



Building Alliances, Making Milestones

WOMEN'S ENVIRONMENT & DEVELOPMENT ORGANIZATION
ANNUAL REPORT 2008

*For a healthy and peaceful planet, economic
and social justice and human rights for all*



Table of Contents

MISSION	3
MAKING MILESTONES	
Letter from the Board Chair.....	4
Letter from the Executive Director.....	5
INITIATIVES	
Climate Change.....	7
Corporate Accountability.....	10
UN Reform.....	12
Women’s Political Participation & Leadership.....	14
BUILDING ALLIANCES	
WEDO Worldwide.....	16
Board & Staff.....	20
Donors.....	20
FINANCIAL INFORMATION	18



Making Milestones



WEDO's mission is to empower women as decision makers to achieve economic, social and gender justice, a healthy, peaceful planet and human rights for all. Through our programs on Economic and Social Justice, Gender and Governance and Sustainable Development, WEDO emphasizes women's critical role in social, economic and political spheres. Within these three program areas, WEDO initiatives encompass climate change, corporate accountability, UN reform and women's political participation and leadership.

Women's empowerment and gender equality are key levers of change. When the status of women improves, the whole of society benefits. Every initiative, project and campaign undertaken is driven by the ultimate goal of improving women's everyday lives. This is how we advocate:

COORDINATED POLITICAL ACTION

We strive for a better world through coordinated political action to improve women's lives.

BUILDING BROAD ALLIANCES

We advance women's rights by building broad alliances with women's groups and other human rights and social justice allies.

GROUND-BREAKING RESEARCH

We conduct and apply ground-breaking research to create global policies that support women's rights.

CONNECTING GLOBAL TO LOCAL

We connect global policy work to local and regional advocacy efforts carried out by partners in the global South.

Letter from the Chair of the Board

Dear WEDO Friends:

I am extremely pleased to present this annual report and share with you WEDO's efforts, challenges and achievements of the past year. We feel that this report reflects the contributions made by staff, the board of directors, our partners, our volunteers and friends who are at the heart of our organization. Together, they represent an unswerving dedication to the goals that WEDO is trying to achieve.

In the midst of major global changes, the past year saw WEDO through major organizational changes. The implementation of policy changes initiated by the Board and staff in 2008 required both leadership and financial transformation processes. Diversification of funding, upgrading financial and organization management and building teamwork were some of the challenges tackled. Board and staff all stepped up to the plate and provided great leadership to the organization.

We also bade farewell to Executive Director, June Zeitlin, who carried out WEDO's mission with passion and dedication for close to a decade. During this transition period, WEDO benefited from the steady hand of Monique Essed-Fernandes, WEDO's Board Treasurer, who stepped down to take over as Interim Director and steered the process of inducting a new Executive Director.

As the year end approached, WEDO welcomed to the helm its new Executive Director, Thanh Xuan Nguyen, whose skills, determination and commitment to women's rights are requisite for repositioning WEDO as a formidable force for change in today's global environment of instability, economic decline, and unprecedented challenges to women's wellbeing.

Xuan comes to WEDO with twenty-five years of experience working with refugee and immigrant women in the U.S. and overseas. The timing of her recruitment could not have been better. In the midst of a global financial crisis in which many NGOs are struggling to survive, Xuan's financial expertise makes her steadfast in her resolve to mobilize the resources necessary for WEDO's work to expand and flourish.

It is a matter of pride for us that in the midst of these major transitions, WEDO nevertheless achieved many milestones in 2008 that we can celebrate.

Our work on gender and climate change has coalesced on many fronts, validating a more integrated approach that bridges all of our three programs— Social and Economic Justice, Gender and Governance, and Sustainable Development. As the report shows, WEDO continued to produce groundbreaking research to inform and strengthen advocacy supportive of women's rights. Our work at the global policy level is distinguished by successful coordinated political action. At regional and national levels, WEDO continued to build broad alliances and complementary partnerships with women and like-minded organizations to advance our common agenda.

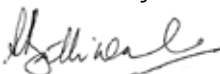
This annual report will also attempt to show the impact of our work on women's lives—something we are always being challenged about. Since policy change is at the core of our approach, results emerge gradually and success is often measured in small increments. Nevertheless, we hope to share some convincing examples of progress and positive change.

WEDO has also demonstrated, over 2008, the meaning of good board governance. Not only did the

entire board provide excellent support to staff during the transition, but it determined to echo the spirit of change and renewal of energies of the organization. Accordingly, I would like to share one other transition that has occurred in WEDO: after seven years at the helm, I step down as Chair of the Board of Directors with effect from 2009. I am pleased and proud to introduce the new Chair, Monique Essed-Fernandes. Irene Dankelman, our Vice Chair, will continue in this capacity for a while longer.

We now invite you to discover more about WEDO and our accomplishments in 2008. More importantly, we encourage you to imagine how each of these steps brings us closer to realizing our ultimate goal of a healthy and peaceful planet, social and economic justice and human rights for all.

In solidarity,



Srilatha Batliwala

March 2009, Bangalore, India

Letter from the Executive Director

Dear Colleagues and Friends:

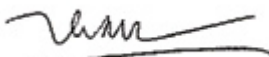
It is with great honor that I take on the task of continuing the legacy of Bella Abzug, Mim Kelber and the many powerful women who put their dreams and hopes in creating WEDO. Twenty years ago, they saw the role women can and must play to protect the environment—the choice of the “WEDO” acronym highlights their vision of togetherness and action.

Today, we carry on the work that they began. Rapid changes in climate and the deterioration of the environment make our mission more critical than ever. For that reason, climate change has been interwoven in each of WEDO’s programs—Sustainable Development, Gender and Governance and Economic and Social Justice. We remain committed to promoting gender equality and gender participation in policy-making. And we continue to stay engaged in global negotiations and build alliances with partners in the North and the South. As we look ahead, we plan on deepening our work by putting more energy and resources into expanding the capacity of our local partners.

We will think globally and act locally.

My vision for WEDO is an ever-growing circle of women (and men) around the Earth. We are all equal, dancing our personal and global dance. As we dance, we continuously invite more allies to the circle. Together we will act and the ultimate result will be a healthy and just planet.

I look forward to dancing with all of you in this circle, so that our children and grandchildren can still enjoy the beautiful sunsets and sunrises, clean air, drinkable water and trees that touch the sky.



Xuan Nguyen

March 2009, New York

WEDO Initiatives

A guiding principle of our work is that women's empowerment and gender equality are key levers of change.



Climate Change

Women, as the majority of the world's poor, are among the most vulnerable to the impacts of climate change. They are also critical to climate change solutions.

ISSUE

The most urgent issue of our time, climate change has widespread implications, from the exacerbation of poverty, to the breakdown of infrastructure, to the loss of environmental, political, economic and social security. Experts agree that climate change threatens to set back development efforts by decades, placing least developed countries in an even more precarious position. Yet a critical aspect of climate change remains largely on the outskirts—gender.

FACTS

- Climate change magnifies existing inequalities and gender is among the most pervasive.
- Women, as the majority of the world's poor, are

among the most vulnerable to the impacts of climate change.

- In the U.S., Hurricane Katrina pushed poor African-American women, who were already the most impoverished group in the nation, into deeper levels of poverty.
- In Senegal, the 35 percent decline in rainfall has made it more difficult for women to collect water.
- Women are coping with climate change now; when women participate in decision-making at national and community levels, they contribute to climate change solutions that build stronger communities.

Source: WEDO Changing the Climate 2007; UNDP Development Report 2005; WEDO/ENDA: Senegal case study, 2008; WEDO/Oxfam Factsheet 2008; Ibid.

STRATEGY

WEDO approaches gender and climate from many angles to ensure that women are present at all levels and dimensions of climate change decision-making and action.

ACTIONS

PROJECT 1: CLIMATE CHANGE GENDER MOBILIZATION IN DEVELOPING COUNTRIES

Partnering with civil society organizations and governments in developing countries—Ghana, Nepal, Senegal, and Trinidad and Tobago—WEDO launched this innovative pilot project in June 2008.

GOAL

Advance gender in climate change policy-making and activity implementation, as well as government accountability to global agreements on equality through combined awareness-raising, capacity-building and advocacy activities.

RESULTS

- Produced a ground-breaking report, *Gender, Climate Change and Human Security*, that contains policy analysis and first-of-their-kind case studies on the impacts of climate change on women and their specific capacities to adapt. This research supports the creation of gender-sensitive climate change policies.
- A Gender & Climate Change workshop in Dakar, Senegal produced lessons learned and points of action to bolster national policy-making on the issue.
- New case studies of the Philippines and Nepal were developed and published, contributing to the body of research and knowledge on gender and climate change.
- A Gender and Climate Change Caravan launched in Senegal with partner ENDA (Environmental

“We the women are responsible for feeding our families. The bush has now become a desert shrub in my area and there is nowhere to go to fetch wood...One day, unable to find enough wood after a long search, I used some branches to cook. Since the wood was not enough, I cut my plastic bassinette in pieces to fuel the fire...Then I took the wooden bench where I was seated and cut it to feed the fire...”

—Satou Diouf, Gadiag, Senegal
(WEDO/ ENDA: Senegal case study, 2008)

Development Action in the Third World) will raise awareness about the gender aspects of climate change adaptation and mitigation in two rural communities, reach 15,000 women and men, and will pursue local-level mobilization to influence regional decision-making.

PROJECT 2: GLOBAL GENDER AND CLIMATE ALLIANCE (GGCA)

WEDO is a founding member of the GGCA, an alliance of nearly 30 UN agencies and non-governmental and intergovernmental

organizations working together to address the gender dimensions of climate change at all levels. The GGCA was officially launched by the United Nations Development Programme (UNDP), the United Nations Environment Programme (UNEP), the International Union for Conservation of Nature (IUCN) and WEDO at the 2007 United Nations Framework Convention on Climate Change (COP) Conference in Bali, Indonesia.

GOAL

Ensure that climate change policies, decision-making, and initiatives at all levels are gender responsive by engaging in a multi-faceted workplan with member partners.

RESULTS

- Led an advocacy team of women civil society leaders and other GGCA members to influence global climate change negotiations.
- Contributed to the GGCA Training Manual on Gender and Climate Change, led by IUCN and other GGCA partners, for use in national, regional and global trainings and orientation workshops.
- Engaged leaders from every region on the gender dimensions of climate change adaptation, mitigation, technology transfer, finance and legal frameworks at the GGCA Training of Trainers and Delegates' Orientation workshops just prior

to the 14th Conference of Parties of the UNFCCC, December 2008.

PROJECT 3: FROM KATRINA TO COPENHAGEN: WOMEN DEMAND U.S. ACTION ON CLIMATE CHANGE

This campaign launched in 2008 mobilizes women across the U.S. around the issue of climate change.

GOAL

Mandatory reduction of U.S. greenhouse gases and re-engagement in UN negotiations over the post-Kyoto international agreement for addressing global climate change.

RESULTS

- Active engagement with more than ten U.S.-based national and local women's, development, and women-led organizations on gender and climate change.
- Alliance-building with local environmental justice and reproductive justice organizations around the issue of gender and climate change.
- Campaigned at key climate change events, conferences and workshops throughout the year.
- Developed online interactive advocacy toolkit targeting U.S. audience on gender and climate change.
- Laid groundwork for four events to be held in the U.S. in 2009 to promote the campaign, and to connect with local women's and women-led organizations.
- Partnered with the climate change organization, 1Sky, to introduce a resolution on women and climate change at the 2008 National Organization for Women's conference.
- Produced a joint factsheet published with Oxfam America on gender and climate change that delivers the facts on women and climate change, while raising awareness about the gender dimensions of climate change.

PROJECT 4: GENDER & CLIMATE FINANCE

WEDO documents key economic dimensions of climate change policies and processes and their implications for women.

GOAL

Challenge the dominant approach to climate change that prioritizes market-based solutions

over human rights-based policies and advocate for climate change financing that is gender sensitive.

RESULTS

- Produced *Gender and Climate Change Finance: A Case Study from the Philippines* that proves investing in women is one of the most effective ways to fight climate change devastation.

PROJECT 5: WOMEN LEADERS FOR GLOBAL ACTION ON CLIMATE CHANGE

United by a shared commitment to address this global crisis, WEDO collaborates with women parliamentarians in various regions and countries turning words into powerful actions.

GOAL

Ensure women's perspectives and concerns are part of governmental climate change policies and programs, as well as legislation.

RESULTS

- Co-sponsored the Center for Asia-Pacific Women in Politics (CAPWIP) Third Global Congress of Women in Politics and Governance to address the topic of gender in climate change and disaster risk reduction, which raised awareness and strengthened alliances among powerful political actors.
- Participated in drafting and signing the Manila Declaration, a powerful political tool with over 200 participant signatures that calls on leaders worldwide to take urgent action on climate change.





Corporate Accountability

Too often business practices and corporate-driven policies harm women, who are asserting their rights to decent work, health, land, food and water.

ISSUE

Despite numerous global commitments to their rights, women today remain the poorest of the poor. They face increasingly insecure employment, escalating food insecurity and insufficient access to land, water, fuel, social protection and public services. Corporations play a dominant role in shaping global economic policy and are a major force in blocking the development of global standards and accountability mechanisms for business practices. WEDO asserts that corporate accountability is a necessary precondition to women's rights, gender equality and sustainable development.

FACTS

- Women work two-thirds of the world's working hours yet only earn 10 percent of the world's income.
- Women make up 80 percent of the global workforce in the sportswear industry.

- In the U.S., women, on average, are paid 78 cents for every dollar paid to men.
- Around the world, 158 million children aged 5 to 14 are engaged in some form of child labor—that's one child in every six.
- Of the largest 100 economies in the world 52 are corporations, 48 are countries.

Source: www.oxfam.org.uk; www.labourbehindthelabel.org; www.iwpr.org; www.unicef.org; www.corporations.org

STRATEGY

Challenge harmful business practices and corporate-driven policies by documenting women's experiences and resistance. Promote corporate accountability, increase public awareness and strengthen our global community of networks, organizations and individuals that seek economic justice and an end to feminized poverty.

ACTIONS

PROJECT 1: MISFORTUNE 500.ORG

A comprehensive web resource, MisFortune 500

exposes corporate activities that violate women's rights, threaten lives and livelihoods and destroy the environment.

GOAL

Document and challenge the impact of business practices and corporate-driven policies on women.

RESULTS

- Revamped the MisFortune 500 website with new features, industry resource pages, a voter poll and petition function

to improve interaction, navigation and impact.

- Delivered regular updates through MisFortune 500 on corporate practices and women's rights around the world with specific emphasis on the corporate role in the food, fuel and climate crises from a women's rights perspective.

- Promoted MisFortune 500 website and its goals through dissemination of tri-lingual postcard.

- Informed the Collective Report on Business and Human Rights, an expansive report by the International Network on Economic, Social and Cultural Rights (ESCR-Net), through research published on MisFortune 500 that shed light on alleged human rights abuses by corporations in 66 countries.

- Ensured the Collective Report on Business and Human Rights included greater attention to women and gender (WEDO is a member of the steering committee of ESCR-Net's Corporate Accountability Working Group).

PROJECT 2: CORPORATE CAMPAIGNS

Continued labor rights violations in Nike-contracted factories prompted WEDO to launch its campaign for women's labor rights in 2008.

GOAL

Work with women's rights organizers, trade unions, consumers and Nike representatives to push for new company practices that create real change for its women workers.

RESULTS

- Filed a complaint against Nike through the United Nations Global Compact Complaint Mechanism that resulted in two meetings with Nike representatives about the perennially unjust conditions of workers in Nike's supply chain factories.¹
- Established a dialogue with Nike that has led to a fact-finding project with partners that will help incorporate three interlocking principles: decent work, green jobs and women's labor rights into work at supply chain factories.

"In a globalizing world, we must ensure that consumers and investors are fully aware of the actions and impacts companies have on women, on families, on the environment. MisFortune 500 is an exciting and necessary tool for advancing this goal!"

—Jocelyn Dow, former WEDO president, Guyana

PROJECT 3: POLICY ADVOCACY

WEDO co-founded the Women's Working Group on Financing for Development (WWG,) along with the Association for Women in Development (AWID), Women for a New Era (DAWN), GCAP Feminist Task Force, International Trade Union Confederation (ITUC), and Women in Development-Europe (WIDE,) to mobilize women's rights advocates

around the UN Financing for Development (FfD) process, which addresses trade, private investment and other issues related to corporate accountability.

GOAL

Work in partnership to facilitate broad and informed participation of women's rights advocates in Financing for Development (FfD) and related processes.

RESULTS

- Convened a Global Women's Consultation on Financing for Development, together with other members of the WWG, where some 40 women's rights organizers from regions around the world gathered in New York to discuss, analyze and develop proposals on key development financing issues and their implications for women.
- Developed an online Gender and FfD Resource Guide for advocates that provides a gender analysis on issues such as trade, investment, corporate practices, decent work, aid and external debt.

² Nike is a member of the compact—a voluntary initiative that commits a company to engage in sustainable and responsible business practices.



UN Reform

The UN won't be able to effectively support national efforts to achieve the internationally agreed development goals, including the Millennium Development Goals, if work on gender issues is fragmented, uncoordinated, under-resourced and lacks a recognized driver.

ISSUE

At the 2005 UN World Summit world leaders reaffirmed their commitment to a strengthened United Nations with enhanced authority and capacity to effectively and rapidly respond to the global challenges of our time. In 2006 the UN formally began a reform process that could redefine the way the organization works. Recognizing that international policy commitments to women's rights have not been implemented broadly enough to significantly improve women's daily lives, WEDO has engaged in the reform process to strengthen the UN's ability to advance women's rights.

FACTS

- Currently there are four separate women's entities² within the UN system that overlap and compete for resources making it difficult to

effectively address women's needs worldwide.

- As part of the United Nations Development Programme (UNDP), The United Nations Development Fund for Women (UNIFEM) has limited autonomy and authority in decision-making, curtailing its effectiveness.
- Insufficient resources hamper efforts to deliver for women—in 2007-2008, UNIFEM received under USD\$ 130 million in funding in contrast with UNICEF, which received nearly USD\$ 3 billion in funding over the same period.
- Despite its operational mandate to deliver for women at the country-level, UNIFEM only has field offices in 13 countries, with limited human and financial resources.

Source: www.un.org/womenwatch/directory/UN_entities_10.htm; www.unifem.org/about/governance.php; UNIFEM's 2007-2008 annual report (p.23); UNICEF's 2007 annual report (p.40)

STRATEGY

WEDO approaches UN reform in a holistic way by focusing on how the reform process might affect women's daily lives and by engaging in in-depth research of the UN system and its work on gender, meeting with UN officials and member states, and providing local women groups' perspectives and substantive inputs to the UN Secretariat.

ACTIONS

PROJECT 1: GENDER EQUALITY AND ARCHITECTURE REFORM (GEAR) CAMPAIGN

WEDO spearheaded the process that led to the official global launch of the GEAR Campaign in February 2008, in which hundreds of activists participated, and continues to coordinate the Campaign's advocacy activities. More than 275 organizations worldwide have joined the Campaign.

GOAL

To create a strong, fully resourced women's entity at the UN so that governments can better deliver for women on the ground.

RESULTS

- Pressed governments to adopt General Assembly Resolution 62/277, requesting the UN Deputy Secretary-General elaborate on a new women's entity based on the model advocated by the GEAR Campaign.
- Developed a solid campaign structure with regional focal points to foster a multi-directional communication between global, regional and national groups.
- Acted as a linkage point between local and global spaces, as a Global Focal Point of the GEAR Campaign, translating the concerns of women in various localities to UN officials and decision makers in New York.
- Increased awareness and fostered greater involvement of local groups through regional and interna-

tional meetings such as the African Union Summit, the AWID International Forum and the Commission on the Status of Women.

- Expanded the GEAR Campaign to 275 organizations in more than 50 countries through interactive partnerships and a working coalition that shared information across national and regional areas.
- Recognized by many governments—including Chile, Ireland, the Netherlands, Spain and Tanzania—for the crucial role the GEAR Campaign has had in influencing the outcomes of the reform process.

PROJECT 2: UN DELIVERING AS ONE PILOT INITIATIVE

Ensure that a gender perspective is incorporated in the Delivering as One UN pilot initiative that seeks to streamline and improve the UN's delivery of operations in the fields of development, humanitarian assistance and the environment.

GOAL

To assess, in two of the eight pilot countries, how the UN with its many agencies integrates gender issues within its work in order to achieve positive results, including for the poorest and most disadvantaged people in a coordinated and effective way.

RESULTS

- Laid the groundwork for two case studies on gender integration within the Delivering as One United Nations pilot project in Viet Nam and Tanzania, to be finalized in 2009.
- Developed partnerships with women's groups, UN agencies and government officials in relevant countries for case studies' research and consultations.
- Monitored developments in the pilot countries and shared information with GEAR Campaign members.

"It is not possible to imagine development without talking about development of women, without advancing the situation of women and without gender equality. ...And in this [UN Reform] process we have the opportunity to contribute to the development of women and of our societies through the strengthening of the gender architecture of the United Nations as a fundamental tool to support national efforts..."

—Ambassador Jorge Arguello, Permanent Representative of Argentina to the United Nations, September 8, 2008

² The Division for the Advancement of Women (DAW); The Office of the Special Advisor on Gender Issues and the Advancement of Women (OSAGI); The United Nations Development Fund for Women (UNIFEM); The International Research and Training Institute for the Advancement of Women (INSTRAW).



Women's Political Representation and Leadership

The world needs strong women who can effectively participate in political decision-making processes at all levels, and ultimately advance policies that are gender sensitive and promote a women's rights agenda.

ISSUE

A decade after WEDO launched its Global 50/50 Campaign to boost women's participation in political decision-making positions, women's representation in parliaments, averaging worldwide at 18.2 percent—the highest it has ever been—continues to be low. The reality is that across the world many barriers to women's entry and influence in politics remain.

FACTS

- When women are represented in critical numbers they are able to have a direct influence on policies by bringing their

concerns to the table and making those policies gender-responsive.

- Women cabinet members, besides being under-represented, are also less likely to be appointed to what are considered to be the most powerful cabinet positions like finance and foreign affairs.

- Lack of economic resources is one of the biggest obstacles that prevents women from participating in politics in greater numbers.

- Women have less money than men as well as less access to powerful and moneyed networks, and the average size of

“Women will change the nature of power, rather than power changing the nature of women.”

—WEDO Founder, Bella Abzug 1920-1998

individual donations to most female candidates continues to be smaller than the average donation to male candidates.

Source: WEDO 2008; WEDO factsheet *Getting the Balance Right in National Cabinets*, 2007; WEDO factsheet *Women and Campaign Finance: The High Price of Politics*, 2008; Ibid.

STRATEGY

WEDO is working with its partners to increase the number of women in decision-making and to support women's effective leadership once they have been elected. Going beyond the numbers, we focus on both quantitative and qualitative aspects of women leadership.

ACTIONS

PROJECT: PROMOTING WOMEN'S POLITICAL PARTICIPATION AND EFFECTIVE LEADERSHIP

WEDO is partnering with regional organizations and networks committed to supporting the collective voice of women in leadership in Africa, Asia, the Caribbean and Latin America.

GOAL

To enhance women's participation in decision-making at all levels and promote women's leadership in the forementioned regions.

RESULTS

- Co-organized with partner an expert meeting in Trinidad and Tobago to develop campaign finance strategies for women.
- Produced an innovative report on successful methods women have used to finance their campaigns that can help those who are running for office.
- Produced a factsheet, *Women and Campaign Finance—The High Price of Politics*, based on WEDO research.
- Produced a factsheet *Getting the Balance Right in National Cabinets*.
- Updated the factsheet *Getting the Balance Right in National Parliaments*.
- Developed strategic partnerships with women's groups in Africa, Asia, Latin America and the Caribbean for future collaboration.
- Raised awareness on the under-representation of women in decision-making at various regional and international events.

WEDO 2008 PUBLICATIONS

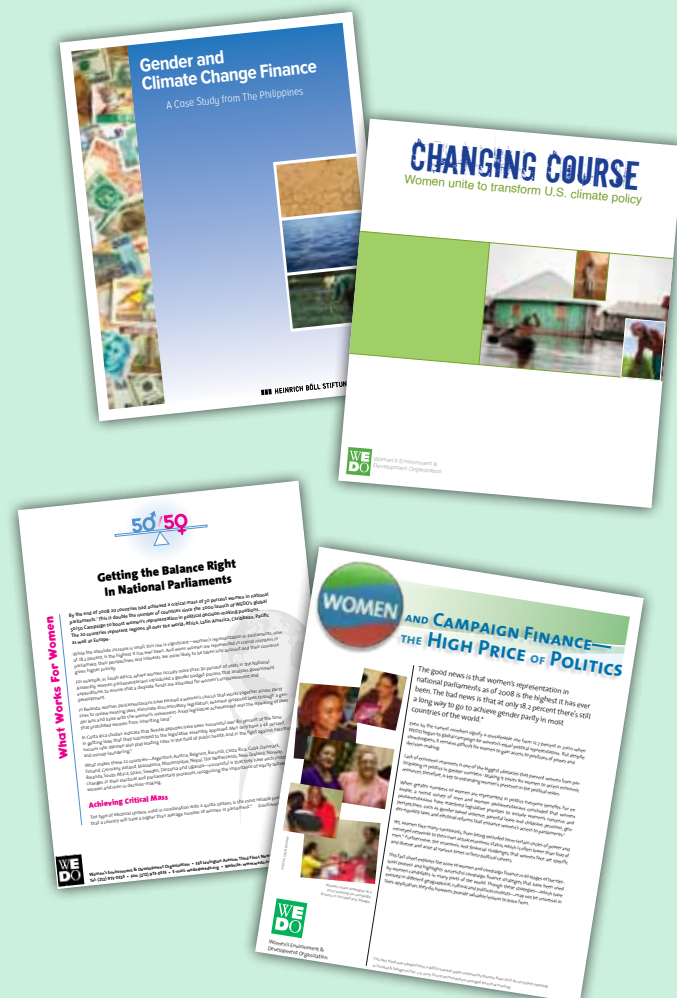
Gender, Climate Change and Human Security: Lessons from Bangladesh, Ghana and Senegal

Gender and Climate Change Finance: A Case Study from the Philippines

Changing Course: Women Unite to Transform U.S. Climate Policy

Women and Campaign Finance: The High Price of Politics

50/50 Factsheet: Getting the Balance Right in National Parliaments (updated)



Building Alliances

WEDO Worldwide

WEDO's work is possible through global, regional and national partnerships. We are dedicated to building strong alliances with partners in the North and the South, with the knowledge that the sum of our parts is always more efficient and powerful. In 2008 we partnered with the following organizations:

NORTH AMERICA

WEDO works with **Washington, DC-based Gender Action** on gender and climate change financing.

WEDO partners with the **Washington, DC-based group, iSky** to advocate for U.S. action on climate change.

In collaboration with **Oxfam America**, WEDO educates U.S. activists about gender and climate change.

WEDO is a member of the **U.S. Climate Action Network (USCAN)**, which brings together **U.S.-based organizations** to advocate for U.S. action on climate change.

Together with **Feminist Majority** based in **Arlington, VA**, WEDO raises awareness on gender and sustainable development issues.

WEDO partners with the national office of the **League of Women Voters (LWV)** to educate about gender and climate change.

WEDO advocates on climate change with **SisterSong** based in **Atlanta, GA**.

Together with **New York-based West Harlem Environmental Action, Inc. (WEACT)** WEDO promotes a gender perspective in climate justice advocacy.

WEDO collaborates with **Asian Communities for Reproductive Justice (ACRJ)** based in **Oakland, CA**.

LATIN AMERICA AND CARIBBEAN

The **Fundacion para Estudio e Investigacion de la Mujer (FEIM)** in **Argentina** is a GEAR Campaign regional focal point.

WEDO collaborates with the **Network of NGOs for the Advancement of Women of Trinidad and Tobago** on women's political participation and leadership in the **Caribbean**.

WEDO published the first-ever assessment of gender and climate change in **Trinidad and Tobago** with the **Sustainable Economic Development Unit of the University of the West Indies (SEDU)**.

EUROPE

WIDE-Globalizing for Gender Equality is WEDO's main GEAR Campaign partner in Europe.

WEDO partners with **Ubuntu** on their Reform International Institutions Campaign.

AFRICA

Abantu for Development co-authored the **Ghana** study in WEDO's report *Gender, Climate Change and Human Security*.

The **African Women Development and Communication Network (FEMNET)** in **Kenya** is the **GEAR Campaign** focal point for Africa.

WEDO collaborates with **Sister Namibia** to promote women's leadership in decision-making.

Together with **Baobab for Women's Human Rights** in **Nigeria**, WEDO promotes women's political participation and the **GEAR Campaign**.

WEDO collaborates with **COWAN** in **Nigeria** on women's political participation and leadership.

WEDO partners with **Conseil des Femmes Senegalaises (COSEF)** in **Senegal** on UN Reform and women's political leadership.

WEDO launched the *Gender & Climate Change Caravan* with **Environmental Action in the Third World (ENDA)** in **Senegal**, who also authored the Senegal case study as part of the report *Gender, Climate Change and Human Security*.

Together with **ECOWATCH Africa** in **Uganda**, WEDO raises awareness on gender and climate change in the region.

WEDO promotes women's political participation and leadership with **Gender Links** in **South Africa**.

GLOBAL

WEDO is a steering committee member of the Corporate Accountability Working Group of the **International Network on Economic, Social and Cultural Rights (ESCR-Net)**.

WEDO is a founding member of the **Women's Working Group on Financing for Development (WWG)**.

Together with the **World Conservation Union (IUCN)** and the **Global Gender and Climate Alliance (GGCA)**, WEDO convened a Training of Trainers on gender and climate change preceding the UN Climate Change meeting in **Poland**.

ASIA AND PACIFIC

WEDO produced a country case study with **ActionAid Bangladesh** on gender and climate change.

The South Asia Campaign for Gender Equality (SACGE/SAATHAI) in **Nepal** is a GEAR Campaign regional focal point.

WEDO is raising awareness about the gendered dimensions of climate change with **ICIMOD** and **Sancharika Samuha** in **Nepal**.

The **Asia Pacific Women's Watch** in the **Philippines** is a GEAR Campaign regional focal point.

WEDO produced the case study *Gender and Climate Change Finance: A Case Study from the Philippines*, with Filipina author and activist, Athena Peralta.

WEDO promotes women's leadership with the **Center for Women in Asia Pacific Politics (CAPWIP)** in the **Philippines**.

Statement of Financial Position

AS OF DECEMBER 31, 2008 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2007)

ASSETS

	2008	2007
Current Assets		
Cash	\$ 79,315	\$ 773,518
Investments	3,370	4,345
Grants and contributions receivable	75,954	5,113
Accounts receivable	21,779	34,927
Prepaid expenses	6,933	5,707
Total current Assets	\$ 187,351	\$ 823,610
Non-Current Assets		
Property and equipment - at cost- net of accumulated depreciation of \$8,719 and \$5,083 in 2008 and 2007 , respectively	4,863	4,882
Total Assets	\$ 192,214	\$ 828,492

LIABILITIES

LIABILITIES AND NET ASSETS	2008	2007
Current Liabilities		
Accounts and accrued expenses payable	\$ 58,344	\$ 82,234
Deferred revenue	-	1,740
Tenants' security deposits payable	800	800
Total Liabilities	\$ 59,144	\$ 84,774

NET ASSETS

	2008	2007
Net Assets		
Unrestricted	10,070	4,018
Temporarily restricted	123,000	739,700
Total Net Assets	\$ 133,070	\$ 743,718
Total Liabilities and Net Assets	\$ 192,214	\$ 828,492

Statement of Activities

AS OF DECEMBER 31, 2008 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2007)

TOTAL ALL FUNDS	2008	2007
Public support and Revenue		
Grants and contributions from:		
Foundations	424,000	915,532
U.N. and governmental institutions	236,500	853,502
Individuals	11,894	11,615
Service fees	77,741	63,753
In-kind contributions	57,173	57,288
Sublease income net of direct rental expenses of \$86,447 and \$81,600 in 2008 and 2007 respectively	12,495	(6,921)
Investment income	7,213	10,340
Unrealized (loss)/gains on investments	(975)	402
Other income	4,490	5,022
Total support and revenue ¹	830,531	1,910,533
Total support and revenue	\$ 830,531	\$ 1,910,533
	2008	2007
Expenses		
Program Services		
Sustainable Development	426,370	342,063
Gender and Governance	457,450	301,545
Economic and Social Justice	272,420	199,355
Communications	92,374	137,991
Total program services	\$ 1,248,614	\$ 980,954
	2008	2007
Supporting Services		
Administrative and general	110,822	123,868
Fund raising	81,743	70,298
Total Supporting Services	192,565	194,166
Total program services	1,441,179	1,175,120
Change in Net Assets	(610,648)	735,413
Net assets at beginning of year	743,718	8,305
Net Assets at end of year ²	\$ 133,070	\$ 743,718

¹ \$743,718 income from 2008 was registered in 2007

² \$743,718 net assets of 2008 was registered in 2007

Supporters

WEDO is grateful to the following foundations, governments, organizations and individuals for their support in 2008. Their generosity makes it possible for us to work on behalf of women the world over.

INDIVIDUAL SUPPORTERS

Ellen Adler
Tamiko/Moses Blake/
Ghosh
Penelope Boehm
Esther Broner
Janet Calvo
Jack Chernick
Terry Clark
Alice Cooper
Carole Cullum
Sandra Danzinger
Barbara Deinhardt
Gail Elberg
Robert Ellis
Cathey Falvo
Winky Foundation
Kathleen Gerson
Lesley Gore
Sherrye Henry
Chung-Ja Jadwat
Kelly Johnson
Susan Johnson
Robert Keegan
Madora Kibbe
Ethel Klein
Jim Knickman
Lisa Landau
Lynn Lane
Judy Lerner
Deborah Ann Light
Kevin McCarthy
Lisa Mensah
Friedrike Merck
Joan Nixon
Donna Parson
Rosalind Petchesky

Margherita Pryor
Victoria Reiss
Lillian Rivlin
Joanne Robinson
Roberta May
Robinson-Frasier
Shubhada Saxena
Elizabeth Schwerer Duffie
Emanuel Setlow
Amy Swerdlow
Lydia Tugendrajch
Cece Wasserman
Linda Weber
Lyonel Zunz

FOUNDATIONS

Ford Foundation
Rockefeller Brothers Fund
Levi Strauss Foundation
Heinrich Boell Foundation
Global Fund for Women

UNITED NATIONS

UNIFEM
UNDP
UNFPA

GOVERNMENTAL INSTITUTIONS

Norway, Ministry of
Foreign Affairs
NORAD
ELIAMEP-GREECE

OTHER ORGANIZATIONS

OXFAM-NOVIB

Board And Staff

WEDO owes its successful global activism to its dynamic Board of Directors and staff, a diverse group of experts and activists.

BOARD

Chair, Srilatha Batliwala (India/USA)
Lorena Aguilar (Costa Rica)
Roberto Bissio (Uruguay)
Irene Dankelman (Netherlands)
Monique Essed-Fernandes (Suriname)
Ayesha Imam (Senegal)
Nafis Sadik (Pakistan)

STAFF

Thanh Xuan Nguyen, Executive Director (Vietnam)
Maria Adams, Office Manager (Panama)
Mary Godinho, Technology Administrator (USA)
Anna Grossman, Communications Coordinator (USA)
Rachel Harris, U.S. Climate Change Campaign Coordinator (USA)
Nadia Johnson, Economic and Social Justice Program Coordinator (USA)
Beatrice Keita, Director of Finance (Senegal)
Nathalie Margi, Gender and Governance Program Associate (France)
Cate Owren, Sustainable Development Program Coordinator (USA)
Colette Tamko, Gender and Governance Program Coordinator (Cameroon)



Women's
Environment &
Development
Organization

355 Lexington Avenue, 3rd Floor
New York, NY 10017
Tel: (212) 973-0325
www.wedo.org