building, advocacy skills, and shared democratic leadership. Organising and mobilising power systematically links the capacity building processes to sustained movement strategies that forge broader alliances and mobilise joint action. Transforming power – still nascent in year one – amplifies demands and women-led solutions through global solidarity, strategic communications and publications to impact policy and public debates, influencing agenda-setting, and shifting social attitudes and narratives that legitimise and reinforce discrimination and exclusion.

To achieve the Theory of Change, all PU! partners have different ways of working with their in-country partners. For example, G@W does not programme directly, but supports local organisations with existing and new programmes that align with the PU! Theory of Change whereas PEKKA has a role in direct implementation.



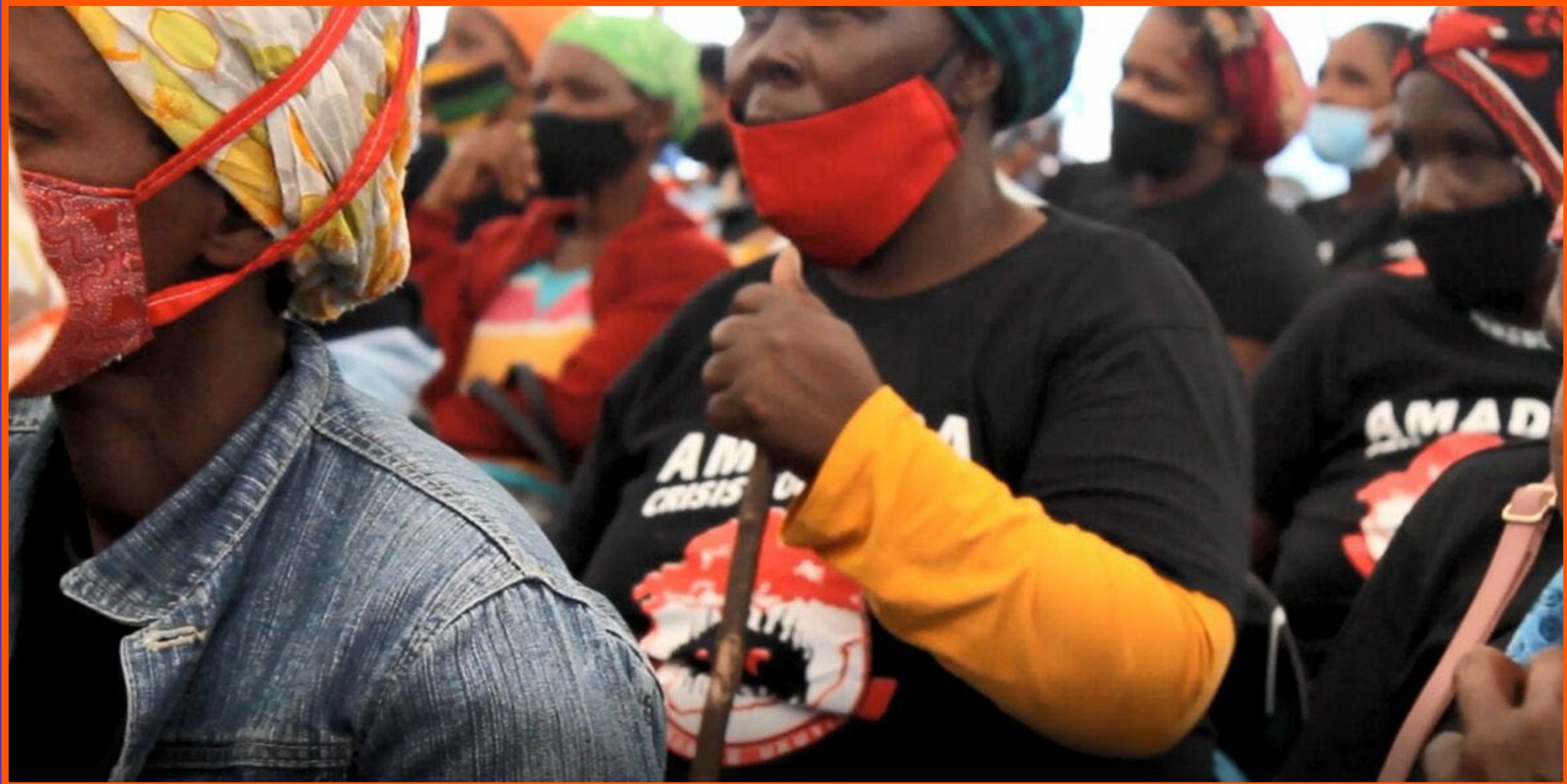
Theory of Change



Our Results in 2021

The results presented in this report offer insights on what it takes to support and promote organic and emergent movement building in countries and regions where women’s rights are under attack. Our results speak about how the PU! consortium and partners, despite their challenging contexts, can support WROs in creating spaces and promote solidarity especially for structurally excluded women.

Although results were highlighted at the country level, our movement building work and related pathways are shaped by emerging opportunities (at global, regional, national, and local level), making change processes more organic rather than pre-defined. In the coming years, we envision our combined and collaborative work at the consortium level to gain more prominence in our results and our change stories from PU! members and partners.



Our Strategic Agenda Results in Brief

BODIES

In a year when gender-based violence escalated and mental health and burnout increased, our PU! consortium members and partners have been at the frontline of the capacity of groups that are targets of increased violence and discrimination. We have engaged women and other groups that face discrimination through feminist popular education, consciousness raising, organisational political accompaniment, strategy support, creating safe spaces for collectivist action, and government engagement through petitions and dialogues. As women use their new skills to organise and engage others, they are creating the foundation for effective strategic advocacy. We have created two spaces for dialogue on feminist demands and positions on violence against women, collective safety and protection, and bodily autonomy. The collective empowerment that resulted through building bonds with others who have similar experiences strengthened a movement towards wellness, which in itself is a radical act of resistance.

VOICE

PU! works to ensure that women's leadership and ideas are influencing the decisions affecting their lives. Despite the context of COVID making it hard to mobilise and collectively raise issues, PU! responded creatively using a range of strategies such as virtual engagements, media and advocacy training, creating space to think about the meaning of elections as well as participation in public decision making spaces where women raise issues. PU! contributes to promoting and amplifying women's voices by shifting power dynamics, transforming social norms, and creating eight spaces for dialogue on women's voice, agency, leadership and representative participation in decision-making processes in public, private, and civic spheres. We strengthened women's organising and participation in land use decisions, garnering support and funding for women's needs from local governments, LBQ+ rights, and more.

RESOURCES

Power Up! supports women's emergent economic initiatives and is developing and expanding feminist economic analysis and alternatives (FEA), in particular those that emphasise climate resilience. This year, we supported feminist participatory action research exploring savings groups, cooperatives, and other economic alternatives that women can build together. We have focussed heavily on cooperatives (savings groups) and building their capacities to not only achieve greater financial security for their members, but take meaningful action in mobilising other women in their communities and taking action to create a stronger enabling environment for women's economic empowerment. This work has already led to the creation of 92 spaces for dialogue on women's economic rights, economic justice and alternatives.

Analysing Our Results

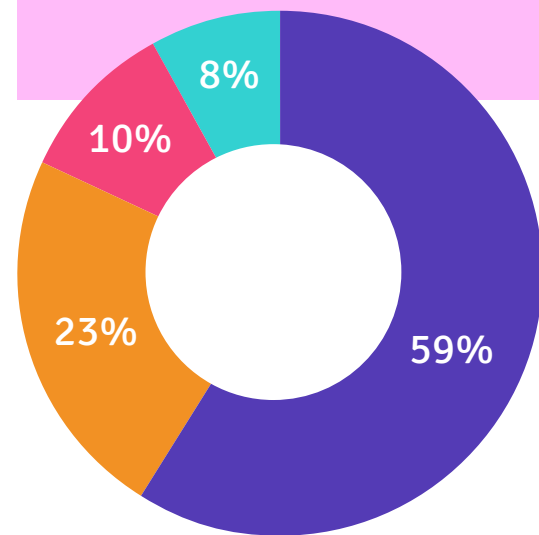
Despite the ever-changing and challenging contexts, we are very pleased to report that we have already exceeded our targets in four of the output indicators: 4.1.1a/b, 4.2.1, 6.2.1, 6.3.1 (see infographics) and have made noteworthy progress toward the others. Overall, our results are most substantive in our focus regions (East and Southern Africa, South-South East Asia).

PU!'s programme strategies and interventions primarily focused on building and mobilising power during the first year of the programme. Therefore, our primary outputs achieved towards our theory of change included strengthening capacities of women and WROs and building alliances. Our results around building power provide evidence on the connection between individual and organisational capacity strengthening. Movements need people and our individual political consciousness building laid the groundwork for creating spaces for activation of women and WROs. In 2021, women's and WRO's capacities were strengthened through training and political accompaniment including support in framing their demands. The risks that women and their organisation's face provided grounds for strengthening our feminist leadership work in order to address these different individual and organisational risks impacting women's lives.

#4.1.1b

4,535

women and young women reported increased confidence, political skills and consciousness



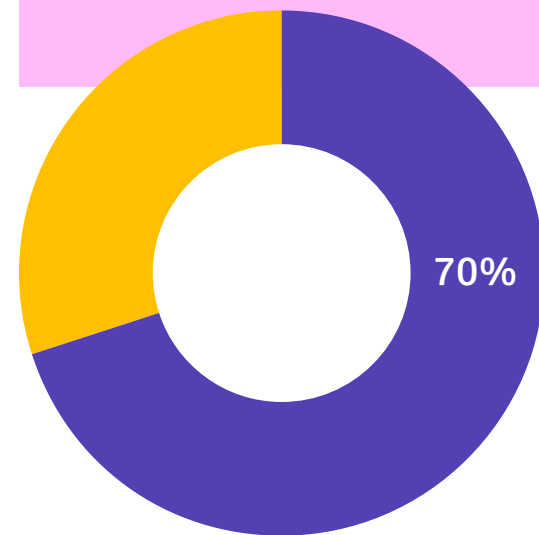
#4.1.1a

- 59% in South-South East Asia*
- 23% Globally
- 10% in Southern Africa
- 8% in Mesoamerica, East Africa, MENA, and West Africa

#6.1.1

109

actions (petitions) by women

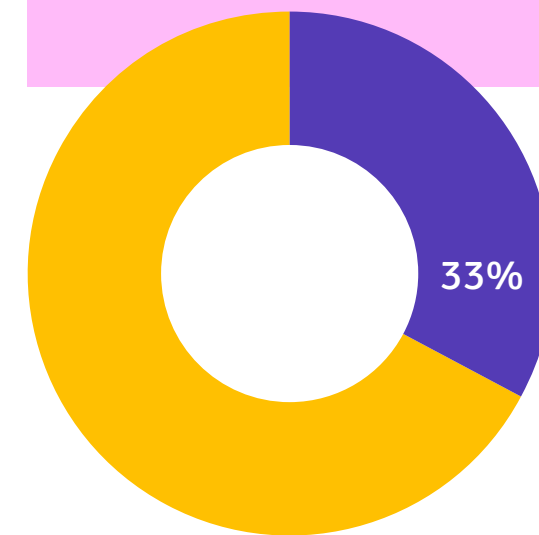


- 70% of actions by women in East Africa and Southern Africa

#5.3.1

18

solidarity/urgent actions supported

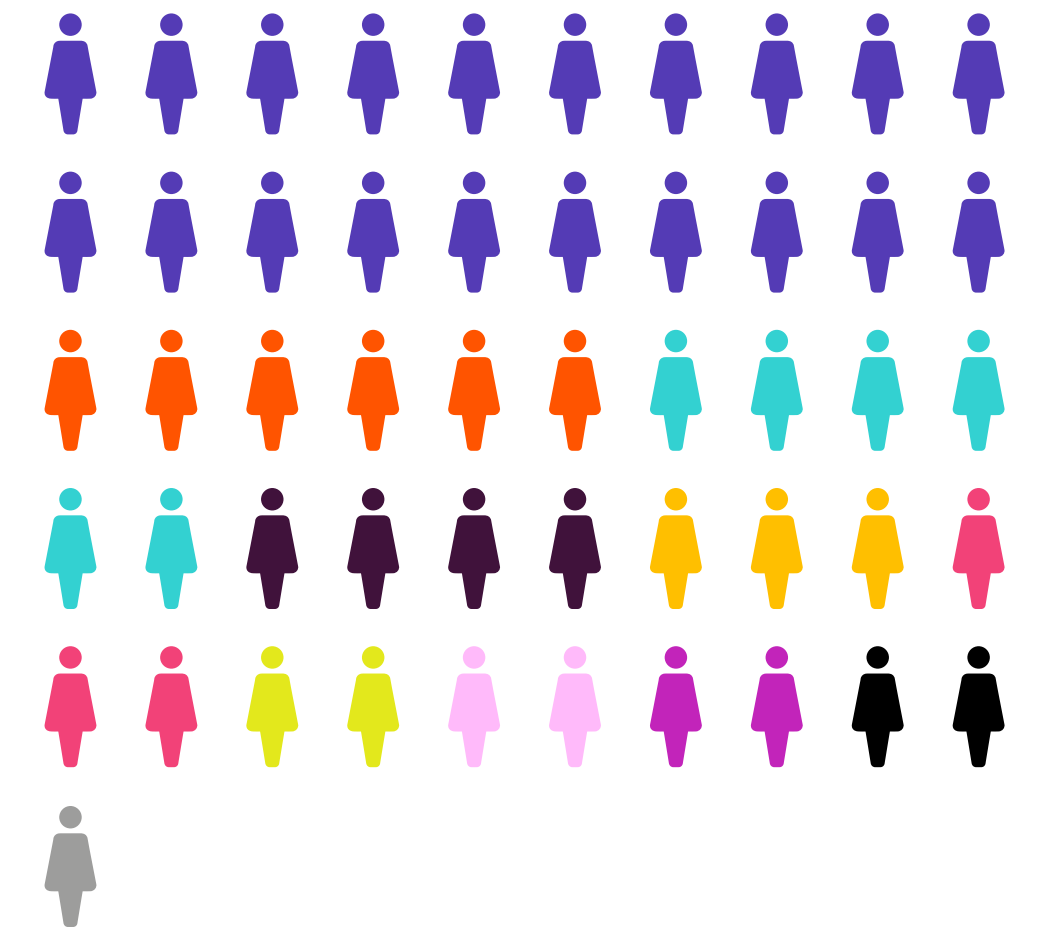


- 33% of solidarity actions in Myanmar

#4.2.1

51

WROs' political and technical capacities strengthened



- 20 in Indonesia
- 6 in Myanmar
- 6 in South Africa
- 4 in Kenya
- 3 in Cambodia
- 3 in Malawi
- 2 in Guatemala
- 2 in Honduras
- 2 in Lebanon
- 2 in Zimbabwe
- 1 Global

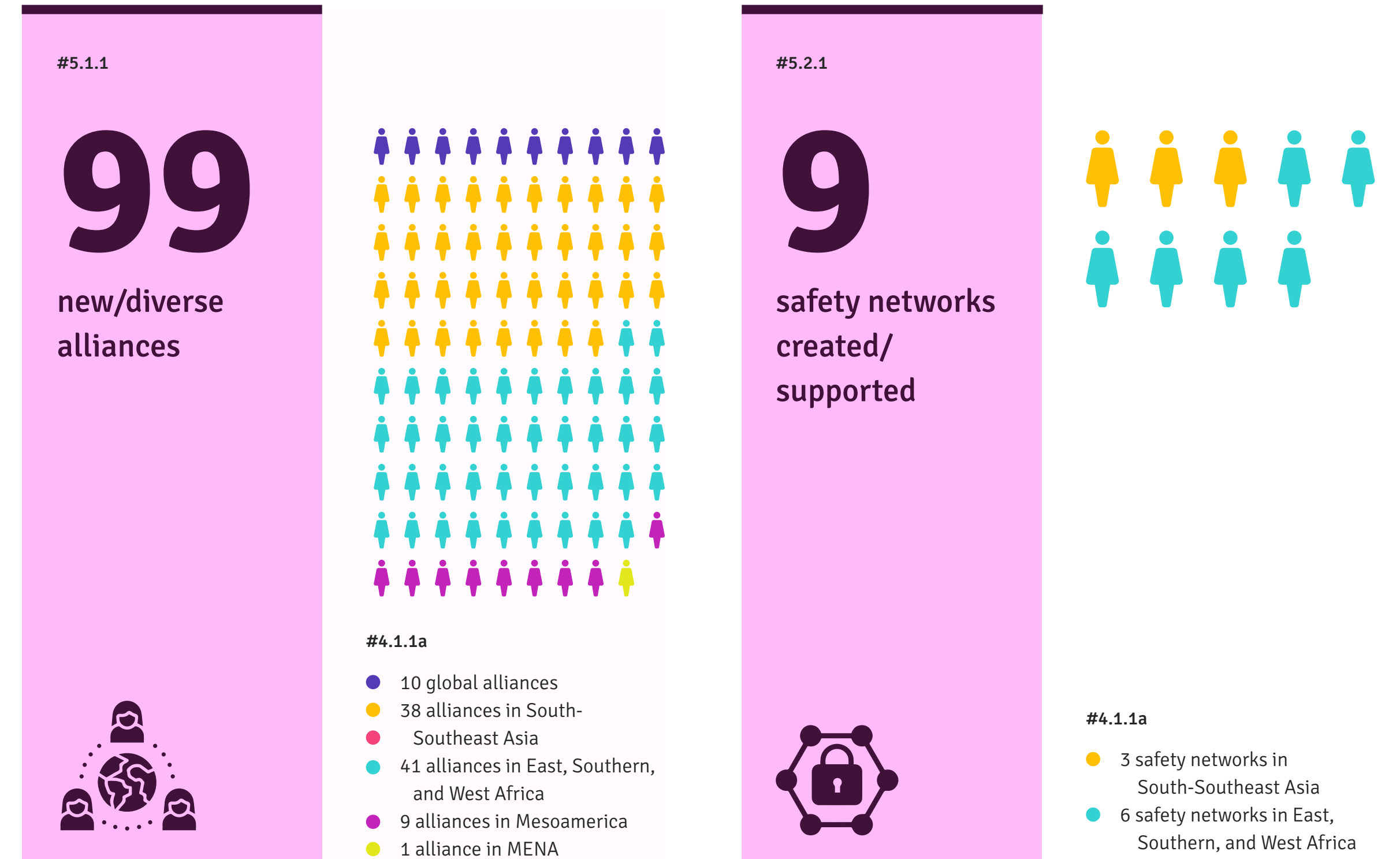
4 See Annex 3 for a full list of countries and associated regions.

In 2021, we reached double (4535) our annual target (2180) for the number of women and young women for whom we aim to increase confidence, political skills, and consciousness (4.1.1a/b), including at least 238 LBQ+ women. More than half (54%) of the women reached were in Indonesia. This is for two main reasons: 1) two partners are active in Indonesia (PEKKA and JASS), and 2) both partners are well-established and respected in the region with an existing network of women. Most countries are well on track, with many already exceeding their target. However, Myanmar, Rwanda, and Uganda are still less than halfway to reaching their annual targets. The majority of the women reached were capacitated in economic resilience and feminist economic alternatives (e.g., through savings groups). Many also engaged in training on feminist approaches, leadership, organising and mobilising, and advocacy.

Remarkably, we successfully strengthened the political and technical capacities of 50 WROs, which is 19% higher than our target of 42 (4.2.1). Again, Indonesia represented the largest proportion of the results (40%) and South-South East Asia (Cambodia, India, Indonesia, and Myanmar) representing more than half (56%) of the results. Overall, eight of PU!’s 13 countries met or exceeded their targets. A primary reason why some partners struggled to achieve their targets in this indicator was due to delays in sub-granting partners. We also faced challenges in implementing our plans in Tunisia and Palestine due to travel restrictions and thus, we decided to intensify instead our work in Lebanon by addressing the needs of women who were impacted by the economic crisis.

We have also built or diversified nearly half (99) of the alliances planned (183), even in a year when in-person organising was limited or not possible (5.1.1). 38% of our results were in South-South East Asia, 30% in Southern Africa, and the remainder spread amongst the other regions. Space to grow alliances remains, especially in India, where just two of our planned 74 alliances have been created thus far. However, it is possible that other alliances were created that have not been captured yet due to reporting practices of the partner. The alliances built and/or diversified range from local to global and cover a diversity of topics. For example, we formed multiple alliances around women’s economic empowerment, including in Indonesia and Mozambique. Labour Research Service (LRS), with support from G@W, is building an alliance among voluntary food handlers (VFH), school governing bodies, church groups, and a community-based organisation (CBO) in South Africa. This group has been working together to improve the implementation of the national School Nutrition Program and address the precarious situation of

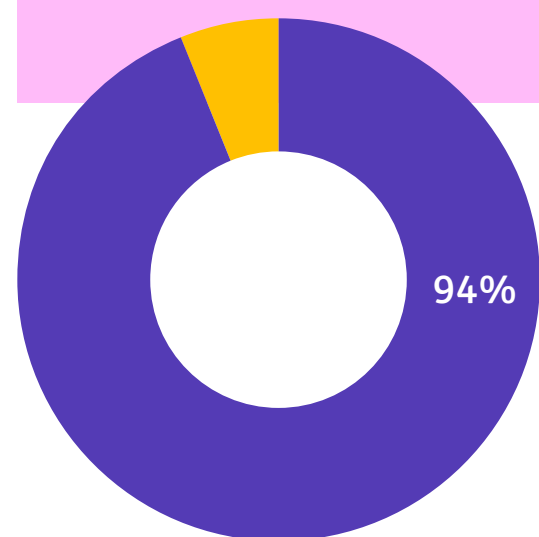
many VFH. In East and Southern Africa, we engaged CBOs on national, regional, international human rights mechanisms to create spaces that generate and strengthen ideas and knowledge in relation to power, freedom, dignity, and justice.



#6.2.1

344

Women's experiences, leadership perspectives, solutions and demands reflected in PU! communication products

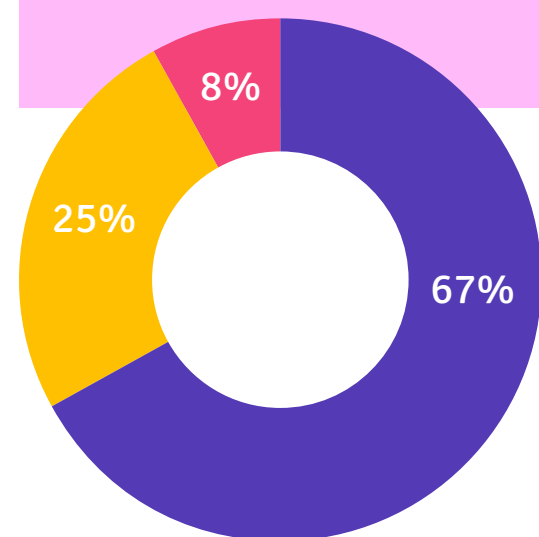


● 94% of results in South-Southeast Asia

#4.3.1b

72

feminist knowledge products created



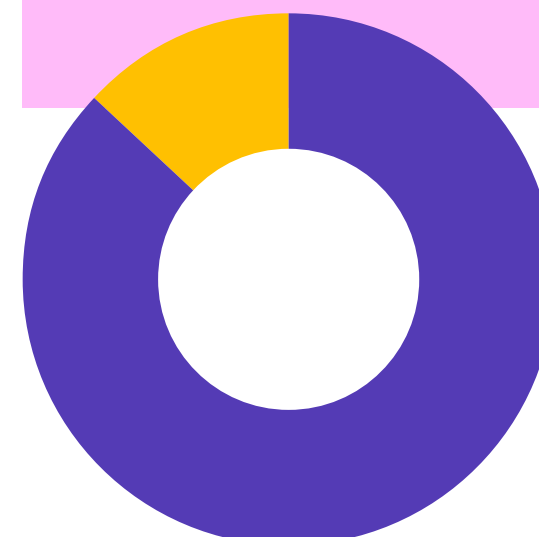
#4.3.1a

- 67% of products created in India and Indonesia
- 25% products created in East, West, and Southern Africa
- 8% products created in MENA and Mesoamerica

#6.3.1

155

economic initiatives developed by women's collectives/groups



● 87% of results in Southeast Asia



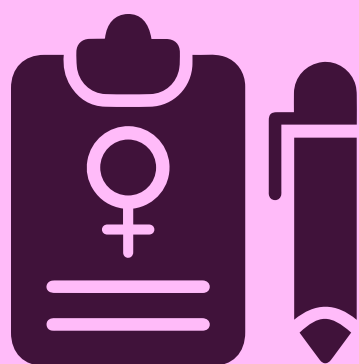
PU! works to ensure that women have adequate resources, sustained political support, and support from movement actors and alliances to develop economic resilience. Partners are consciously exploring the ways women understand economic inequities and their pathways towards economic autonomy, resilience, and stability. PEKKA's organising work in Indonesia is centred around promoting feminist economic alternatives, which helped us to exceed our target (29) for the number of economic initiatives developed by women's collectives/groups by more than five times over (155) (6.3.1). Developing economic initiatives was remarkably successful in Indonesia and Malawi this year; however, PU's other focus countries have set the groundwork for results in the coming years through relevant capacity strengthening and alliance building.

Overall, the progress towards our goals during a year fraught with complexities and set backs has demonstrated the resilience of WROs and feminist movements. We have already begun to influence spaces for dialogue in some countries (e.g., Myanmar, Indonesia, India) and have foundations in place for more influence later in the programme. Our substantive work around building power lays the basis for women and WROs to transform power in the future.

#1.2

2

spaces for feminist demands and positions created by WROs on violence against women, collective safety and protection, and bodily autonomy



#2.2

8

spaces for feminist demands and positions created by WROs on women's voice, agency, leadership and representative participation in decision-making processes in public, private, and civic sphere



#2.2

92

spaces for feminist demands and positions created by WROs on women's economic rights, economic justice, and alternatives



PU!'s Progress Toward Targets

In this annual report, we use PU!'s overall monitoring and evaluation framework, meaning that our results are reported for the consortium as a whole, not country-specific or partner-specific.

Table 1: Baseline, targets, and actuals for PU!'s PoW indicators

Indicator Number	Indicator Description	Baseline	Annual Target	Result to Date
4.1.1a and 4.1.1b	# women and young women who report increased confidence, political skills and consciousness	0	2180	4535
4.2.1	# of WROs' (political and technical capacities) strengthened	0	42	49
4.3.1a and 4.3.1b	# of feminist knowledge products on power, feminist movement building strategy and feminist analysis of bodies, voices and resources created by PU! to women	0	163	72
5.1.1	# of new/diverse alliances created	0	183	89
5.2.1	# of safety networks created/supported	0	28	9
5.3.1	# solidarity/urgent actions supported	0	31	16
6.1.1	# of actions by women supported	0	198	109
6.2.1	# of times women's experiences, leadership perspectives, solutions and demands reflected in Power Up! communication products	0	65	339
6.3.1	# of economic initiatives developed by women's collectives/groups	0	29	155

Reflections and Key Learnings on Target-Setting and Explanation of Differences

Coherent to our feminist approach, PU! supported the consortium partners and their local partners to collect data and measure change through the means and approaches that work in their contexts, rather than having a standard set of definitions or tools. However, this resulted in some differences and less coherence in how results were reported.

Table 1: Explanation of differences between targets and actuals for PU! indicators

Why are some targets ‘over-achieved’?	Why are some targets ‘under-achieved’?
<ul style="list-style-type: none"> While online participation had its limitations, in some cases more events were held online due to COVID-19, which opened up more participation due to digital accessibility and the increased safety and comfort of women to participate from the comfort of their home (4.1.1b). Some partners have well-established relationships with WROs and WHRDs already, enabling them to reach a large number of women and allies (6.3.1). Use of local language increases reach of communication products (6.2.1). Partners have different ways of measuring, e.g., counting number of products produced / disseminated and number of people who received / used the products (6.2.1). 	<ul style="list-style-type: none"> Programming began slowly due to COVID-19, shortages in staff capacity (due to getting sick, experiencing burnout, or loved ones getting sick), lockdowns, and changing political contexts (e.g., Myanmar). Many partners experienced significant delays in sub-granting, which postponed many planned activities into 2022. Target setting was done during inception, when the programme activities were not yet fully conceptualised, budgets were not set, and the country contexts were different; as a result, many targets set may not have been accurate. The focus of PU! predominantly focused internally on programme start-up and development. In many cases, partners did not collect age-disaggregated data for 2021, making reporting on the youth/non-youth indicators difficult. For some indicators, the plan is to collect data on these only during the mid-term and endline; therefore, not all partners collected data on all indicators, which contributes toward an apparent ‘under-achievement’ (6.1.1, 6.2.1). Some partners and sub-grantees are not yet confident on how to report against some indicators, resulting in the data not being collected in full. For example, one partner did not report the WROs strengthened, only the number of individuals, though they feel likely their target was surpassed (4.2.1).

There are significant differences that exist across partners and countries in terms of targets and results. As a consortium, we are taking note of these differences and utilising them as an opportunity for partners to learn from each other. While PU! will continue to promote partners to measure results through their preferred approaches, the consortium will support more joint dialogues to develop a stronger sense of unity around how to measure change. Specifically, there are indicators that require some disentanglement such as those measuring women vs. young women. Since the agreement to include indicators tracking young women was made after the baseline, many PU! partners have not yet adjusted how they collect age-disaggregated data, so the results are not conclusive. However, partners have actively engaged youth groups in a variety of activities. Also, we will need to come to a joint understanding about how to measure indicators such as increased confidence (4.1.1a, 4.1.1b) and communication products (6.2.1) over the coming year. Finally, partners will each revisit target setting based on lessons learnt from the first year of implementation.



BODIES

Outcome 1: Women make decisions about their bodies, violence is reduced, and safety is improved.

Context in 2021: Bodies

Gender inequality manifests in reduced bodily autonomy, violation, commodification, and objectification of women's bodies. Data from the WHO shows that one in three women (around 736 million women globally) are subjected to physical or sexual violence by an intimate partner or sexual violence from a non-partner in their lifetime⁵. Since the outbreak of COVID-19, data indicates that violence against women and girls (VAWG) and LBQ+ persons has increased due to financial insecurity, health worries, isolation, movement restrictions, amongst other reasons.⁶

The escalation in violence against women and LBQ+ persons has been particularly stark in Kenya⁷, Southern Africa⁸, and Mesoamerica⁹. LBQ individuals continue to be routinely targeted by government authorities, religious groups, amongst others.

Simultaneously, and despite increasing donor commitments toward gender equality, WROs have consistently been the most heavily hit by funding cuts during the pandemic¹⁰. Staff at WROs are not only forced to cope with the personal burdens they face due to the pandemic, but they experience the double burden of managing the increasing demand on their organisations resulting in an increase in mental health issues and burnout over the past year.

Power Up! Results: Bodies

Power Up! has supported and built the capacity of groups that are targets of increased violence and discrimination due to their gender identity, sexual orientation, and/or social status (e.g., women, LBQ+, HIV+ women, sex workers, voluntary food handlers, and rural and indigenous women defending the environment). PU! partners have been actively tackling discrimination and gender-based violence by building the individual agency of these individuals, mobilising their collective power, and challenging social norms and negative power.

I. Increasing the confidence, political skills, and consciousness of women (4.1.1b) and strengthening the political and technical capacities of WROs (4.2.1)

Our feminist popular education, power analysis framework and sustained political accompaniment equip women with the knowledge, skills, and capacity they need to build collective leadership and broad alliances around common agendas. As women use their new skills to organise and engage others, they are creating the foundation for effective strategic advocacy.

In Cambodia, JASS facilitated feminist movement building workshops and dialogues with 64 women labour workers. These feminist popular education (FPE) workshops helped the women to better understand power and privilege for women workers, develop safety and security guidelines in the workplace, and identify the root causes of rape. One participant shared that the workshop helped her “reflect and learn more on society, women's choice, use of her body... and more importantly how to respond to the old mindset and patriarchal society.”

Meanwhile, in Zimbabwe, consciousness raising was facilitated through the creation of safe spaces for dialogue. JASS supports eight ‘circles’ (safe spaces to share issues and to serve as a base for organising) of women, located in eight districts. Monthly dialogues using FPE methods are centred around the ‘What Women Want’ campaign (an electoral manifesto in Zimbabwe that listed women's demands for basic services),

Box 1: Overcoming depression through collective care (5.2.1)

After contracting HIV through her abusive partner, Boo (pseudonym) a queer woman from Munyonyo, Uganda wanted to commit suicide. She joined monthly group counselling sessions for LBQ+ at the

Psychosocial Support Centre.

She began opening up once she realised that she was not alone in her recovery. This demonstrates the power of having a safe space for LBQ+ women to share their experiences with intimate partner violence (IPV). Collective care is significant especially in the wake of COVID-19, where many people – especially women in the LBQ+ community – have experienced an increase in IPV and a decline in mental health as a result.

⁵ Devastatingly pervasive: 1 in 3 women globally experience violence, WHO, 2021

⁶ The Shadow Pandemic: Violence against women during COVID-19, UN Women.

⁷ Measuring the shadow pandemic: Violence against women during COVID-19, UN Women, 2021

⁸ Treated like furniture: GBV and COVID-19 response in Southern Africa, Amnesty International, 2021

⁹ The crisis was already here, IM-Defensoras, 2020

¹⁰ Impact of COVID-19 on women's rights organizations, Oxfam, 2021

II. Creating/supporting safety networks (5.2.1)

Care, wellbeing, and collective protection are central elements to the PU! programme that is integrated across all our strategies. Creating safe spaces for women to come together to build political consciousness and facilitate safety networks is the basis for taking collective action in contexts that are extremely hostile. PU! believes that integrating ‘well-being’ or self-care is a radical act of resistance. This work becomes more relevant given the rapidly changing and uncertain context of the COVID-19 pandemic.

In Kenya, CAL and partner supported women through monthly wellness sessions to take control of their own wellness and bodies by coming up with solutions to eradicate the effects of intimate partner violence. Collective care is significant especially in the wake of COVID-19, where many people – especially LBQ+ women – have experienced an increase in IPV and a decline in mental health as a result. In Kenya, PU! partners (JASS, CAL, and partners) jointly supported the LBQ+ refugees in Block 13, Kakuma Refugee Camp, Kenya in the immediate aftermath of two shelters housing trans refugees being torched (see Box 2).

III. Supporting actions (6.1.1) / solidarity and urgent actions (5.3.1) by women

PU! draws on the international experience and networks of the individual consortium partners and allies in activating global solidarity and advocacy on shared agendas in critical moments. Despite PU! only being in its first year, partners have already engaged directly with governments to support actions by women.

In India, women have had to strengthen their voices to petition state agencies to act against perpetrators of VAWG occurring as they go about their forest foraging activities. Ahmi Amchya Arogya Sathi (AAAS), supported by G@W and through AAA’s NETRI programme¹¹, issued two memorandums to the India Ministry of Tribal Affairs addressing the issue in Uttarakhand jointly with women’s organisations and forest rights networks. Petitions have been placed at local district and state as well as at national levels in (5.3.1).

In Indonesia, PEKKA deepened their joint involvement with other WROs to advocate to government and

parliament to immediately pass the Legal Draft on the Elimination of Criminal Acts of Sexual Violence. Passing this law would provide extra protection to victims of sexual violence. PEKKA held discussions amongst WROs and lobbied government officials and parliamentarians at the national level. Moreover, in December 2021, the Pekka Community Organisations (WRO) in 24 regencies/cities got involved in the Istighosah Akbar (joint prayer) activity to support the ratification of the law. The event was attended by 575 people and involved community leaders including Muslim, Christian and Hindu religious leaders.



Box 2: A Joint Statement with UNHCR to Condemn Attacks Against Transgender Refugees (5.2.1, Outcome 1.2)

On March 15 at 2:45 am (EAT) homophobic attackers set fire to Block 13 of Kakuma Refugee Camp, Kenya in an effort to burn members of the LBQ+ community. The horrific act of violence resulted in two transgender refugees being severely burned and one later dying as a result of slow police response.

PU! enabled consortium members (JASS, CAL) to work strategically toward joint action in solidarity with local activists. This began with releasing a joint statement urging UNHCR to provide emergency support to the injured refugees at Kakuma Block 13. The statement demanded urgent treatment for the victims, temporary transfer, and eventual evacuation and resettlement of the entire LBQ+ community of Block 13 by UNHCR. It also called upon the Kenyan government to protect all populations within their borders and for other allies and partners to stand in solidarity with the LBQ+ community in Block 13. A second joint statement was later published with a coalition of actors that outlined the poor response of UNHCR and the African Human Rights Commission, a Twitter campaign was launched to pressure UNHCR, an online petition to relocate the refugees was circulated that gathered more than 7000 signatures, and donations were collected for the victims.

The slow and limited response of the institutions involved highlights the continued normalisation and lack of consequences for acts of violence against members of the LBQ+ community, which perpetuates the vulnerabilities and indignities these refugees continue to experience. The failure of powerholders to take urgent and bold actions further entrenches inequalities and fuels violence.

¹¹ G@W is supporting AAAS to implement the Power Up! programme in India. The PU! programme was named NETRI by AAAS, which means women leaders. It also means collective, co-creative, and supportive feminist leadership. NETRI’s vision is for women farmers in fields and forests across four states of India to lead the processes based on their knowledge, articulation, and capacities to deal with power systems.

VOICE

Outcome 2: Women express their views and participate in all decision-making

Context in 2021: Voice

Data shows an increasing disparity in women's public and political participation as reported in the recent Global Gender Gap report.¹² Lack of political power and voice are closely linked to the other two strategic agendas in that violations of women's bodies and inequitable access to economic resources limit women's voices. And in 2021, pandemic-related restrictions have been a tool of increasingly authoritarian regimes globally to oppress dissenting voices, restrict individual liberties, and shrink the civil space for civil society and WROs to operate and mobilise.¹³

One of the hardest of contexts has been in Myanmar due to the Myanmar military unlawfully seizing power of the country in February 2021. The military coup has resulted in 1,384 people being killed and more than 7,000 people in detention. Despite the dangers, people are standing up against the brutality.

Activists have continued to mobilise despite the risks, denouncing injustice across PU! countries:

- In Cambodia, incitement laws are systematically used to target activists; social justice organisations have been demanding an end to the persecution of peaceful activists.
- Anti-corruption protesters in Guatemala called for the resignation of the President.
- In Benin and Zimbabwe, the imprisonment and detention of women activists led to massive protests.

Power Up! Results: Voice

Power Up! aims to ensure that women's leadership and ideas are influencing the decisions affecting their lives. PU! contributes to promoting and amplifying women's voices by shifting power dynamics and transforming social norms. We embed our work in the women's movements and priorities on the frontlines of change to ensure legitimacy, relevance, and sustainability. We will continue to support women's leadership and accompaniment and strengthen our partners capacities in feminist organisational strengthening, building organisational resilience, and building collectives.

“I’m confident to talk about what I think is right, although some think they can’t challenge a man who holds power. I think if I’m not brave, who else is going to support me?” - Yang Sophorn, CATU President

I. Increasing the confidence, political skills, and consciousness of women (4.1.1a, 4.1.1b) and strengthening the political and technical capacities of WROs (4.2.1)

The capacities of women were strengthened in topics including lobby and advocacy, media, traditional and social values, and feminist movement building, as well as specific topics such as nutrition literacy, food insecurity, and poverty. For example, G@W supported partner Collective for Research and Training on Development - Action (CRTD.A) to train 20 women from Lebanon on media and advocacy. They learnt how to conduct a TV and press interview and how to present their demands to relevant authorities (4.1.1a). Meanwhile, in South Africa, 50 women and 13 male VFHs engaged in workshops provided by G@W's partner Labour Research Service (LRS) to discuss nutrition literacy, food insecurity, poverty, underperformance of school children, and the traditional and social values why their work as VFHs is so devalued (4.1.1a).

PU! partners have capacitated women, young women, and WROs with the knowledge and skills needed to engage directly with their local governments. For example, PEKKA was able to train 19 Pekka Cooperatives and Associations (WROs) in managing their organisations, building networks, and advocating to the government. They were trained to attend official meetings in villages and districts, which eventually resulted in Cooperative leaders accessing seats at the village development planning meetings. They also invited stakeholders to be actively involved in the village discussions and stakeholders' forums (4.2.1). In Rajasthan, India, NETRI created 10 knowledge products to spread

¹² Global Gender Gap Report 2021, World Economic Forum, 2021

¹³ Global Monitor of COVID-19's Impact on Democracy and Human Rights, IDEA, 2022

¹⁴ What's happening in Myanmar | AAPP Data Centre (aappb.org)

¹⁵ Cambodia: Free Environmental Activists, End Persecution of Peaceful Campaigners, Human Rights Watch, 2021.

¹⁶ Revelaciones de Juan Francisco Sandoval sobre cómo opera la impunidad de Consuelo Porras, Prensa Comunitaria, 2021.

Box 3: Umhlaba Nguwe (The Land Is You) (4.3.1b)

“Umhlaba Nguwe (The Land Is You)” is a documentary film by JASS Southern Africa funded in part by Power Up!. Shot in Xolobeni, South Africa between 2020-2021, it spotlights the organising story of the Amadiba Crisis Committee (ACC), through the voice of one of its formidable leaders, Nonhle Mbuthuma. The ACC has worked tirelessly for many years with the community of Xolobeni to protect and fight against mining corporations’ quests to mine titanium in communities ancestral land. This video showcases the immense wealth of the natural landscape of Xolobeni, from the valuable medicinal plants that the community uses through the wisdom of indigenous medicine, to the school they built with their own funds. Facing violent opposition by corporations and government allies for years, with many of their leaders constantly under attack, the video documents the determination and resolve of this community to preserve their land, culture, and identity for future generations to come. It is viewable on YouTube: <https://www.youtube.com/watch?v=BA8No0CoiYE>.

awareness on women’s forest rights (4.3.1a). This supported the establishment of an intergenerational group of 35 women from 11 villages who got together to better understand the nuances of the Forest Rights Act, enabling them to to represent their issues before the district level government (4.1.1a).

II. Creating/supporting safety networks (5.2.1) and new/diverse alliances (5.1.1)

Alliances have also been vital for PU! partners to build the collective empowerment of women. Two alliances were formed in India through the NETRI programme that strengthened the local self-governance campaign to increase the visibility of forest dwellers’ rights (5.1.1). In South Africa, through the work of G@W and LRS, the group of VFHs have identified community-level allies (e.g., school governing bodies, church groups, anti-GBV community-based groups) and have been cultivating relationships with these actors to form an alliance for their initiative (5.1.1).

PU! has been creating collective safety and care support safety networks as promoting women’s voices can often put WHRDs and WROs at risk in volatile contexts. In Uganda, CAL’s support to monthly wellness sessions has provided a safe space for LBQ+ persons to come together to coalesce around shared messages. The collective empowerment has enabled them to bring police, lawyers, doctors, and other community leaders to the sessions to advocate for LBQ+ rights (5.2.1). JASS has been collaborating with FAMM, a youth network (<40 years old) of 350 women and LBQ+ in Indonesia. FAMM works on land

rights, climate resilience, sexual and reproductive health and rights, human rights, rights to natural resources, and democracy. The aim is to involve more young activists in these topics. JASS has accompanied them as they discuss their strategy, membership, and governance. Furthermore, they have participated in Feminist Popular Education and train other young activists who will use this for the Movement Building Training Initiative for LBQ+ persons at city, province, and district levels.

As digital activism has expanded, especially as an effect of the COVID-19 pandemic, women activists are increasingly turning to digital spaces to communicate and mobilise. JASS supported women activists in Myanmar, Zimbabwe, and Malawi to create safe digital spaces via Signal or WhatsApp to share updates and information, respond to urgent safety needs, and collaborate on demands (5.2.1). In Myanmar, for example, a Signal group with 23 women activists from Myanmar helped these women to respond to urgent safety needs and collaborate on demands and in Zimbabwe, a Whatsapp group of sex workers, land defenders, and women living with HIV are sharing evidence about VAWG in their communities to create an organised and secure evidence base. Outside of the digital space, JASS and a local Cambodian WRO collaborated to create safety and security guidelines to protect women workers in unions from gender based violence and rape (5.2.1).



Story of Change: Strengthening a Regional Feminist Network in Kenya by the Coalition of African Lesbians (CAL) and Kisumu Feminists Society (KFS)



Feminist LBQ+ organisers from the Kisumu Feminist Society (KFS) and the Young KFS met regularly in Kisumu, Kenya monthly in 2020 and 2021. The monthly, regional conversations enabled LBQ+ feminist organisers to discuss topics related to power, voice, and resources. When PU! convened the first in-person meeting in October 2021 with 35 LBQ+ feminist activists since the onset of the pandemic, the need for stronger partnerships and collaborations nation-wide was realised. The PU! convening brought in new partners into the society for the first time, linking them with partners who have been engaged since 2019 when KFS began. Since that meeting, a stronger regional feminist network has been established through cross-regional partnerships, linking local monthly meetings to larger alliance building. Furthermore, a stronger emphasis was put on having consistent feminist organising that incorporates young (<30) LBQ+ women.

Significance

The development of a stronger regional network is significant because it demonstrates the diversity of feminism across Kenya. Historically in Kenya, feminist organising has been focused almost exclusively in Nairobi, but now it is clear that LBQ+ feminist organising is happening and needed throughout the country. As a result of the PU! convening and the monthly meetings, small feminist organising has been popping up regionally, creating a stronger feminist movement in the country. With this stronger and more diverse movement they are building solidarity and a greater sense of belonging and inclusion. They are shaping what feminism looks like, emphasising that not all women are the same and redefining how partnerships should form into mainstream feminist organising in Kenya. Building these partnerships through inclusive safe spaces for dialogue is important for the realisation of LBQ+ feminist solidarity in Kenya, a country that is still strongly homophobic.

Contribution of PU!

PU! supported the organisation and facilitation of the regional conversation in Nairobi amongst feminist organisers, which highlighted the need for cross-regional conversations on feminism. This had a direct impact on scaling the local Kisumu conversations into other counties. The event in Nairobi also enabled the identification of new partners to KFS who were not traditionally recognised in feminist organising spaces such as members of the trans community, sex workers, and gender non-conforming (GNC) people.

Box 4: Urgency in Myanmar (Outcome 2.2)

In Myanmar, PU's local partners have been amongst those that are at the forefront of resisting the military dictatorship and demanding democracy and peace. JASS collated 100 signatories including feminist networks, WHRDs, labour unions, youth organisations, and other community-based groups to denounce the increasing attacks against protesters' fundamental rights. Women and LBQ+ people are especially targeted: 47 women have been victims of political killings without impunity between February-April 2021, 800 women including LBQ+ youth have been arrested, and many political prisoners are being denied medical attention and experience harassment and torture. The joint statement called for the immediate release of all women and LBQ+ human rights defenders from prison and an end on attacks to protesters and their families.

JASS supported 10 Myanmar WROs (names not shared due to safety concerns) to engage directly with power holders through three virtual dialogues to share their analysis of context, challenges, and to gain their support. The virtual dialogues were held with 1) Special Rapporteur on the situation of human rights in Myanmar, Special Rapporteurs on Human Rights Defenders, Officer for SR on Human Rights and Countering Terrorism, and Officers for SR on the Situation of Human Rights in Myanmar, 2) Dutch Embassy in Myanmar, and 3) One Billion Rising Campaign.

III. Supporting actions (6.1.1) / solidarity and urgent actions (5.3.1) by women

In Zimbabwe, Mozambique, and Benin, CAL supported LBQ+ communities to further expose their vulnerabilities and injustices during National Conversation workshops. Although lockdowns made it difficult for these groups to mobilise members of their communities, CAL supported them to find ways to have these conversations and form alliances by holding National Conversations with new and existing partners. It came to light during these conversations that there is a need for cross-regional conversations around power, voice, and resources (6.1.1).

An interesting, unexpected outcome of the activities supported by G@W and AAAS in India is that women's (and men's) traditional knowledge about crops, forest products and herbal medicines, as well as names of water life, birds and insects have come out entirely through group discussions in local languages. Women have begun to recognise the significance of the losses they are incurring in their forests and livelihoods through an analysis of ecologically biodiverse forestry for sustainable futures, integrated into a commons-based governance process. As a first step in Chhattisgarh, this traditional knowledge

is being documented in a register for it to be used by the future generation.

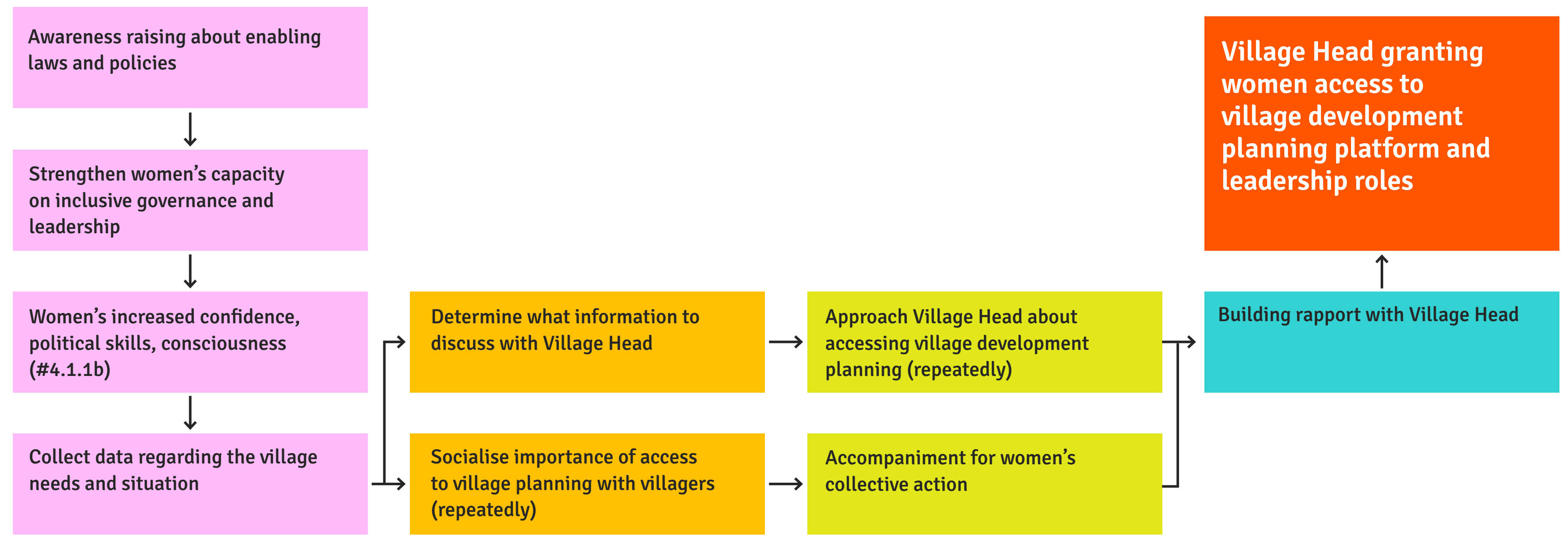
The context in Myanmar following the 1 February 2021 coup has been extremely fragile. As a result, much of Power Up's planned work in Myanmar by JASS was postponed and instead partners stood in solidarity with and in support of the urgent actions of women. Activities focussed on direct solidarity to arrested or at risk WHRDs and rallied support through conversations with decision makers and donors to support Myanmar with funds and campaigns. Six solidarity statements were published in support of Myanmar WROs and WHRDs (5.3.1).



By law in Indonesia, all citizens have a right to be involved in development planning processes. However, patriarchy is still strong in Indonesia and women tend not to get involved in decision-making despite the supportive law. PEKKA shared the information about this law to Pekka's female leaders and lobbied with the local leaders and the Ministry of Women Empowerment and Child Protection and the Ministry of Village, and Development of Disadvantaged Regions. To combat its poor implementation, a training was delivered to prepare the women for involvement in development planning that included topics such as leadership, assertiveness, visioning, mentoring, and advocacy. They were provided with role playing opportunities on how to effectively participate in village development planning meetings including how to speak with the Village Head, as none had ever approached the Village Head before. This increased the women's confidence, skills, and consciousness enough to decide to participate in the annual village planning meetings. Pekka leaders consulted other women in the community about their needs. Simultaneously, the Pekka leaders socialised the community about accessing village funds for programmes while also sensitising and building rapport with the local leadership about their participation. Ultimately, the government recognised PEKKA as part of the village

development planning meeting and even appointed PEKKA members into leadership positions. Their participation also led to the consideration of women and children's needs in the village development budgets, currently pending the approval of the government.

A Pathway to Change: Accessing Village Funds in Indonesia



RESOURCES

Outcome 3: Women have access to resources and economic autonomy

Context in 2021: Resources

Women's access to resources in PU! countries are compromised by multiple factors including violations of bodily autonomy, patriarchal customs and harmful social norms, consequences of global warming and climate change, feminisation of poverty, the digital divide, amongst other reasons. It is estimated that, at the current pace of change, it will take 257 years to achieve equal economic participation and opportunities for women.

In Lebanon, the COVID-19 pandemic and additional pressures generated by the deadly August 2020 blast in Beirut have accelerated the economy's spiralling descent. Structural inequities exacerbate the impact of the crisis on women, including acute reductions in women's labour force participation and employment, their shouldering of the burden for unpaid care work, exacerbation of gender-based violence, and curbing of women's institutional rights and advancement. In Cambodia, garment sector workers - more than 80% of whom are women - were hard hit by the second wave of COVID-19, pushing them into extreme levels of poverty and hunger, as employers refused to pay workers during the lockdown period.

The pandemic also provided perspective on the deepening impacts of the climate crisis. The reality of climate change and the increasing extremes of weather and natural disasters' impact on key economic resources such as land and livelihoods in which indigenous and rural women rely on for survival. Working closely with communities vulnerable to climate change and extreme weather events in Indonesia, there have been worrying increases in crop failure across communities. In Mozambique, local partners were affected by Cyclone Eloise.

Power Up! Results: Resources

PU! is developing and expanding feminist economic analysis and alternatives (FEA) that take climate resilience and care for nature as key principles for developing our FEA approaches and strategies. We will

continue to support feminist participatory action research exploring savings groups, cooperatives, and other economic alternatives that women can build together. We are strengthening women's organising and their participation in land use decisions as these will have a positive impact on sustainability, forest regeneration, and conflict management. PU! fostered community initiatives related to food security and supported women in local advocacy initiatives that focus on gaining greater support and funding for women's needs from local governments.

I. Increasing the confidence, political skills, and consciousness of women (4.1.1a, 4.1.1b) and strengthening the political and technical capacities of WROs (4.2.1)

PU! has also been consciously exploring the ways women understand economic inequities and their pathways towards economic autonomy, resilience, and stability. Women in PU! countries, especially those in Southeast Asia, have been active participants in a variety of trainings and workshops focused on general concepts of economic resilience such as economic rights, practices in savings, and financial goal setting. In Indonesia, 139 people from 23 districts attended the Kelas BISA KITA (Kelas Bisnis Berbasis Komunitas or Community-Based Business Class), where PEKKA provides training to the Pekka Community on how to process organic waste and household waste into compost, make soap from used cooking oil, and process inorganic waste into products with economic value (4.1.1b).

Much of the economic resilience capacity building was focused on cooperatives or savings groups. Pekka Leaders in Indonesia facilitated group discussions in 71 villages, 33 sub-districts, and 11 districts that were attended by 1,559 women associated with cooperatives (4.1.1b). G@W's partner CRTD-A in Lebanon provided three women cooperatives with equipment to advance, ease, and support their engagement within the value chain, thus enhancing food security and livelihoods. They were supported through a participatory process of developing criteria for procurement that both allowed them to prioritise procurement from local manufacturers and to determine the machines' appropriateness to the cooperatives, specifications, prices, usage, capabilities, and reliability. The cooperatives started actively participating in the process of prioritising their needs, soliciting quotations, and negotiating with suppliers. The women indicated that this was the first time that a project shared the procurement process details and engaged them in consultative and collaborative discussions during the procurement process (4.2.1).

¹⁷ Global Gender Gap Report 2021, World Economic Forum, 2021

¹⁸ Women on the verge of an economic breakdown: Assessing the differential impacts of the economic crisis on women in Lebanon, UN Women, 2020

In Mozambique, Kaleidoscopio – the supported partner of G@W – engaged in action research to address economic inequality and strengthen women’s economic resilience and stability (4.1.1a). They focused on generating and documenting learning about approaches previously adopted to promote women’s access and control of resources and reflect on dominant understandings of women’s economic empowerment (WEE). The project offers a learning space for actors working in this area and facilitates building connections and collaborations for women’s economic autonomy and resilience. The participants in the research reported increased capacity in their analytical skills and ability to understand the politics behind the design and implementation of WEE interventions in Mozambique.

II. Creating/supporting safety networks (5.2.1) and new/diverse alliances (5.1.1)

PU! has found that organising and mobilising collective economic empowerment of women has contributed toward the development of feminist economic alternatives. For example, in October 2021, PEKKA together with 10 WROs with experience in organising women in micro and small businesses formed the Women’s Empowerment for Economic Justice Forum (5.1.1). This forum seeks support for the development of the role of women in realising a just economy, and campaigns for equitable forms of economic enterprise, including cooperatives, micro business groups, and others. During 2021, the Forum met three times and agreed on the name of the network, goals, and agenda to be carried out; their goal is to launch a movement for women’s economic justice.

The Our Bodies, Our Lives Campaign (OBOL) is an 8,000 strong campaign led and mobilised by HIV+ positive women living in rural areas of Malawi (5.2.1). PEKKA and JASS facilitated an exchange of experiences and learning sessions with a focus on building collective strength through women’s cooperatives in November 2021. Cross learning occurred between PU! partners: between the PEKKA community and Our Bodies, Our Lives. The exchange allowed women to share ideas, experiences, and practice on feminist economic alternatives and feminist principles of cooperatives that centre on collective power. A participant said, “feminist principles allow us to think outside of the box and collectively find creative ways to make money to feed our families, either through farming, micro-lending, or making manure.”

III. Supporting actions (6.1.1) / solidarity and urgent actions (5.3.1) by women

PU! has supported diverse actions by women across three different regions. In Lebanon, a social media campaign was launched to raise awareness about economic gender-based violence (EGBV) with direct

messages aiming towards combating and ending EGBV against women and girls (5.3.1.). In Malawi, four meetings were held with traditional leaders in four districts to advocate for women’s access to land for food gardens (6.1.1). Across four regions of Indonesia, Pekka women leaders have initiated the Black Bags Movement, which is a village clean-up movement (6.1.1).

IV. Economic initiatives developed by women’s collectives/groups (6.3.1)

Since 2002, PEKKA has been organising women-headed families through the growth of savings and loan groups using the cooperative method. This method aims to change behaviour and way of thinking, from initially expecting help from outside, to relying on one’s own abilities. As a result of the strong history of PEKKA, PU! has been able to make quick progress toward achieving elements of the outcomes related to economic rights, justice, and alternatives. In 2021, PU! has supported 31 PEKKA-SIMPIN (Savings and Loan Cooperatives), 31 PEKKA-MART (Grocery Store units), and 72 PEKKA-PRODUCTION (Producing units) in 19 districts/cities in 15 provinces in Indonesia. An unintended result achieved by PEKKA Cooperatives was the development of a Management Information System (MIS) for cooperatives’ administrators to manage cooperatives in a transparent and accountable manner.

Similarly, JASS has been supporting the OBOL collective of women before PU! was launched. JASS supported the creation of 19 food gardens and, through PU!, OBOL has expanded from focussing on health to include livelihood issues. A training on making organic fertiliser was held with 40 HIV+ women in Malawi in order to not only improve their gardens, but also as an economic alternative where the women can produce their own fertiliser. By making their own, they have reduced their reliance on expensive fertiliser, improved the yield of their food gardens, created a new product to sell, and helped to make farming more sustainable. Women earning independent income from the fertiliser and their food gardens has begun a shift in patriarchal social norms that expected men to act as the breadwinners in the family. These gardens also serve as sites for organising the women around other demands.

Story of Change: Building Economic Resilience and Influence by Processing Household Waste by PEKKA

The Ina Mbojo Pekka Cooperative in Bima district, West Nusa Tenggara (NTB), Indonesia are able to access and increase their income resources by expanding their sales of inorganic waste to a 'waste bank'. The local government recognised this contribution by PEKKA Cooperative and ever since, they have been invited to participate in official meetings, including a big event, attended by the governor of NTB. During the meeting, the cooperative leader shared that they urgently needed a three-wheeled vehicle to transport more waste to the waste bank. Immediately, the governor of NTB granted the request.

Significance

Women and women-headed households were able to access, diversify and increase their income resources by expanding their sales of inorganic waste to a waste bank through the assistance of the The Ina Mbojo Pekka Cooperative. This contribution of PEKKA helped increased its position in the communities and women's capacity to lead and participate was recognized by the local government. Through adopting the training for trainers method in the district/city level workshops, PEKKA will be able to scale and reach more women around Indonesia and influence more local governments.

Contribution of PU!

The waste bank was started in 2019 by a woman from the Pekka Group in Samili Village. Later, on June 23, 2021, 21 women representing 21 Pekka groups from 8 villages agreed to form a cooperative called Ina Mbojo (meaning 'Women' in Bima). Three members of the cooperative participated in a community-based business training in October 2021 with a circular economy theme. The training consisted of eight meetings on waste management with the theme of 3Rs (Reuse, Reduce, Recycle), composting, processing used cooking oil into bar soap, and others. After participating in the training, they shared their knowledge and skills with more than 400 female cooperative members. As a result of the training, they collect households' inorganic waste, such as plastic and cans, and sell or process it. The money they receive from the sales is saved in the cooperative. Activities were initially carried out in one RT (refers to Rukun Tetangga, which is a neighbourhood consisting of 10-20 families), but since the training, they have expanded to cover many more RTs across six villages (which each consist of several RTs).



Reflection on the Theory of Change

The findings of the PU! baseline remain valid, as the Theory of Change (ToC) has been reflective of what we have done as organisations and as a consortium throughout 2021. However, validating our ToC and making our assumptions more explicit raised a few points of reflection that can further strengthen our strategies.

Building women's leadership

As part of our interrelated pathways, we are simultaneously investing in building women's leadership individually, collectively (as organisations), and with others (through alliances). During this first year, through our annual reflection and planning process dialogues, we have seen how our focus on any of these pathways is dependent on the context, the state of women's organising, and the needs of local partners. However, we have been operating under the (implicit) assumption that all of our leadership building efforts are interrelated and mutually reinforcing.

A new assumption we make is that leadership building promotes inclusive organisational cultures within WROs and encourages young and LBQ women to take up leadership roles within their organisations. We make this assumption because of the approaches and methodologies we use: feminist popular education, power analysis framework, and sustained political accompaniment, amongst others. These approaches and methodologies are all designed to equip women with the knowledge, skills, and capacity to build collective leadership, strong organisations, and broad alliances.

We will also continue to explore our assumptions about how feminist movements are strengthened. We are beginning to sharpen our analysis of the role that 'activating' individual women's consciousness and leadership plays in mobilising diverse women for collective feminist activism in women movements. This is challenging us to further explore our theory of change and to strengthen our understanding of the distinct and interrelated roles in feminist movements and movement building played by individual feminist activists, WROs/LBQ+ groups, and alliances and collaborations.

We will also pay attention to ensure that our strategies to build feminist individual leadership capacity and feminist organisational leadership capacity are mutually re-enforcing. We will continue to explore practical examples of greater individual leadership capacity (output 4.1) leading to stronger WROs (output 4.2) and/or diverse and strong alliances and collaborations (output 5.1) and vice versa. We will revisit this annually and pay special attention to this as part of the PU! mid-term review.

5



Unpacking women's economic empowerment

One of our strategic focuses that arose during the ToC validation process is on issues of economic justice and exploring alternative and new economic models that enable women's collective economic independence and survival. Our learning agenda includes the question: "What vision is emerging in Power Up! for re-imagining economic models (post-COVID) to offer alternatives or influence and shift power in relation to resources?" (PU! learning question 3).

During this first year of implementation, we have realised that unravelling this question requires us to take a deeper dive into unpacking the true meaning of feminist economic empowerment that is centred on not only strengthening women's decision making power, but also their abilities to providing solutions to the climate and environmental crises. It requires creating improved programmatic understanding by addressing our learning questions (related to feminist economic alternatives) and clarifying our assumptions on what it means to bring a feminist political analysis to the global economy in a post-COVID-19 world.

The focus in 2022 will be on developing our collective analysis of feminist economic alternatives, how economies work or do not work for different women; mapping the alternatives that our partners are already advancing, and creating space to discuss 'solutions'. Defining feminist economic empowerment will provide the needed groundwork to increase and better support economic alternatives for women across our regions. It will also enable us to document accurate and meaningful evidence of impact and generate learning throughout implementation.

Building trust and working together as a feminist consortium

"Our partnership bridges South-North and local to global. It views our distinct positions as complementary and our diversity as a strength to make us greater than the sum of our parts."
- Power Up! pre-proposal

As consortium wide-actions and initiatives start taking shape with our partners, we are giving greater attention to the internal work to build inclusive leadership cultures within our consortium and within local partner organisations to build diverse and stronger movements. (see PU! baseline recommendations). As this is related to PU! learning question 5: "What are we learning about what it takes to work together and build collective power in the consortium model?", we will be revisiting our learning agenda and intend to explore more about what it means to build inclusive cultures, with emphasis on inclusive leadership during the coming year.

To conclude, we will continue on a yearly basis to reflect on and test the PU! ToC by validating or challenging its underlying assumptions against programme learning and adapting programme implementation as required. We will also make our assumptions explicit as we move with implementation including addressing our strategic learning questions as part of our knowledge activities.

Lessons Learned and Review of PU! Learning Agenda and Plan

2021 Key Learnings

Opportunities for PU! joint, consortium-wide learning took place through two baseline reflection sessions and two PU! annual review planning sessions. All of these events included space for reflection on our learning questions in relation to our Theory of Change. Our key learnings this year fall into three main areas: 1) building an operationally and politically strong consortium, 2) making contextual programmatic considerations, and 3) engagement with the Dutch MFA and Dutch Embassies (see section on Review of Strategic Partnership for specific learning related to working with Dutch MFA/embassies).

“The bond we build as a consortium and the time we spent together to get to know each other provides the foundational work for this year, which is inspiring.”
- programme manager

Key learnings on building an operationally and politically strong consortium

- **Developing shared principles for working together:** Consortium partners’ meetings have enabled us to learn about each other and our different organisations, then unpack the different layers to get to a shared vision of Power Up!. Looking at ways to collaborate in different countries helped the consortium leverage each organisation’s skill sets and unique added value. Discussions around the governance and coordination of Power Up! have surfaced issues related to decision-making based on power and trust, clarity of roles, and organisational culture. To address these issues, for example, additional sets of principles were discussed and agreed related to how we jointly decide

on budget allocations. These new principles, alongside the feminist principles already set out in our partnership agreement, have guided our ways of working and contributed to greater clarity in our specific roles and governance processes. For example, JASS, as lead of the consortium, has taken responsibility for setting up the programme effectively, while at the same time finding ways for others to take a leadership role in delivering joint pieces of work at the consortium level.

- **Building mutual trust:** We hold a collective understanding that fostering mutual trust between all team members – both in-person and for remote collaborations – is key in the Power Up! consortium’s success. We built trust through conducting a series of partners meetings at the start of 2021 to further promote ownership of the PU! programme design, understand the diverse capacities of PU! members, and to jointly decide on PU! governance and decision making mechanisms. We continued by creating spaces where programme staff interact with each other frequently (e.g., regular virtual meetings of the different PU! working groups). By building consortium trust, we also build a diverse and inclusive culture where every partner/individual will feel a sense of belonging and connection to the rest of the team. Trust helps create an environment of psychological safety, power within, and security, where team members will feel comfortable asking questions, sharing ideas, and expressing their thoughts.
- **Hosting effective virtual meetings:** Partner meetings, working group meetings, and coordination committee meetings have been key mechanisms for coming together to coordinate the consortium and make joint decisions. If done well, virtual meetings can open new ways of bringing people together safely and building connections. However, partner staff are experiencing virtual fatigue and there is a need to make more efficient use of the time invested in coordination and other joint processes. We plan to intentionally hold fewer virtual meetings in 2022, and we designed the 2021 annual reporting process as light as possible with only one consortium-level meeting compared to the four joint meetings held for the 2022 annual planning process in October 2021.



- **Identifying opportunities to learn together:** The consortium continually becomes more aware of the underlying tacit and unearthed knowledge in the hearts and minds of individuals and different member organisations. Every individual in the consortium is stretching, growing, or enhancing her/his/their capacity to create. Joint learning spaces (five online workshops with 20-25 participants each) brought staff members together from across the consortium to learn what each other is doing and how their own work and actions affect the work of the consortium as a whole. These joint learning spaces have the most value when they bring together the consortium partners' leadership (EDs) and operational staff. Showing mutual respect and trust has given colleagues the freedom and space to experiment, take risks, and openly assess each other's results, which has nurtured learning within the consortium.

“You are more intelligent together (as a Consortium) than you are apart.” - Power Up! partners' meeting

- **Practising language justice:** Power Up! funding provides the opportunity for the consortium partners to practise language justice, which is the provision of language-inclusive spaces and materials. Key to building inclusive virtual spaces is providing interpretation during regional dialogues and creating learning materials that are translated, such as our activist toolkits.

Key learnings on making contextual programmatic considerations

- **Analysing and addressing risks and consequences:** Co-creating and co-implementing the Power Up! programme with local partners and their constituencies requires a mapping of security risks and needs. How to do risk assessments and how to resource it internally as well as managing emotional wellbeing and safety/security in the context of online organising and virtual work are among the most common capacity needs identified by the partners. In the future, we plan to improve our risk assessment and mitigation capacities, especially in identifying and mitigating specific risks related to working on LBQ+ issues.
- **Embracing inclusion:** Ongoing discussions and reflections are necessary on how to assure Power Up! spaces and cross movement alliances supported by Power Up! are inclusive of gender non-

conforming people. The women's movement is not free of homophobic expression and homogeneous tendencies. This provokes challenges that need to be overcome through continued dialogue, training, and political accompaniment with partners.

- **Supporting diverse alliances and movement building:** The baseline process has taught us that although building coherence across the range of WROs and movements with which PU! engages is challenging, we are also very inspired by making meaningful local connections. Local partners are excited to join the consortium and have expectations about the possibilities that Power Up! brings for cross-movement collaborations and regional connections between communities to exchange learnings on similar struggles. For example, in Rwanda and Uganda, CAL local partners have expressed eagerness to engage with and learn from other movements and their struggles for justice. Also, last year the exchanges between PEKKA members from Indonesia and HIV+ women from the OBOL movement in Malawi have resulted in shared solidarity among women to learn from each other.

“I found so many similarities in the stories of PEKKA and OBOL related to women's prosperity and health and engagements with the government. I am excited by OBOL women's spirit and determination to learn best practices from PEKKA and change their conditions for a better future.” - Woman leader, PEKKA

- **Embarking on feminist economic alternatives:** As consortium and local partners unpack the framework for a Feminist Just Transition, it might begin to take on different forms. As economic justice and feminist economics are still quite new, local partners are in a process of building their consciousness around these concepts and their relationship to other issues such as wellbeing and safety. We need to better define, together with local partners, what economic alternatives mean to them and look like in their contexts. This reinforces the importance of developing knowledge pieces on economic justice and economic alternatives based on women's leadership experiences, how they engage with money, the gender pay gap, and more.

Review of PU! Learning Agenda and Plan

Our learning agenda is designed to support PU! to reflect on and test our ToC by validating or challenging its underlying assumptions and adapting programme implementation as required. In 2021, PU! held annual reflection sessions and partners' meetings that helped generate learnings that were linked to our learning questions, with possible implications on the PU! ToC in the coming years. We will answer these learning questions over the course of our knowledge production for 2022-2025. In 2021, some of the learning questions that were (partially) addressed are highlighted below:

- What is the change women rights activists are experiencing through the accompaniment and capacity building initiatives supported by PU? We have learned that through our capacity strengthening activities, women continue to speak out about their needs and interests (all countries), demand for inclusion in decision making (India, Cambodia) and demonstrate their leadership skills in order to promote feminist leadership (Cambodia), and increase access to income resources (Indonesia, Malawi). The changes happened through a combination of prior support (pre-PU!) and interventions of PU! in 2021. It is worth noting that in most of these countries, PU! consortium members, like PEKKA and JASS, have already been engaging with women activists in the last 10 years or so through their organising work and accompaniment. The continuing support from PU! made possible the documentation and analysis of these changes which we will continue to monitor overtime.
- How to build an economic justice movement that focuses on strengthening local resources? PU!'s organising and mobilisation work coupled by facilitation of specific training to respond to local income-generating opportunities (e.g., organic fertiliser production, selling of inorganic waste) were proven pathways that support in mobilising women and building their power around economic justice in Indonesia and Malawi. The combination of awareness raising to mobilise women and training them and linking them with other women created an opportunity not only to jointly pursue economic activities but also to share learnings and solidarity among diverse groups of women at local level.

- How can gender and sexual rights collectives and organizations include economic justice in their work? We've found that in Malawi, women who are HIV+, sex workers, or who have experienced gender-based violence can be mobilised together to make their own organic fertiliser to take control of their financial wellbeing. When these women came together to raise concerns over the fragility of their livelihoods due to precarious economic conditions, they decided to get trained on producing organic fertiliser. This knowledge will help them come up with strategies to increase harvests from their gardens and reduce their economic reliance on men.

Moving Our Learning Forward

As a consortium, we have worked together through joint analysis, convenings, knowledge production, and dissemination. We are open to learn and unlearn things together and commit to document the way we work and build the consortium as an example of doing things differently. We would like to create learning exchanges that are safe spaces for collectives/groups from the different PU! countries to come together and exchange their experiences and learnings. In the succeeding years, we will deepen our knowledge and learn together about what it takes to build, mobilise, and transform power across our strategic agendas on bodies, voice, and resources.

In 2022, the focus of our joint consortium work will be our collective analysis of feminist economic alternatives, how economies work or do not work for different women, mapping the alternatives that our partners are already advancing, and creating space to discuss solutions. We will create cross-movements spaces, linking women to regional and international fora, in order to better understand the impact of women's leadership on promoting economic equity and resilience. We will also convene a learning exchange for consortium partners and key allies to share our analysis and the strategies partners are using; based on this, we will identify what Power Up!'s concrete 'value add' is for further development.



Review of Strategic Partnership and Local Ownership

Engaging with the Dutch MFA and Embassies

The COVID-19 pandemic continued to affect PU! members, partners, our programmatic work, and our engagement with the Ministry and embassies. However, we continue to work toward a balance between our planned work and responsive adaptability, which is relevant not only to realising the PU! programme overall, but also to specifically how, why, when, and where we engage with the Ministry and embassies.

Members of the PU! consortium have been in contact with representatives from 11 embassies and attended 12 meetings in Kenya, Lebanon, Uganda, and Indonesia. PU! members also attended three learning and sharing events hosted by the MFA in The Hague. PU!'s experience of these meetings is that they have met their objectives and highlighted opportunities for additional focus and clarity, which we will incorporate into an Engagement Strategy in 2022.

Based on these meetings, PU! was able to map out the potential thematic and geographic alignment for the strategic partnerships of PU!. This mapping exercise provided us with guidance on where to prioritise and focus relationship building and networking going forward. We have also identified areas of potential synergy with the MFA and embassies, including alignment between the MFA's focus on Livelihoods and PU!'s work on Feminist Economic Alternatives (Malawi, Mozambique, Uganda, Zimbabwe, and Indonesia) and the safety and security of WHRDs, for example, related to PU!'s work with LBQ women and partners.

Key learnings related to PU!'s engagement with the Ministry and embassies include:

- The need for **safety and security protocols** when communicating with PU! members and partners located in countries and contexts where their activities, identities, or affiliations put them at risk by state and non-state actors at local, national, and international levels. For example, in Kenya, partners working on LBQ+ rights in the country have received mass emails from the Dutch Embassy

in Kenya that have put their safety and security at risk by making their identities and affiliations known to other civil society actors. PU! is working to address this by asking embassy representatives to use “bcc” when including partners from different consortia in mass emails (or use proton email when digital security cannot be assured).

- The importance of **prioritising political alignment** when exploring potential collaborations with other strategic partners and embassy-supported civil society organisations. Our experience is that strategic collaboration will be more meaningful and fruitful when the partners collaborating have a common political agenda. PU! has begun to address this by mapping potential synergies identified during the MFA and embassy-hosted meetings, as well as based on our own networking and information.
- **Incorporating the MFA and embassy engagement work** into PU!'s annual work plan will help address some of the challenges related to participation in meetings with short notice. This year, our engagement has been more reactive to requests and invitations and less proactive. Going forward, we will continue to hold the balance between a clear, focused work plan and an agile, strategic approach. We will build from the understanding that we can better advance our strategic objectives by identifying areas for more focused engagement and incorporating those into our annual plans.

We are developing an Engagement Strategy in 2022 to guide our work vis-a-vis the Ministry and embassies for the strategic partnership period. PU! understands engagement as building relationships that are part of feminist movement building, learning through information and experience sharing, strategic networking, and active collaboration to advance joint agendas. We have developed a set of principles, a risk



analysis, and an engagement spectrum with a framework for minimum and maximum engagement. At a minimum, engagement with the MFA and embassies involves information sharing and participating in an annual convening organised by the MFA in The Hague. At a maximum, it includes the active analysis and seeking out of opportunities to collaborate with embassies or the MFA where there is alignment or to identify areas for debate to shift Dutch policy.

Embassy engagement will differ per country depending on demands, strategic positioning, and the internal capacity of Power Up! organisations. As we continue to ground our strategy into concrete plans alongside the priorities of local women's groups and movements over the next five years, we will continue strengthening our relationships with Dutch embassies worldwide.

Engaging with Power of Women Strategic Partners

In 2021, PU! together with the other Power of Women feminist consortia decided to “buddy” and develop common learning questions together. Together with AWESOME, FEM PAWER, and YW4A, Power Up! facilitated conversations to learn about the challenges and opportunities in practising feminism in the context of working in consortia.

We have learned that feminist consortia are made of diverse organisations with differing capacities and differences in how we experience ‘power over’ as well as ‘power with’ (which is particularly true for consortia that combine organisations from the global North and South). Practicing feminism in consortia means making space so mainstream women's rights organisations can be cognisant of the contributions of others such as organisations of women with disabilities and young women-led organisations. We have to find strategies to deal with this diversity, restate our values and what we stand for, and set parameters in a way that all feel included, welcome, and safe.

The PoW consortia also identified the need to claim our diverse knowledge bases and reassert who owns and initiates knowledge-building. Rather than the MFA leading in this space and commissioning external consultant-driven learning initiatives, the PoW consortia feel we can lead the knowledge-setting and knowledge-building agenda, especially on learning together. Feminist consortia can also leverage the

flexibility of donors like the MFA by creating deliberate and frequent spaces so we can effectively navigate though multiple donor requirements and influence donor funding and programming. The power of having diverse knowledge also puts us in a strategic position to lead the shaping of our own knowledge agenda within the PoW strategic partnership.

Moving forward, the PoW feminist consortia are willing to continue to inform each other, confer, reflect, and jointly act together should concrete opportunities arise in the future. In 2022, PU! will help identify these opportunities and bring these conversations in our annual strategic dialogue with the MFA.

Working in a Consortium with Local Partners

In the section Lessons Learned and Review of PU! Learning Agenda and Plan, you can find our key learnings related to working in a consortium and working with local partners.



Sustainability and Moving Forward

The external volatile context – in countries, regions, or within our organisations – has challenged our work in 2021. Prioritising organising and movement building strategies that are focused on intersectionality and working with allies who are in agreement with us politically will help us counter external challenges linked to volatile civic space context. Our well-versed queer - feminist agenda and many years of organising will help us to continue sharpening our analysis and take control of our narrative and political standpoint and remain relevant especially to the most marginalised groups of WHRDs for whom we work.

Our efforts in 2021 and onwards to promote mutual accountability, open communication, democratic participation, and setting up a framework/ground rules/infrastructure for information sharing will be grounds for a trusting and sustainable relationship. Creation of spaces for open and deep conversation, taking into account language differences and different ways of communicating, and having reliable mechanisms to manage conflict and crisis are building blocks in sustaining a strong feminist consortium.

Moving forward, we will continue to adopt feminist approaches to learning and knowledge building. Our methodologies/approaches especially around feminist leadership, feminist movement building, and feminist economic alternatives were intentionally designed to be replicated and adapted. In 2022, we will start initiating activities that develop and disseminate smarter models and strategies and share them widely through accessible and open platforms.

Starting in 2022, we will document and share our learning and analysis of the costs, risks, challenges, and value add of working in a consortium model as an important contribution to donors and others who support this model to fund WROs. We believe that in shifting the power we also need to create new narratives for donors to think about risks differently and move away from a heavy emphasis on managing

financial risks especially in relation to funding local WROs and LBQ+ organisations. As strategic partners, we will also identify and/or create opportunities to learn together with the MFA on how feminist grant-making and feminist programming can support better donor funding to help sustain WROs/feminist movements globally.



Annex 1: Power Up! Updated Risk Assessment and Mitigation Measures

Category	Risk	Mitigation Measure
Contextual risks	<p>Political instability, upheaval, backlash and pushback by government, conservative religious, political and corporate actors may increase risks to activists and WROs, making it difficult for them to organise or speak out. Furthermore, these may be accompanied by harassment (in physical & digital spaces including cyber-attacks), gender based violence, criminalisation of their work, or in a worst case scenario, arbitrary imprisonment and/or killing.</p> <p>Update: Backlash in families and communities when women especially LBQ women speak out and become politically active. Women activists especially LBQ women experience bodily harm, arbitrary arrest & detention and gender based violence when in prison.</p>	<ul style="list-style-type: none"> Power Up! members will offer continuous political accompaniment to WHRD and local partners, providing activists with the tools, support, and knowledge to understand how power operates and what mix of strategies are useful in organising in repressive contexts. Power Up! will provide capacity building for WHRD in risk assessment (including risks related to organising in digital spaces), human rights instruments and collective safety strategies. An outcome of this would be strengthened partner emergency alert mechanisms. Power Up! will consolidate national and local-to-global alliances, including protection networks, both for the safety of activists and to facilitate fast action for protection. This includes strengthening ties with media, public officials, Dutch embassies, UN staff, international protection organisations and CS groups to spotlight cases and issues. <p>Update:</p> <ul style="list-style-type: none"> Design, implement and monitor social norms change interventions that seek to stop harmful practices and transform gender and social norms of family and community members. Explicitly monitor unintended negative outcomes that PU! interventions contribute to; implement measures to mitigate risks & address negative consequences that women face/experience from engaging with PU
	<p>The impact of Covid-19 that may further increase ongoing inequality, militarisation, power of conservative forces, anti-rights movements and private interests, and aggravate the economic crisis.</p>	<ul style="list-style-type: none"> To support implementation, Power Up! will allow for flexibility in planning to adjust to context

Category	Risk	Mitigation Measure
Contextual risks	<p>Update: Climate related risks such as flooding affect partners ability to deliver their work as assets can be damaged and project areas, women and WROs and target power holders become inaccessible and/or unable to engage.</p>	<p>Update:</p> <ul style="list-style-type: none"> If possible, integrate flood-related risk reduction plans and activities in PU! by linking w/ local government disaster risk reduction plans/ activities Design and plan activities outside the monsoon/rainy season Plan alternative ways to continue implementing activities if areas become inaccessible (e.g. hold online meetings, hold meetings/ events & transport participants to non-flooded areas)
	<p>Interrupted activity implementation due to Covid-19 measures. If restrictions on mobilisation and social interaction related to the spread of Covid-19 continue or are re-activated, those might limit activity implementation and effectiveness.</p>	<ul style="list-style-type: none"> Power Up! will develop multiple ways of carrying out activities such as training and collective gatherings by partnering with local allies and using methods such as community radio where there might be connectivity issues. Power Up! members will also where needed offer technical expertise and resources to local allies to overcome communication and technological deficits wherever possible. In terms of ways of working, consortium members will allow for flexibility in implementation.
	<p>WHRDs withdraw from their roles and involvement in their organisations and the programme. This might be due to stigma or the political climate or economic insecurity.</p> <p>Update: In addition, increased care burden and economic pressure on women due to covid impacts may limit their participation or may lead to their withdrawal from Power Up! activities.</p>	<ul style="list-style-type: none"> Integrate basic needs into movement building strategies. Furthermore, apply international media strategies together with key allies to increase the visibility, public recognition and political support of WHRDs; Sustain alliances with counsellors, legal professionals, organisations that provide direct support (e.g. Urgent Action Fund) and support WHRD networks (e.g. IM-D) to access help from diplomats and other officials; Sub-granting as a strategy to support partners and ramp them up. As well as connecting with partners to opportunities for funding and enabling them to establish relationships with possible funding sources and donors. Adapting PEKKA's award-winning model of women-led economic cooperatives, an alternative to micro-financing by promoting savings and building economic power vs loans and debts while strengthening independence and confidence, and reducing stigma.

Category	Risk	Mitigation Measure
Contextual risks	Update: Feminist and grounded movement organisation operate in extremely difficult contexts - in terms of funding, hostility, and violence towards activists, particularly LGBTQI+ - and the impact these contexts can have on staff, leadership, and the resilience of organizations. consortium members.	Update: As part of its feminist leadership capacity strengthening work, PU! will put increased attention to strengthening leadership and organisational capacities of WROs including PU! Consortium members.
	Update: Reputation and relationship risks when being affiliated with a foreign donor government. Network members and individual supporters might question the integrity of consortium members (CAL) as foreign donor funding can be perceived as largely conditional and heavily driven by donor interests. This may lead to mistrust and might weaken the relationship between PU! members and their network supporters. On the other hand, national government actors (especially in Muslim countries) may perceive PU! consortium members as “instruments of the north” , bringing in foreign concepts and values (on women’s & LBQ rights, gender equality) that threaten local culture and family values.	Update: <ul style="list-style-type: none"> Regularly inform network members and individual supporters about PU!’s autonomy and critical engagement with the Dutch MFA and embassies; maintain an open dialogue with partners. Ensure local partners’ safety when engaging with Dutch embassies. Maintain contact with government actors; contextualise PU! messages that encourage engagement vs backlash. Develop alternative positive narratives that help counter anti-rights / anti-democratic movements.

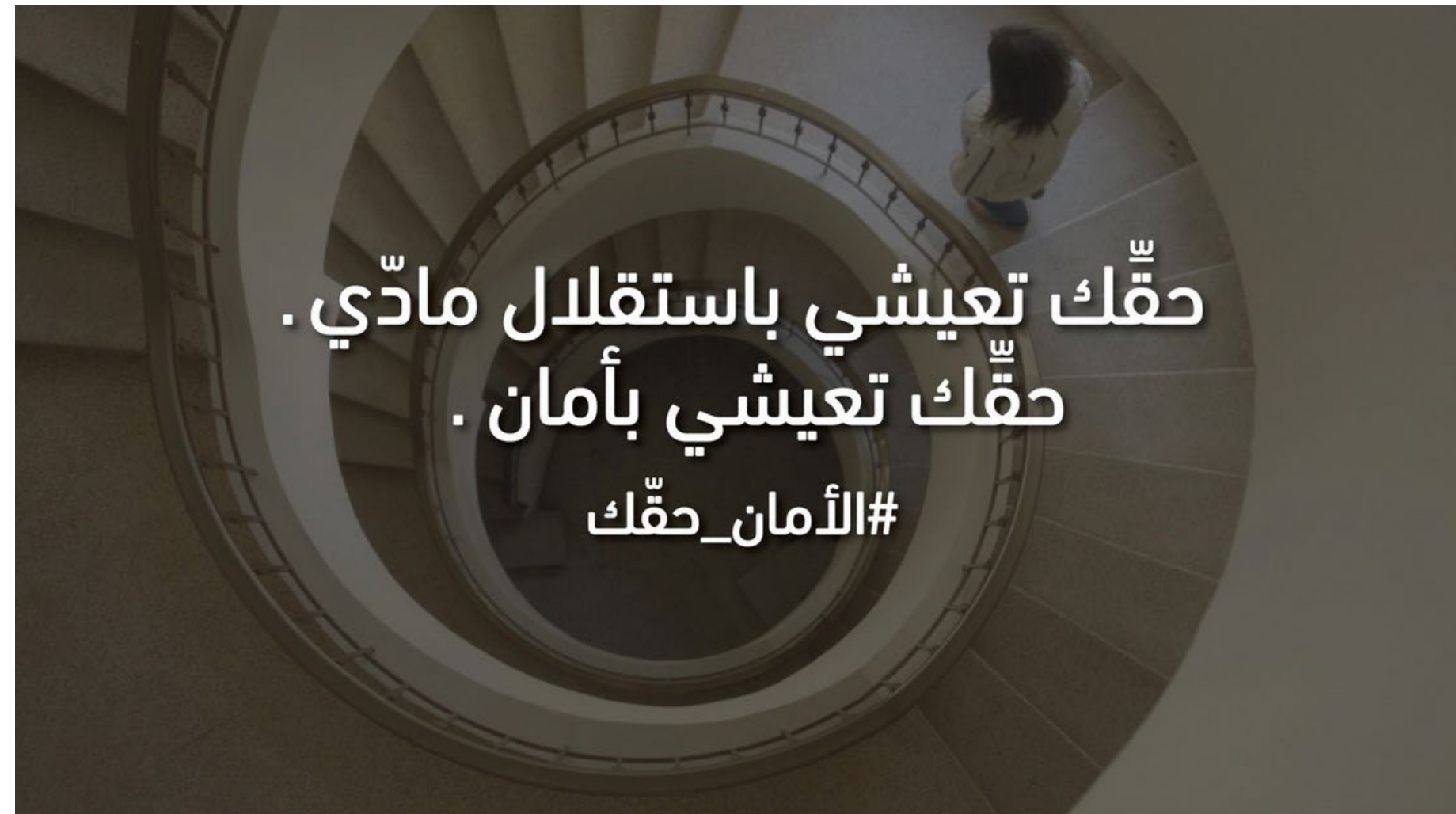
Category	Risk	Mitigation Measure
Organisational risks	Update: Feminist and grounded movement organisation operate in extremely difficult contexts - in terms of funding, hostility, and violence towards activists, particularly LGBTQI+ - and the impact these contexts can have on staff, leadership, and the resilience of organizations. consortium members.	Update: As part of its feminist leadership capacity strengthening work, PU! will put increased attention to strengthening leadership and organisational capacities of WROs including PU! Consortium members.
	Update: Reputation and relationship risks when being affiliated with a foreign donor government. Network members and individual supporters might question the integrity of consortium members (CAL) as foreign donor funding can be perceived as largely conditional and heavily driven by donor interests. This may lead to mistrust and might weaken the relationship between PU! members and their network supporters. On the other hand, national government actors (especially in Muslim countries) may perceive PU! consortium members as “instruments of the north” , bringing in foreign concepts and values (on women’s & LBQ rights, gender equality) that threaten local culture and family values.	Update: <ul style="list-style-type: none"> Regularly inform network members and individual supporters about PU!’s autonomy and critical engagement with the Dutch MFA and embassies; maintain an open dialogue with partners. Ensure local partners’ safety when engaging with Dutch embassies. Maintain contact with government actors; contextualise PU! messages that encourage engagement vs backlash. Develop alternative positive narratives that help counter anti-rights / anti-democratic movements.
	Funding constraints lead to organisational crisis or difficulties in implementing/ carrying out activities. The current climate for many local partners relates to finding sustainable resourcing for their work.	<ul style="list-style-type: none"> Leverage positive shifts in funding models including building of consortiums for funding applications Sub-granting as a strategy to support partners and ramp them up. Also connecting partners to opportunities for funding and enabling them to establish relationships with possible funding sources and donors Strengthen PMEL framework and fundraising strategies of Power Up! consortium partners

Category	Risk	Mitigation Measure
Organisational risks	Financial risk related to sub-granting, e.g. fund embezzlement, corruption, etc.	<ul style="list-style-type: none"> Power Up! developed and uses sub-granting assessment tools and sub-granting agreements that address anti-corruption, anti-laundering & SEAH issues. Quarterly monitoring of sub-grants has been specifically integrated to Power Up!'s financial monitoring.
	A case of misconduct, corruption or fraud on behalf of the lead party or other consortium partners may undermine legitimacy of the consortium's social change efforts.	<ul style="list-style-type: none"> Support consortium members to develop and implement a whistle-blower policy. Also periodically review and update key policies (subgranting handbook, financial policies and procedures manual, human resources handbook, etc) Carry out annual counter fraud and anti-corruption training with all consortium key staff members. Establish transparent leadership and work dynamics, and develop a transparent financial system and working systems based on codes of ethical conduct; <p>Update:</p> <ul style="list-style-type: none"> PU! members to practice reporting risk(s) at the moment that there is suspicion of misconduct, corruption or fraud; design mitigation measures asap & monitor progress.
	Internal organisational and leadership conflicts. Ideological differences, leadership conflicts, and scarcity and competition for resources may be obstacles to effectively facilitate and lead.	<ul style="list-style-type: none"> Support collaborative approaches to feminist leadership based on respect, reciprocity, and a commitment to shared principles and vision of justice and social change; Disseminate the knowledge and insights gained from work on these dynamics and approaches with WROs and donors; Draw on external consultants to facilitate difficult or sensitive conversations; where necessary, activate conflict resolution mechanism included in partnership agreement

Category	Risk	Mitigation Measure
Organisational risks	<p>Burnout and safety risks faced by staff members. Staff members face multiple responsibilities and burdens. The demands involved in achieving real results while juggling responsibilities to families and communities in the private sphere can lead them to exhaustion and a sense of deep frustration and even despair. The additional stress of Covid and needing to address basic needs and health in their families and communities enhances this.</p> <p>The impact of covid-19 on mental health of staff and partners</p>	<ul style="list-style-type: none"> Carry out periodical risk analysis at country level and adopt prevention measures, including at the offices and staff's homes; Prepare for urgent interventions to deal with physical & political risks that occur periodically; Integrate self-care and community care, providing and practical ways to deal with burnout by providing space for staff to tap sources of inspiration and artistic expression to renew energies, imagination, and hope; Re-examine staff expectations in light of the slow process of social change, setting more realistic work plans, goals, and celebrate the steps taken toward those goals. Leadership teams ensuring staff are supported to take their leave, are addressing their own personal needs and health, feel supported and connected within their organisations. Power Up! consortium members will include in their HR policies provisions that promote collective care and well-being of staff and partners. This is in line with improving the integrity policies of consortium members. Actions to improve mental health through self-care will continue to be practised at organisational level. Power Up! will create safe spaces of trust that integrate self-care to leadership and alliance building processes.
Data risks	Breaches in data protection and information security lead to exposure of local partners, activists and WHRDs. As surveillance and censorship increase, the insecurity of digitally stored and/or digitally transmitted information can be a major problem for WHRDs in many countries, particularly given our increased reliance on internet-based communications platforms for implementation of programme activities	<ul style="list-style-type: none"> Establish an internal protocol for digital security and data protection, based on security assessment carried out by Protection International (JASS, 2018) Decide who has information security oversight within the consortium; Budget for information security; Use end-to-end encrypted Chat, email and Conferencing Tools (e.g. Wire, Signal, ProtonMail) Offer accompaniment to all staff to increase digital security in their homes and workplaces Offer practical, hands-on workshops and long-term IT and digital assistance to staff and key WHRDs.

Annex 2: Stories of Change

BODIES: Fostering alliances to amplify social media work to end economic gender-based violence
Gender@Work and Collective for Research and Training on Development-Action



Screenshot from the CRTD. A campaign video on ending economic gender based violence. “You have the right to live financially independent. You have the right to live safely. #safely_yourright”

The Collective for Research and Training on Development-Action (CRTD.A) in Lebanon, a supported partner of Gender@Work, established a new advocacy partnership in November 2021 when it was invited to be Oxfam’s strategic partner in the MENA region for its 16 Days of Activism campaign. This alliance greatly increased the visibility of CRTD.A through sharing a video and other information about economic gender-based violence (EGBV) on Oxfam’s social media platforms.

The social media campaign was designed to raise awareness about EGBV with direct messages aiming towards combating and ending EGBV against women and girls. The initiative was also designed to increase the outreach of CRTD.A and the visibility of Power Up!. The reach exceeded its expectations and goals: the video and posts reached more than 450,000 viewers. One media message, shared on Oxfam’s Twitter page on 21 December was as follows:

*Economic control is ***absolutely*** a form of gender-based violence in itself, as well as an obstacle to ending other forms of violence. It’s another way patriarchy reinforces gender inequality too. Economic independence is your right. Safety is your right.*

Significance

Due to the large reach of the social media campaign, PU! was able to raise awareness about EGBV – a type of gender-based violence that is often overlooked and deemphasised, especially in Lebanon due to persistent toxic, patriarchal social norms. CRTD.A was the only organisation in Lebanon to focus on EGBV during the 16 Days initiative. In fact, during the campaign period, CRTD.A’s online visibility and Facebook page activity greatly increased, gaining 187 new likes and 202 new page followers. The campaign’s success puts PU! on a path toward achieving one of its main outcomes of shifting harmful social norms.

Furthermore, the stronger alliance with Oxfam and new focus on advocacy is a significant achievement for CRTD.A. This alliance is strategic not only for the way it enhances visibility and reach of the key messages of CRTD.A, but it also provides PU! with the opportunity to influence Oxfam.

The alliance has continued to develop. Oxfam invited CRTD.A to collaborate in their 2022 global campaign on inequality and how it interacts with gender-based violence. Oxfam is also interested in using some of the media material produced to run a campaign that will highlight how women, girls, trans and non-binary people had been robbed by the rigged economic system prior to the World Economic Forum (WEF) 2022. As the WEF is a major global platform, and it rarely focuses on women’s issues and EGBV, this collaboration could have the potential to be highly influential on a global scale.

Contribution

While collaborations with Oxfam were not completely new to CRTD.A, involvement in joint advocacy was a new development as a result of Power Up!. The funding from PU! made the video possible and the idea for the topic of the social media campaign and video was generated by CRTD.A and a feminist producer.

VOICE & RESOURCES: Women Leaders Assert Their Voices to Claim Their Forest Rights

Gender@Work and Ahmi Amchya Arogya Sathi through the NETRI programme

By the end of 2021, the women's group in Chhattisgarh have changed to become actively engaged in forest claims registration and claiming. Both younger and older women from forest dwelling communities in the Baloda Bazar district, Chhattisgarh, India began participating in 'gram sabha' (village council) meetings and forest rights committees (FRC) more regularly and raising their voices in discussions on their concerns about forest rights. They were able to take advocacy actions by strengthening their individual agency as a result of participating in leadership training through Ahmi Amchya Arogya Sathi (AAAS) from August-November 2021.

Significance

The AAAS PU! Initiative (NETRI) focuses on building women's leadership to address forest rights and forest governance. Earlier, women were not aware of the forest rights committees in their villages, nor was their membership accepted in the forest rights committees. Through NETRI's efforts, processes of awareness building and democratic governance systems were discussed during training programmes and follow up meetings, giving examples of other regions where such committees have been formed and their success. As a result, women and men in communities recognised the significance of women in FRCs and reconstituted their committees to ensure that women were represented equally. Now, seven of the 15 members are women.

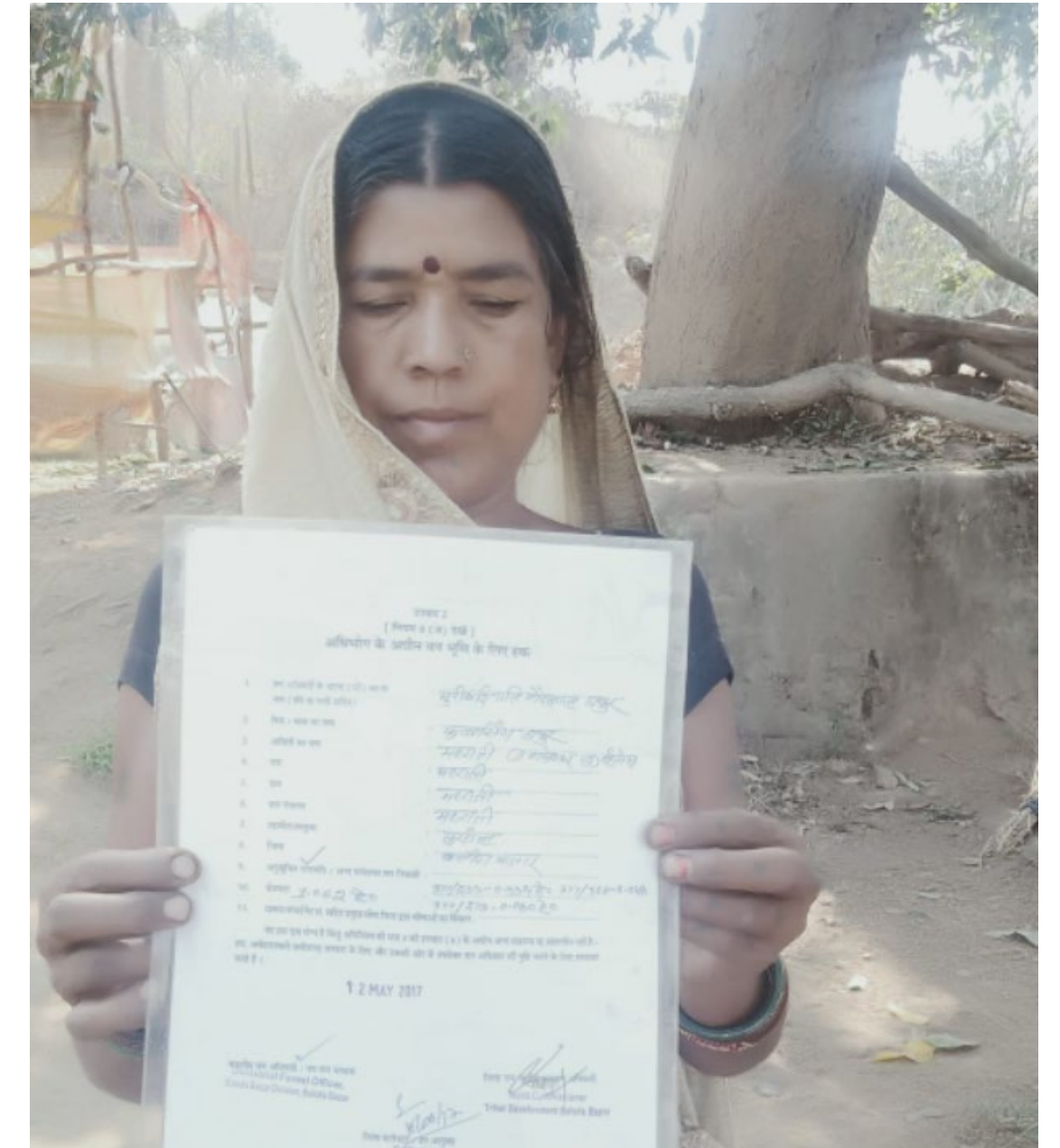
The women exemplified significant strength in taking an active role in demanding inclusive governance processes. Historically, most of the forest dwelling women had little knowledge about their rights and were not accepted in forest rights committees where these committees existed. Without such awareness and acceptance, their actions were constrained. Now, these women and their communities better understand their formal and legitimate right to govern and protect their forests. Women have asserted their knowledge of forests and food systems, of seasonality and forest management needs to gain recognition of their roles. The change in these women's confidence has enabled them to not only act upon the knowledge of their rights, but to successfully demand change and recognition of their rights and roles as women. This has set forth an innovative initiative where intergenerational women's leadership capacity was strengthened and they were successfully able to claim their forest rights.

The pandemic created the circumstances for a renewed realisation of the relevance of the forest's importance for younger people. They realised how important the forest is to their livelihoods and survival, both culturally and economically. Furthermore, as a result of the training and the leadership development process, women's (and men's) traditional knowledge about crops, forest products, herbal medicines, and local language names for diverse flora and fauna are being documented

with greater zeal; efforts to restore and protect these diversities as a rich heritage are being considered. The women recognise the significance of the losses they are incurring in their forests and livelihoods through an analysis of ecological and developmental processes, and have begun to articulate the need for intergenerational knowledge transfer and recognition of their rights to enable themselves to build and restore forest wealth and ecologically biodiverse forestry for sustainable futures.

Contribution

Through the support of Power Up!, AAAS organised leadership training programs in August and October 2021 with 311 women from 10 villages that aimed to strengthen women's collectives and enable them to understand their forest rights and laws and policies related to those rights. The training taught them about relevant laws (Forest Rights Act 2006, the Panchayat Extension to Schedule Areas – Act 1996 (PESA)) and how to negotiate and be able to represent the issues on forest rights, forest claims, and forest governance from a feminist lens. The training focused on enhancing the women's confidence levels to take action. Before Power Up!, AAAS's focus was on organising communities and raising awareness to claim forest rights through fellowship of older women and other leaders in the community. Since PU!, AAAS has adopted an intergenerational approach along with Dalit Adivasi Adhikar Manch to engage with older and younger women in the leadership training.



BODIES & VOICE: Transformative social advocacy in the Ojojona Network

JASS Mesoamerica and Red de Mujeres de Ojojona

Nubia Casco, the leader of the Women’s Network of the Municipality of Ojojona, Francisco Morazán in Honduras, was able to transform her leadership style by better recognising the capacities of the women with whom she works and democratise her organisation as a result of participating in a leadership training (Political Facilitators Course) in August 2021. The Facilitators Course prepared Nubia to undergo a process of self-evaluation, which gave her tools to better understand herself and others in her network. When Nubia had the opportunity to explore herself, she recognised herself as tired, burnt out, exhausted, and unable to perform effectively. In the light of this introspective analysis during the Facilitators Course, she made the leap to exercise feminist leadership (democratic, respectful leadership), which allowed other leaders to emerge.

Nubia’s leadership style has become more democratic with greater distribution of responsibilities. For example, the Network has now set up seven commissions: communication, solidarity, health, political participation, environment, sustainability, and advocacy and education. Members describe the change as more dynamic, cheerful, free, and organised. The change in the organisational dynamics has enabled members to make independent decisions and demands of Nubia for the first time because they have taken the baton with more self-confidence.

“I’m confident to talk about what I think is right, although some think they can’t challenge a man who holds power. I think if I’m not brave, who else is going to support me?”

- Yang Sophorn, CATU President

Significance

The change in Nubia is significant because it puts the collective power of women at the centre of their organisation. The change in her has an impact on the overall environment in her organisation and amongst other women leaders. Members share that their collective power is fed with the strength of each of the women who are part of the network, allowing them to make a greater impact in their lives and in the defence of human rights.

By redistributing responsibilities, Nubia as well as other members are freer to participate in other spaces, so the Network has developed stronger connections and relationships with other organisations. For example, Nubia now helps to coordinate the Platform November 25 coalition, which brings together rural women’s organisations in dialogue with government representatives to plan the political agenda for women and feminists in Honduras. Now, members are participants at the National Women’s Table, the National Table of Social Movements, the National Network of Women Human Rights Defenders, and more.

The Network’s membership has increased from 160 to 235 as a result of more inclusive leadership and greater visibility. Growing the membership means that the capacity to respond to women facing violence has also increased, which is the core mission of the Network.

Contribution

JASS runs the Alchemy School, which is where Nubia took the Facilitators Course. The course had 20 total attendees and covered topics related to feminist strategic leadership, land rights, and personal wellness. The course puts hearts, bodies, and minds at the centre to be able to do land rights work and help with burnout. The course gives participants the tools to analyse their situation, create strategies for human rights, identify allies, and accompany them in their struggles.

While Nubia had attended courses at the Alchemy School in the past, it was through the Facilitators Course – in particular the module on self-evaluation – where she was transformed. Nubia identifies something unique in the JASS processes: they have a psychosocial component. She said, “I was healed. I realised that I was bad. I have received many trainings in my life, but I have not achieved this internal change that I have experienced now.” She saw that she can let go of responsibilities and, in doing so, she can impact the collective by opening space for the other leaders and the tenderness that is shared collectively. JASS’s self-care exercise encourages participants to be loving to themselves and allow time to heal, recompose, free themselves up again to continue their work.

VOICE: Stronger Together - A Recommendation for Indigenous Women in CEDAW

JASS Mesoamerica and the Ix Pop Collective

Ix Pop was formed in 2012 as an alliance of Indigenous and women's organisations predominantly based in Guatemala for the promotion of a General Recommendation for indigenous women in the CEDAW. Since that time, Ix Pop has been actively taking steps toward passing the recommendation. In 2021, the alliance underwent an important internal transformation by developing an internal operational plan and communications strategy as a result of organisational strengthening initiatives.

The internal plans and strategies have enabled Ix Pop to improve their organisation, collectivism and cooperation, and visibility. Stronger communication and advocacy actions have resulted, which is anticipated to lead to the finalisation and acceptance of the recommendation in 2022. Ix Pop has implemented actions that have been transversal to the work done to promote the General Recommendation, such as campaigns on the initiative, forums, and virtual and face-to-face dialogues with civil society organisations, as well as training for members of the Collective. While the Ix Pop Collective and its members have been recognised as promoters of the recommendation since its inception, they are now more visible and acting as stronger conveners in key spaces both to gather inputs for the recommendation and for its validation in local, regional, and global advocacy spaces.

Significance

The change in Ix Pop is significant because of its impact on the Collective as a whole and its members, but also because of the potential of the General Recommendation to change the lives of Indigenous women worldwide. Indigenous women and girls could have renewed opportunities to secure their rights and fight against discrimination, violence, and the lack of legal protection.

As a collective, Ix Pop is better prepared to coordinate a stronger alliance that carries significant political weight in a context of a repressive regime. The increased visibility of Ix Pop has helped the movement and its members to become better recognised and welcomed in a variety of spaces. Indigenous Guatemalan women have gained more opportunities to provide their input not only to the Collective, but also in public spaces such as during radio communications, podcasts, and reports.

With a strategic plan in place, Ix Pop has positioned itself to carry on the work of supporting the rights of Indigenous women even beyond the passing of the General Recommendation. Ix Pop has prioritised issues of Indigenous women's rights and strengthening their organisations and movements. The new strategy has put new contracts in motion between different organisations and networks in an effort to better position themselves. As a result of strengthening the collective, the individual organisations within the collective have also been strengthened.

Contribution

JASS has been an active member of the Ix Pop Collective and an advisor on advocacy and strategies and a promoter of the collective's work at the national and international levels. In 2021, JASS has focused on accompanying the Collective in advocacy processes, connecting Ix Pop with other women's organisations and movements, and undergoing organisational strengthening. Importantly, through support and funding from Power Up!, Ix Pop has developed its organisational plan and strategies that have broadened the Collective to focus on other goals outside of the recommendation such as visibility, fighting for rights of Indigenous women, deeper reflection processes, and the role of Ix Pop in the virtual space through language justice.

VOICE: Advancing Women's Leadership in Labour Unions

JASS Southeast Asia

CATU, a union representing workers in the garment and footwear industries in Cambodia, has taken radical steps into feminist leadership. CATU has developed and put into practice a vision for inclusive leadership, creating more space for women to lead. Historically, union organising has been a male-dominated field with fewer than 10% female representation despite 90% of workers being women. One significant step taken by CATU was electing a female president in late 2011, Yang Sophorn. Sophorn is responsible for all departments of the union including capacity building, administration and finance, conflict resolution, and organising. In 2021, following support from JASS, CATU has adopted a feminist leadership approach.

The feminist approach in CATU operations has focused on raising political awareness and influence of women, making women more concerned about systemic change toward positive working conditions with their rights respected. They encourage women to advocate with their supervisors on labour rights violations, harassments, and other issues. They also engage in awareness raising on their rights such as maternity leave, anti-harassment, working conditions, and more. Before, women workers were not fully aware of their rights and with this new knowledge, many have begun joining union negotiation meetings and influenced their factories to change policies and working conditions. Internally, CATU has shifted toward providing more space for women workers to give feedback into policymaking and decisions within the union.



Yang Saphorn and other trade union leaders speak at a press conference about NagaWorld strike.



Meeting with CATU members over a dispute case, before negotiation with their employer

Significance

Union organising is a traditionally male-dominated field in Cambodia, so the sizable efforts of CATU to be more inclusive and to recognise women as capable leaders is significant. Currently, CATU has around 10,000 members in 19 garment factories with the ambition to reach 100,000. Their reach could have a significant impact on patriarchal systems in the sector in Cambodia. Male leaders have recognised the value of the participatory approach and have started changing their perceptions to accept the feminist leadership approach, including women in strategic decision making, getting feedback from different trade unions and labour activists, and supporting Yang in her leadership journey.

CATU has created a welcoming platform for women to lead and have a collective voice, helping women leaders to thrive. Other women see Sophorn as hope for female leadership and inspiration for other female leaders. Women have increased interest in the labour union demonstrated by more attendance in meetings and asking more questions, as they now see that the union can protect their rights and support them. Since Sophorn's election, another union from the food and service sector has elected a female leader. Furthermore, some union leaders and local activists are becoming candidates for communal election (at the sub-national level).

Contribution

CATU leaders engaged in capacity development and training sessions with JASS since 2017. JASS worked to understand the burdens and struggles of the female workers, which has been traditionally missing in the labour movement. Launched in September 2021, a series of joint sessions with the local and national union leaders were held to develop a security protocol. JASS co-created this leadership training with CATU based on their specific needs, which included topics such as safeguarding, context analysis, risk analysis, political analysis, challenges at local and national levels, union leadership, and union organising. JASS also trained them on a participatory methodology tool that union leaders could use to encourage workers to speak and participate more through a collective approach. Following the training, JASS engaged in political accompaniment and emotional support for the female organisers.

VOICE: Women Practising Safe Evidence-Gathering in the Digital Space

JASS Southern Africa

In Zimbabwe, a group of 22 women who are part of women's circles (Dariro) who are sex workers, land defenders, and women living with HIV have organised a WhatsApp group to gather evidence about violence against women and girls (VAWG) happening in their communities following a training on digital security that they attended in July 2021. Before the training, the women would take photos of instances of violence without safety precautions or consent and share the images in an unorganised way. This changed when the trainees decided to form one large WhatsApp group, with the training facilitator who is a digital security expert as a member, to share photos with each other in a systematic way. The women have three main issue areas for which they are creating and sharing evidence: physical violence of sex workers, illegal land extraction and displacement, and gender-based violence. Through the WhatsApp group, they are collectively gathering evidence on these topics in order to build their case on these instances of violence before going to the police.

Before the training, the women were not aware of the risks they put themselves and others in by storing the photos on their personal devices or sharing them with police. In some cases, the women would take photos with other people present in them, or take photos in locations that made them vulnerable to arrest (such as areas that are illegal for them to trespass), then those photos would be used by the police to arrest women who are sex workers in the photo or to arrest the photographer herself. The training on digital security trained them on digital safety and security issues such as being mindful of who they are photographing, where they are photographing, and how to store and share photos in a safe, encrypted way.

Significance

The collective WhatsApp group of prepared women activists is significant because it has created a safe space where women can not only share instances of violence when they occur, but also to prepare them to gather and analyse evidence systematically to share with powerholders. On an individual level, the agency of the women has been strengthened by building their confidence to be able to acutely identify issues of importance and to protect the safety and wellbeing of themselves and others with the images that they take.

Collectively, the WhatsApp group signifies a coordinated effort of evidence gathering – as opposed to the emotion-driven, individualistic efforts of the past – that is based on structured methods of how to gather specific types of evidence and record important details about it such as when, where, who, etc. Also, the evidence gathered is now more sensitive to the vulnerabilities that women may experience as a result. The women are more aware of their digital frame and less likely to put themselves or others at risk by photographing in illegal places or with sensitive backgrounds, faces, or body parts. Importantly, the women are also better prepared to train other women in their circles and create an evidence base that can raise the issue higher to key decision-makers and/or policymakers.

Contribution

The technical content of the training was prepared and delivered by a digital security expert from Institute for Young Women's Development. JASS adapted the training content based on the feminist approach. The training covered the topics of both feminist approaches and digital data security (e.g., using VPNs, passwords, back-ups, etc.). It was made user friendly by tailoring the training for the different types of mobile phones that the women had. The activists received some cell phones and solar charging systems, with a commitment to using them for movement building and organising and agreeing to the terms and conditions of use.

RESOURCES: Challenging Rising Costs with Organic Fertiliser in Malawi

JASS Southern Africa & Our Bodies, Our Lives (OBOL) Movement

Thirty-three (33) Our Bodies, Our Lives (OBOL) women – women who are HIV+, sex workers, or who have experienced gender-based violence – in Mzimba South East, Khosolo in northern Malawi began making their own organic fertiliser to take control of their financial wellbeing. By making their own, they have reduced their reliance on expensive fertiliser, improved the yield of their food gardens, created a new product to sell, and helped to make farming more sustainable.

Women have been experiencing economic difficulties due to the COVID-19 pandemic's economic impacts such as rising food and fertiliser prices and drop in livelihood opportunities as well as the desertification of the country due to climate change. Women have struggled to generate needed income and for most, their food gardens were their last source of income and sustenance. When OBOL women came together to raise concerns over the fragility of their livelihoods due to these precarious economic conditions, they decided to get trained on producing organic manure and fertiliser. The training in September 2021, which was developed and led by the Malawi Ministry of Agriculture and JASS, enabled the women to make the fertiliser themselves, giving them a means to improve their financial wellbeing. "I am relieved from buying expensive fertilisers," said Botchie Shaba, one of the training participants. This knowledge will help OBOL women to come up with strategies to increase the output of their gardens and reduce their reliance upon lines of patriarchy to provide for the household.

Significance

The OBOL women built power within (individual agency through a new skill), power-to (empowerment and resistance to face financial challenges and structural violence) and power-with (solidarity and collective power to share knowledge on manure-making and build effective collective food gardens).

For the first time in Malawi, women were trained by the Ministry of Agriculture to independently produce their own organic fertiliser. This is significant because women were able to gain knowledge, information, and skills on how to make organic fertiliser and shake their dependence upon technical experts, increasing their potential for collective power and economic independence. Women earning independent income from the fertiliser and their food gardens has begun a shift in patriarchal social norms that expected men to act as the breadwinners in the family. Also, the OBOL women are acting as organisers and trainers themselves now to encourage and prepare other women both one-on-one with friends and as small groups of women coming together. To date, another 200 women have been trained to use organic manure as an environmentally-friendly and cheaper alternative. The rippling effect of training and production will provide their families and communities with opportunities to become economically empowered and independent.

This practice is also significant for mitigating climate change impacts in Malawi. The training fast-traced the shift back toward organic fertiliser, the traditional practice. Organic fertiliser replenishes the soil in the long-term, which helps with the current experience of desertification due to climate change.

Contribution

The training on group dynamics and sustainable land management (soil fertility technology) was developed collaboratively between the Malawi Ministry of Agriculture and JASS: the Ministry developed the technical content and JASS adapted it to the feminist approach and methodology. JASS connected the technical training on manure-making to economic independence and how this builds the collective power of OBOL members.

JASS also liaised with the Malawi Broadcasting Corporation (radio and television) to livestream the training and produce a documentary, which was important for sharing the organic fertiliser approach and mainstreaming the capacity development of OBOL women. The publicity supported OBOL women to break social norms that restricted their economic independence.



VOICE & BODIES: Overcoming IPV through Collective Care

Coalition of African Lesbians (CAL)

Boo (pseudonym) is a queer woman from Munyonyo, Uganda who was able to overcome crippling depression as a result of attending monthly group counselling sessions for LBQ+ at Psychosocial Support Centre throughout 2021. After contracting HIV through her abusive partner, Boo wanted to commit suicide. She refused medication for her depression as well as HIV medication, she was later introduced to group counselling through a friend and instead turned to counselling sessions. At first, she remained quiet. However, she began opening up in 2021 once she realised that she was not alone in her recovery. She now regularly takes her medication and is able to openly speak about intimate partner violence and living with HIV.

Significance

Boo's recovery demonstrates the power of having a safe space for LBQ+ women to share their experiences with intimate partner violence (IPV) where they are encouraged to focus on their mental health and wellbeing. Boo's story is evidence of collective empowerment and how building bonds with others who have similar experiences can strengthen a movement towards wellness. Collective care is significant especially in the wake of COVID-19, where many people – especially women in the LBQ+ community – have experienced an increase in IPV and a decline in mental health as a result. Together, these women have been able to take control of their own wellness and bodies by coming up with solutions to eradicate the side effects of IPV in their community.

Furthermore, the [Sexual Offences Bill passed in May 2021](#) in Uganda criminalised same-sex relationships and sex work, shrinking civic space for LBQ+ communities and reduced their access to sexual rights. Safe spaces in the wake of harmful, repressive laws help to build a stronger and more diverse community. They are vital for resilience and solidarity.

Contribution

The monthly wellness sessions, held the last Friday of every month in 2021, were supported by PowerUp! through increased visibility and strategic partnership. They covered a variety of topics including living with HIV, safe abortion, menstruation, discrimination and stigmatisation, laws/legal issues, awareness raising on rights, and more.

VOICE: Strengthening a Regional Feminist Network in Kenya

Coalition of African Lesbians (CAL) and Kisumu Feminists Society (KFS)

Feminist LBQ+ organisers from the Kisumu Feminist Society (KFS) and the Young Kisumu Feminist Society met regularly in Kisumu, Kenya monthly in 2020 and 2021. The monthly, regional conversations enabled LBQ+ feminist organisers to discuss topics related to power, voice, and resources. When PowerUp! (PU!) convened the first in-person meeting in October 2021 with 35 LBQ+ feminist activists since the onset of the pandemic, the need for stronger partnerships and collaborations nation-wide was realised. The PU! convening brought in new partners into the society for the first time, linking them with partners who have been engaged since 2019 when KFS began. Since that meeting, a stronger regional feminist network has been established through cross-regional partnerships, linking local monthly meetings to larger alliance building. Furthermore, a stronger emphasis was put on having consistent feminist organising that incorporates young (<30) LBQ+ women.

Significance

The development of a stronger regional network is significant because it demonstrates the diversity of feminism across Kenya. Historically in Kenya, feminist organising has been focused almost exclusively in Nairobi, but now it is clear that LBQ+ feminist organising is happening and needed throughout the country. As a result of the PU! convening and the monthly meetings, small feminist organising has been popping up regionally, creating a stronger feminist movement in the country. With this stronger and more diverse movement they are building solidarity and a greater sense of belonging and inclusion. They are shaping what feminism looks like, emphasising that not all women are the same and redefining how partnerships should form into mainstream feminist organising in Kenya. Building these partnerships through inclusive safe spaces for dialogue is important for the realisation of LBQ+ feminist solidarity in Kenya, a country that is still strongly homophobic.

Contribution

PU! supported the organisation and facilitation of the regional conversation in Nairobi amongst feminist organisers, which highlighted the need for cross-regional conversations on feminism. This had a direct impact on scaling the local Kisumu conversations into other counties. The event in Nairobi also enabled the identification of new partners to KFS who were not traditionally recognised in feminist organising spaces such as members of the trans community, sex workers, and gender non-conforming people.



RESOURCES & VOICE: Building Economic Resilience and Influence by Processing Household Waste

PEKKA

The Ina Mbojo Pekka Cooperative in Bima district, West Nusa Tenggara (NTB), Indonesia are able to access and increase their income resources by expanding their sales of inorganic waste to a ‘waste bank’. The local government recognised this contribution by PEKKA Cooperative and ever since, they have been invited to participate in official meetings, including a big event, attended by the governor of NTB. During the meeting, the cooperative leader shared that they urgently needed a three-wheeled vehicle to transport more waste to the waste bank. Immediately, the governor of NTB granted the request.

Significance

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Contribution

The waste bank was started in 2019 by a woman from the Pekka Group in Samili Village. Later, on June 23, 2021, 21 women representing 21 Pekka groups from 8 villages in Bima district, West Nusa Tenggara, Indonesia agreed to form a cooperative called Koperasi Pekka “Ina Mbojo” (meaning ‘Women’ in Bima). Three members of the cooperative participated in a community-based business training in October 2021 with a circular economy theme. The training consisted of eight meetings on waste management with the theme of 3Rs (Reuse, Reduce, Recycle), composting, processing used cooking oil into bar soap, and others. After participating in the training, they shared their knowledge and skills with more than 400 female cooperative members. As a result of the training, they collect households’ inorganic waste, such as plastic and cans, and sell or process it. The money they receive from the sales is saved in the cooperative. Activities were initially carried out in one RT (refers to Rukun Tetangga, which is a neighbourhood consisting of 10-20 families), but since the training, they have expanded to cover many more RTs across six villages (which each consist of several RTs).



VOICE: Growing into Local Leadership - Marniaty’s Story

PEKKA

By the end of 2021, Marniaty – the leader of the Pekka Association in Mamasa district, West Sulawesi, Indonesia – demonstrated her increased leadership capacity when she was chosen as a local representative to lead the Village Discussions. Since joining the Pekka Association in 2016 and engaging in capacity strengthening, she has steadily grown in confidence and agency. However, 2021 was a year of particular growth for her as a result of the leadership training in which she participated. The training helped her to learn how to facilitate the Village Discussions attended by village officials, community leaders, and Pekka Community. Village Discussions usually focus on addressing problems faced by the community to find solutions.

Significance

Marniaty is a 42-year-old mother who has been the head of her family since her divorce 19 years ago. In her culture, there is a lot of negative stigma for female-headed families. Also, social norms consider women as second-class members of society who should not speak up or attend public meetings. Marniaty is defying social norms by attending leadership training and taking an active role in community forums. She is actually not the first woman who leads in her village, but still, it is scarce to find women leaders in her village. She decided to break the stigma that women are not second-class members of society through her involvement in the church, which is usually dominated by men. She is now acknowledged by the church and community leaders for her leadership. This is significant not only for Marniaty, but also for all women in her community. In the long term, with these skills, Marniaty and other women will be able to be better and more confidently use their voices and support the women’s movement.

Since the training, Marniaty has led by example and conducted a training of trainers course with others in the village on leadership. She is able to act as a role model and a teacher for other women especially, which could support many more women to take on roles of leadership within their communities.

Contribution

In September 2021, PEKKA hosted the two-day leadership training with the support from Power Up! that Marniaty and 19 other women attended. The training was developed by the PEKKA team and covered topics including: women leadership in the community, mapping potential areas to support PEKKA Production and PEKKA Mart, and advocating the PEKKA Association’s agenda to the village and regional governments. The training topic, especially on women leadership, influenced Marniaty’s leadership most, leading her to facilitate Pekka Association and village-level discussions.



VOICE: Ina Lipat Uses Her Voice to Speak in Public

PEKKA-Akademi Paradigta Indonesia

During the graduation ceremony for Akademi Paradigta in Ile Ape sub-district, Lembata district, East Nusa Tenggara, Indonesia in December 2021, Ina¹⁹ Lorensi Lipat confidently spoke about her experience as a representative of the class. This is a big change in Ina Lipat's confidence, as she was very reserved and quiet when she began the course. Her speech was unplanned, making it even more remarkable. One of the things that Ina Lipat said in her speech to the audience was as follows:

“This is my first time standing in public and in front of village officials to speak on behalf of my friends. While we were attending the class, many people asked me why I am old and still joining the Akademi Paradigta class. By attending the Akademi Paradigta class, I got important knowledge. The most memorable thing during graduation, the Minister of Women’s Empowerment and Child Protection was present, even though it was only through a screen (online)”.

Previously, Ina Lipat believed that weaving was the only activity that she had to do, as she found it like the only way she could earn the respect of her in-laws. However, through the Akademi Paradigta class, she gained an understanding of the importance of her participation in village meetings and joined the local women's organisation (Pemberdayaan Kesejahteraan Keluarga (PKK)) that focuses on family welfare empowerment. This is an initial step toward Ina Lipat's involvement in decision-making forums in her village.

Significance

Gaining the courage to speak in public is a tremendous change for Ina Lipat. When a woman like Ina Lipat begins to dare to speak, she will be able to continue her personal empowerment and growth to voice her interests and problems to her family, community, community leaders, and the government.

¹⁹ 'Ina' refers to the East Nusa Tenggara local language meaning 'mother'.

Her courage was recognised by the Village Head, who said, “Ina Lipat showed that the Akademi Paradigta class was very important for my community education. We are proud of our ina and we are ready to support all alumni to be involved in the village.” Results were quickly realised following the graduation. As the village head was recently elected, he had to plan a six-year village development plan. Ina Lipat and other alumni went to the Village Head office to advocate for their follow-up training plan. They proposed two plans: one for women and one for children to get involved in village development planning. The Village Head decided to adopt Ina Lipat and the alumni's proposed plans and he created programs and budget allocation for women and children, so the alumni could get involved and raise their voices in that forum.



Contribution

In September 2021, The Akademi Paradigta Indonesia (API), with the support of PEKKA and Power Up!, developed a new four-month course that took place 2-3 times a week. The course was titled ‘Women’s Leadership in the Family: ‘Everyone is a Changemaker’’. Ina Lipat was one of 340 participants in this class. Akademi Paradigta classes provide structured leadership education for women and society in the villages.

Power Up! Consortium

2021 Annual Report

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