



Annual

Report

2020

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Cover: Fearless Collective in front of one of the murals they have created in India. Photo: Fearless Collective

Since 1983, Mama Cash has awarded €77,864,250 to women's, girls', and trans and intersex people's groups worldwide.

we have a vision ...

Every woman, girl, and trans and intersex person has the power and resources to participate fully and equally in creating a peaceful, just and sustainable world.

we are on a mission ...

Courageous women's, girls', and trans and intersex people's human rights organisations worldwide need funding and supportive networks in order to grow and transform their communities. Mama Cash mobilises resources from individuals and institutions, makes

grants to these self-led, feminist organisations, and helps to build the partnerships and networks needed to successfully defend and advance women's, girls', and trans and intersex people's human rights globally.

our values lead the way...

Embracing diversity in our organisation and among our partners.

Open to bold, innovative strategies; responsive to changing circumstances; ready to take advantage of strategic opportunities; and prepared to share the risks inherent in the work of resisting and transforming oppressive structures and systems.

Dedicated to forging collaborative partnerships with donors, grantee-partners and women's, girls', and trans and intersex people's human rights organisations in order to achieve shared goals.

Committed to being accountable, to evaluating and communicating the outcomes of our grantmaking and to sharing what we have learned about engaging in successful social justice philanthropy.

Determined to make real, lasting improvements in women's, girls', and trans and intersex people's lives and to inspire others to join us in this work and contribute to it financially; to promote an organisational culture that recognises the importance of sustainable practices. We do this both internally in the workplace, as well as externally when working with partners and suppliers.



Zohra Moosa



Nancy Jouwe



Farah Salka

Feminist activists forge ahead

An introduction from Executive Director Zohra Moosa and Supervisory Board Co-Chairs Nancy Jouwe and Farah Salka

We already expected 2020 would be a critical year for feminist activists around the world. We knew a lot of important struggles would intensify, with proponents of anti-rights agendas targeting women's rights, gender equality, sexual and reproductive health and rights, and the human rights of LGBTQI people. These anti-feminist attacks were increasingly occurring at national and international levels, including at the United Nations. We didn't know there would be a global pandemic that would upend all of our lives.

It's surreal to look back a year later and see all that has changed and how far we have come. With incredible effort, in the midst of so much upheaval and challenge, feminists managed to push their agendas forward.

COVID-19 had not yet taken hold in the Netherlands when we organised the fifth annual Mama Cash Feminist Festival, in celebration of International Women's Day in March. Just days before the country went into lockdown, we enjoyed performances, discussions and workshops featuring feminist *activists* from around the world. We were thrilled to kick off the festival with the international debut of Strictly Silk, a dance party curated, produced and performed by cis and trans women from Kenya. Shilo Shiv Suleman, from The Fearless Collective in South Asia, showed us how beautiful collective action can be by inviting local activists and passers-by to contribute

to a gorgeous, politically powerful mural on the front of the Stedelijk Museum in Amsterdam. The Festival encouraged feminists to show to the world the beauty they want to see.

Then came the spread of the pandemic, which laid bare and intensified the inequalities and injustices that women, girls, and trans and intersex people face every day. Yet even as they confronted intensified pressure – surveillance, brutality, isolation, loss of access to basic needs like food, water, wages and health care – feminist activists refused to concede. In Nigeria, feminists led powerful protests to shut down the Special Anti-Robbery Squad, a police unit responsible for extrajudicial killings, torture and other human rights abuses. In Poland, feminist activists mobilised by the hundreds of thousands in defence of abortion rights, the largest protests the country has seen since 1989. Movements for Black lives made important gains, not only in the United States but around the world. Thanks to the courage and fortitude of Black feminist activists, *intersectionality* and *institutional racism* are terms that many people are finally beginning to understand.

Faced with the pandemic, Mama Cash's grantee-partners pivoted, so Mama Cash pivoted with them. We launched a Recovery & Resilience Fund to provide grantee-partners with additional support to sustain



Dance performance by Q4: Quantified at the Feminist Festival at the Stedelijk Museum in Amsterdam. Photo: Claire Bontje

their activism through the crisis. We responded to the acute impact of the pandemic and lockdowns on sex workers by providing additional funding to sex worker-led groups and networks, an initiative organised with our allies in the Count Me In! (CMI!) Consortium. We supported women environmental defenders to address their urgent needs and continue their critical work by launching the Autonomy and Resilience Fund with our allies in the Global Alliance for Green and Gender Action (GAGGA). We contributed to the Global Resilience Fund, a partnership of social justice funders committed to resourcing girls' and young women's activism during the COVID-19 crisis. And we advocated for the health and labour rights of those working in informal sectors, such as domestic workers and home-based workers, whose work is often not recognised and who have no safety net.

We also did our best to sustain our core work, which remained critical. In partnership with Astraea, Lesbian Foundation for Justice, we published *Vibrant Yet Under-Resourced*, a report that sheds light on the funding needs of LBQ movements worldwide. With AWID, as part of our CMI! partnership, we published *Moving More Money to the Drivers of Change*, which shares lessons from nine important funding initiatives about how to actually reach feminist movements. And we progressed toward our goal of becoming a fully participatory grantmaker, announcing our new decision-making process at the end of the year.

As our strategic plan, *Funding Feminist Activism 2015-2020*, came to an end this year, we conducted an evaluation of our work and were gratified to learn that our strategies have been effective at both supporting and strengthening the resilience and diversity of feminist movements. The evaluation gave us guidance in developing our new strategic plan, which will serve as our compass going forward. The effectiveness of our strategies was also confirmed by the ongoing support of our funders. Both the Count Me In! Consortium, which Mama Cash leads, and the Global Alliance for Green and Gender Action, of which we are a member, were selected by the Dutch Ministry of Foreign Affairs for a second five-year partnership.

It's been a long and complex year, and we are moved and motivated by what we managed to achieve together. Thank you for your support, encouragement and collaboration. It is with this trust that we maintain our energy and focus – supporting feminist activists to confront the crises affecting our world and catalyse more just, inclusive and joyful societies for us all.

Grantmaking and accompaniment

Mama Cash's grantmaking and accompaniment is driven by the conviction that the right kind of support for the collective action of women, girls, and trans and intersex people will effect profound social, economic and environmental change – change that is urgently required for a just and joyous world.

Mama Cash contributes to building more connected, coordinated and effective social movements. The activists, human rights' defenders and organisations we support are determinedly confronting tides of repression and oppression. They are imagining, creating and transforming systems and societies to build a better world.

Our approach

Mama Cash supports both emerging and established groups to build strong feminist movements that advance the rights of women, girls, and trans and intersex people. The grantee-partners we support are self-led and work on under-addressed and contested issues, including the gendered root causes of impoverishment and inequality.

We support these brave, resolute and resilient groups by providing core, flexible and longer-term funding. We call this 'better funding' as it enables groups to plan ahead, respond to new situations and set their own agendas. Such agility is critical for feminist movements to effectively counter the pushback they face.

Our impact

The grantee-partners with whom we collaborate shift common beliefs, practices and attitudes (also called *social norms*) to ensure that the lives of women, girls, and trans and intersex people are valued, protected and respected. These grantee-partners are changing laws and policies to safeguard their rights. They are resisting new laws that violate their rights and freedom, as well as attempts to repeal good laws that protect their rights. They are transforming the ways in which power is organised and shared. (Please read about examples of impact to which Mama Cash has contributed in the section 'Mama Cash's contribution to change' on [page 27](#).)

Our ways

Most of our grants are made through four thematic portfolios – Body; Money–Environmental Justice; Money–Labour Rights; and Voice – and to strengthen women's funds. Opportunity grants support initiatives that reflect our values and fit our vision but do not meet other grantmaking criteria. Spark grants catalyse progressive feminist activism in the Netherlands and the Netherlands Antilles.

All grantee-partners receive accompaniment support to sharpen their skills, knowledge and networks. Accompaniment support ensures they are better equipped to reach their goals, fulfil their mission and make the changes they want to see in the world.

In addition to our own grantmaking and accompaniment, Mama Cash is honoured to host Red Umbrella Fund, the first and only global grantmaking fund by and for sex workers.

Recovery & Resilience Fund

Grantee-partners and their communities have been severely and disproportionately affected by the COVID-19 pandemic. Women, girls, and trans and intersex people face increased economic insecurity, rising tides of gender-based and state-sanctioned violence, and a push by many states to entrench retrogressive laws and expand surveillance. To respond to their needs, Mama Cash created a special Recovery & Resilience Fund. The Recovery & Resilience Fund provides additional, flexible funding for existing grantee-partners to address the immediate and long-term needs and concerns of their communities and movements in response to COVID-19, and to build resilience during the pandemic so they can continue their crucial work in the future.

2020 at a glance

grants

229

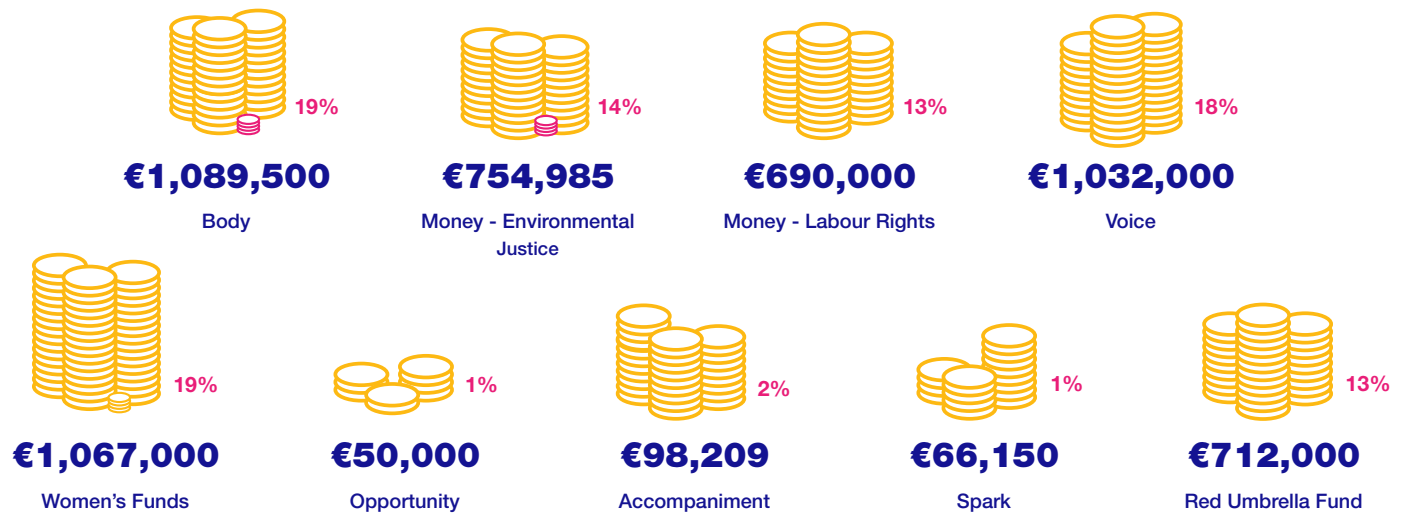
women's, girls' and trans and intersex people's groups & women's funds

195

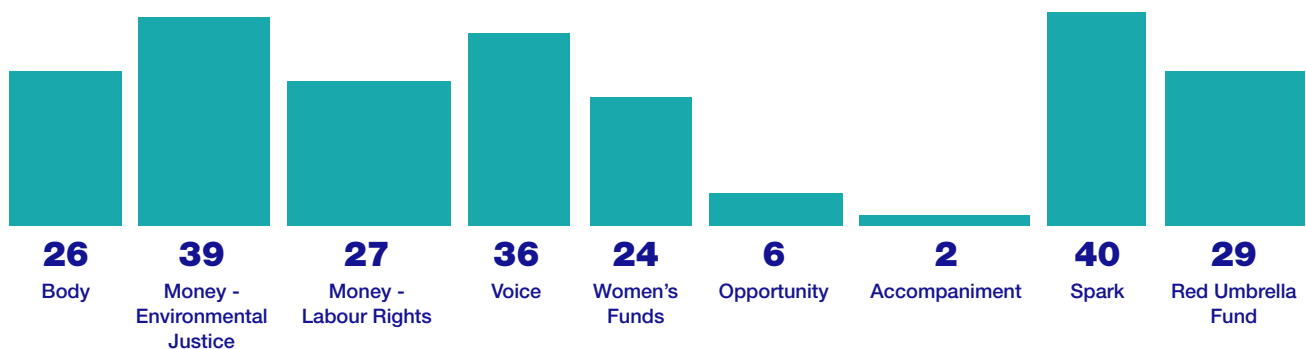
countries worldwide

67

Total grant amounts and percentage of grant expenditure per portfolio



Grants per portfolio





Body

We celebrate our bodies and choices

Chola Contravisual participated in protests demanding access to safe and legal abortion in Peru. Photo: Chola Contravisual

Number of grants	26	Total amount granted	€1,089,500	Average amount per grant	€41,903
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Mama Cash supports women, girls, and trans and intersex people who are celebrating and defending control over their own lives, bodies and identities. They are challenging practices, social norms and policies that limit their freedom to be themselves.

Movements led by women, girls, and trans and intersex people are resisting the rise of fundamentalist politics and bravely defending their right to make their own choices about their bodies. In 2020, Mama Cash supported groups led by women, girls, and trans and intersex people that provided care, solidarity and a sense of community during a challenging year.

Recognition of trans and intersex rights meanwhile grew in India, Pakistan, Slovenia, South Africa, and many other countries, where activists supported by Mama Cash have successfully advocated for changes to laws and policies that emphasise people's rights to make their own decisions about their bodies and identities.

The EuroCentralAsian Lesbian* Community successfully advocated to ensure that the needs and interests of lesbian, bisexual, and trans and intersex women were included in the European Union's newly-adopted LGBTIQ Strategy (the Community uses "Lesbian*" with an asterisk to increase lesbian visibility but also to be inclusive of anyone who identifies as lesbian, feminist, bi, trans or queer and all who feel connected to lesbian activism). Women's rights activists in Poland resolutely maintained their struggle to stop the state from banning abortion. And thanks to decades of feminist activism, Argentina legalised abortion. This hard-won victory has emboldened feminist movements across Latin America, a region with strict limits on abortion.



Women Environs In Zambia advocates for rural women's rights and sustainable agriculture. Photo: Women Environs In Zambia

Money - Environmental Justice We fight for environmental justice

Number of
grants

39

Total amount
granted

€754,985

Average amount
per grant

€19,359

Mama Cash supports groups and movements fighting the impact of the climate crisis and environmental degradation on women, girls, and trans and intersex people and promoting alternatives.

Feminist and women's rights groups around the world are fighting to live freely and joyfully in a sustainable world. We support grantee-partners to resist violations of their rights and the abuse of power by companies and governments. They are advancing alternatives to the extractive model of growth, such as new ways of climate adaptation, small-scale agricultural practices and restoration of their territories.

The African Women's Collaborative for Healthy Food Systems, a collaborative of African peasant and Indigenous women leaders, is advocating for feminist agroecology and women's local seed-saving. In 2020, the collaborative strengthened its analysis by conducting research on feminist food systems. The research has informed the Collaborative's strategies for the coming years and is being used in advocacy in Burkina Faso, Kenya, Senegal, Uganda, Zambia and Zimbabwe.

In 2020, Mama Cash supported 12 new groups that are leading climate and environmental action in different regions, including a group led by trans people in Belarus, the first group led by trans people funded in this portfolio, and an Indigenous women-led group in Micronesia, the first time Mama Cash has funded a group in Micronesia.



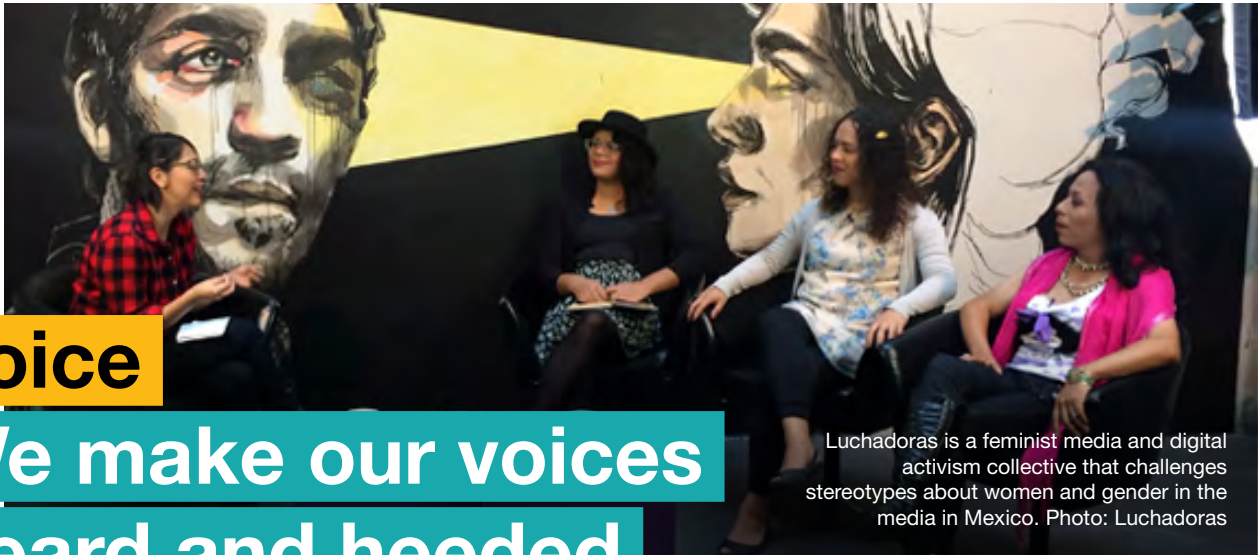
Number of grants	27	Total amount granted	€690,000	Average amount per grant	€25,556
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Mama Cash supports movements of women, girls, and trans and intersex people around the world that are fighting for their labour rights and livelihood security, and bringing about transformative socio-economic change.

The grantee-partners supported by Mama Cash are advancing recognition of their work and their labour rights, and resolutely resisting efforts to rollback labour protections. They are demanding ratification by their national governments of the groundbreaking new International Labour Organisation Convention and Recommendation to Combat Violence and Harassment at Work.

Governments took advantage of the COVID-19 lockdowns to curtail political freedoms, such as freedom of assembly, and to push through anti-worker legislation. Labour organisations worked to hold the line against regressive policies, often becoming the sole source of support for many informal and migrant workers affected by the pandemic. Mujeres Con Voz, a grantee-partner in Basque country, advocates for better working conditions for migrant women workers,

particularly those that are undocumented. In 2020, a member of the group was elected to the Getxo city council; the group hopes this will support the advancement of its political agenda. A grantee-partner in Tamil Nadu, a labour union, filed a court case and secured compensation for 400 workers who were left unemployed after the sudden closure of a factory. The workers’ claims amounted to nearly 10 million Indian rupees (about €110,000). The union subsequently scaled up paralegal training for union members to respond to the dearth of local lawyers who are willing to represent women workers in court.



Voice

**We make our voices
heard and heeded**

Luchadoras is a feminist media and digital activism collective that challenges stereotypes about women and gender in the media in Mexico. Photo: Luchadoras

Number of grants	36	Total amount granted	€1,032,000	Average amount per grant	€28,667
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Mama Cash supports groups that push for women, girls, and trans and intersex people to participate and take leadership roles in decision-making, develop strong, shared and inclusive social justice agendas, and be recognised as political actors with a legitimate stake in public debates.

Given increased repression and shrinking space for human rights work in many countries, feminist activists' fight for the right to organise and to have control over their own stories and narratives is more important than ever. Grantee-partners supported by Mama Cash are working to influence media and other diverse arenas, including digital spaces and spaces for the production of culture and knowledge, and are communicating their messages in increasingly creative ways.

The pandemic further accelerated the need for activists worldwide to find different ways of organising. Where possible, grantee-partners moved their activism to online spaces, but the shift laid bare the gendered digital divide and the challenges of digital security. Many groups reported difficulties in reaching their constituencies, especially in rural and impoverished communities. In this context, feminist activism within

and for digital spaces is vital. Luchadoras, a grantee-partner in Mexico, confirmed itself as an expert on digital gender-based violence in Mexico and the rest of Latin America and the Caribbean. The group played an active role in the public discussion of digital violence in Mexico and its reports have been widely referred to by activists and decision-makers. The Mexican Senate invited the group to comment and give suggestions on a new law criminalising revenge porn.



Young Feminists is a girl-led feminist collective from Georgia working towards the creation of a strong feminist network. Photo: Young Feminists

Opportunity

We act in solidarity

Number of grants

6

Total amount granted

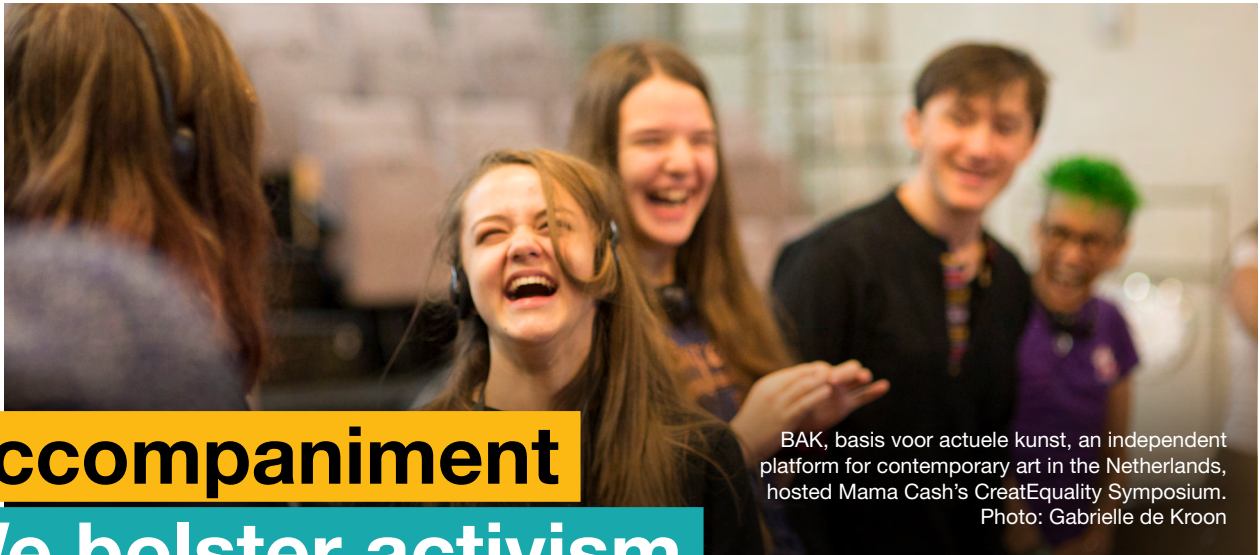
€50,000

Average amount per grant

€8,333

Opportunity grants enable Mama Cash to demonstrate solidarity for work that reflects our vision, mission and values, but falls outside of our regular grantmaking criteria.

Opportunity grants enable us to rapidly respond to urgent, timely and important requests. In 2020, Mama Cash contributed to the inaugural Black Pride NL event to create a safe space for LGBTQ+ and sex worker communities of colour in the Netherlands to show solidarity and connect with each other. Mama Cash also supported SekswerkExpertise, an organisation of academics, (former) sex workers and health professionals who are resisting the introduction of mandatory sex worker registration and third-party criminalisation legislation in the Netherlands (third-party criminalisation would affect people connected to sex workers, including chauffeurs, bodyguards, and potentially colleagues and even family members or partners). The group is training sex workers to take the lead in media outreach, campaigning and lobbying against the proposed legislation. Another grant supported the creation of *Touch me*, a publication to explore the sexual wishes, experiences and wisdom of queer people from across Africa. *Touch me* will feature essays, oral histories and a 'how-to manual' for queer people on sex and safer sex practices, filling a significant gap.



Accompaniment

We bolster activism

BAK, basis voor actuele kunst, an independent platform for contemporary art in the Netherlands, hosted Mama Cash's CreatEquality Symposium. Photo: Gabrielle de Kroon

Number of grants

2

Total amount granted

€98,209

Average amount per grant

€49,105

Mama Cash supports grantee-partners and feminist movements to strengthen their skills, knowledge and networks.

Accompaniment support ensures that grantee-partners are better equipped to reach their goals, fulfil their mission and make the changes they want to see in the world. In addition to the accompaniment support built into all of Mama Cash's grants, this special portfolio provides funding for grantee-partners to learn from and connect with others to leverage peer support in building just and free societies.

We made an accompaniment grant to BAK, *basis voor actuele kunst*, an independent platform for contemporary art in the Netherlands, to provide logistical and content support for Mama Cash's CreatEquality Symposium. The Symposium, which was organised as part of the 2020 Feminist Festival, took place from 5 to 7 March 2020 and brought together eight grantee-partners from around the world to strategise and discuss the political power of the arts and activism.

Another accompaniment grant supported the South Feminist Futures Festival, a transnational association of feminist activists and networks from across the Global South and the South-in-North, to reflect on 2020 and plan for 2021. We saw this as an important opportunity for grantee-partners to speak to and hear from feminist activists in regions they have not had experience with, but also from within their own regions. In 2020, many meetings and conferences where feminists could gather were cancelled or postponed, and this was an opportunity for activists to connect and re-connect. The association is committed to building solidarity between feminists across borders and shaping collective visions and agendas.



Spark

We catalyse change

CatcallsofAms founder Ambrien Moeniralam calls out street harassment in Amsterdam.
Photo: @HeidiGita

Number of grants

40

Total amount granted

€66,150

Average amount per grant

€1,654

Through this small grants initiative, Mama Cash honours the feminist movements from which we emerged and supports progressive feminist activism in the Netherlands.

With Spark grants, we put the focus on what activists need: accessible and flexible funding. Launched in 2017, the initiative is specifically designed to ensure that nascent groups responding to urgent political issues can apply. A small grant can make a real difference for these initiatives, giving them the opportunity to have a big impact. A steering committee of local feminist activists in the Netherlands decides which initiatives to fund and the amounts to be granted.

In 2020, we supported a diverse range of groups, including a platform that amplifies the voices of sex workers in the Netherlands; an intersectional disability justice collective fighting ableism; young queer activists who create safe settings to come together; and a podcast where Black women and women of colour talk about intercultural sisterhood and their experiences growing up outside of the main urban areas in the

Netherlands. The Spark initiative has increased Mama Cash's connection to local activism in the Netherlands and the Netherlands Antilles. For the first time this year, Spark grants were also awarded to groups based in Bonaire and Curaçao.



Meet: Nazyk Kyz

Body partner

Nazyk Kyz advances the rights of women with disabilities in Bishkek, Kyrgyzstan. Photo: Nazyk Kyz

Young women with disabilities: tackling internalised sexism

Two words that describe women with disabilities? Sexy and sexual. It's a description you don't hear very often. But Nazyk Kyz, based in Bishkek, Kyrgyzstan, is working to change that. The idea that young women with disabilities are asexual is just one of the many misconceptions that Nazyk Kyz is challenging head on. The group, which is led by women with disabilities, focuses in particular on reproductive justice and ending the violence that women with disabilities experience.

In Kyrgyzstan, women and girls with disabilities often face shame and stigma, even in their own families and communities. Their ability to organise and engage in activism is often restricted. Nazyk Kyz is a powerful voice that is shattering this stigma, raising awareness and advocating for the rights of women with disabilities, including improved state policies such as access to health care and education. Through the group's School of Leadership for Women with Disabilities, a small and committed cohort of women in Kyrgyzstan have developed their leadership skills, political knowledge and power. The school's graduates serve as disability awareness trainers, actively spreading their knowledge to others. One graduate is even taking her leadership role a step further as she prepares to run for a city council seat.

The group believes that a major shift is needed in norms and attitudes. Part of securing this shift requires the empowerment and growth of young women with disabilities. Many see themselves as incapable, because for so long that's what they've been told. They are often reluctant to take advantage of opportunities like education or leadership positions. Nazyk Kyz is helping to tackle this internalised sexism by developing counter-narratives that build young women's confidence

and self-esteem. The group is convinced that parents' attitudes will change when they see their daughters active and engaged in their communities.

Nazyk Kyz, through joint activities with a network called Central Asian Movement of Women and Girls with Disabilities, has succeeded in pushing the rights of women with disabilities to the fore in Kyrgyzstan. Last year, the country finally ratified the Convention on the Rights of Persons with Disabilities. A key aim of Nazyk Kyz is to ensure strong implementation of Article 6 of the Convention, which focuses on the rights of women with disabilities. The group has succeeded in securing government recognition of its work and a formal voice in government decision-making. Representatives of Nazyk Kyz now serve on two important state-wide bodies: an inter-agency working group on the implementation of the provisions of the UN Convention on the Rights of Persons with Disabilities, and on a new Council of Women, which focuses on legislation to eliminate discrimination against women and prevent gender-based violence.

In response to the COVID-19 pandemic, Nazyk Kyz arranged humanitarian aid, psychological assistance and shelter for nearly sixty-five women and girls. The group's summer camp provided a valuable space for women and girls with disabilities to discuss the emotional and psychological consequences of forced isolation due to the lockdown. The conversations triggered insights among participants about their rights, sexuality and self-esteem. These sorts of conversations, which create space for women and girls to come together to reflect on their circumstances and build collective power, bring about lasting change by paving the way for young women to speak up and speak out for their rights.



OGERA promotes human rights for lesbian, bisexual, trans women, women sex workers and refugee sex workers in Uganda. Photo: OGERA

Meet: OGERA

Money – Labour Rights partner

Defending LBQ sex workers' rights in Uganda

To be a sex worker and LBQ person in Uganda is to face stigma and criminalisation twice over. The government sees you as a criminal for the work you do *and* for who you are. Ugandan social norms and policies are putting the safety and lives of LBQ sex workers at significant risk. But not without resistance.

The Organization for Gender Empowerment and Rights Advocacy (OGERA) is doing the hard work of changing people's attitudes, defending sex workers' rights and supporting its members to access quality health services. The group's peer outreach workers organise HIV counselling and testing services and run a drop-in centre which is stocked with condoms, menstrual pads, screening kits and medicine for sexually transmitted infections. OGERA also provides psychosocial support and screening for gender-based violence at the centre. The group has trained paralegals and 'Gender-Based Violence Champions' who respond to cases of violence, such as arranging health care and legal support for survivors.

Peer outreach workers also play an important role in improving the situation for LBQ and urban refugee sex workers. They conduct sensitisation dialogues with key actors, including religious leaders, law enforcement officials, health centre staff and brothel managers and owners. These dialogues have contributed to greater acceptance and protection of sex workers' rights at the community level.

To make it easier for LBQ sex workers to find health centres that don't discriminate, OGERA provides ratings of health facilities across the country. The group recently responded to the case of one of their members who was raped by an HIV-positive client and could not easily access emergency antiretroviral medicine, which can

prevent infection. She was far from a non-discriminatory health facility and there was no public transport due to the COVID-19 lockdown. She contacted one of OGERA's peer navigators and the group quickly responded. With OGERA's new organisational vehicle, purchased with funding from Mama Cash, they were able to deliver the medicine to her within the critical 72-hour window.

OGERA keeps track of such cases and draws on these experiences in its advocacy for policy change. The group recently launched its first evidence-based report, *Human Rights Violations Report for LBQ and Urban Refugee Sex Workers in Kampala, Wakiso and Mukono districts*. The pandemic has exacerbated many of the challenges faced by OGERA's members, including evictions, unlawful arrests, familial neglect, gender-based violence and lack of access to basic needs, antiretroviral medicine and other health care. The group has stepped in to ensure food, accommodation and COVID-19 prevention kits for its most vulnerable members. OGERA has also been able to provide home-based health services and counselling to members, ensuring that they can continue to access and utilise health services during the lockdown.

Mama Cash's sustained and flexible support has been key, enabling OGERA to invest in strategic thinking, team-building, leadership development and well-being. OGERA is using its experience of the COVID-19 health crisis to build a strong and resilient organisation for the future.



Number of grants	24	Total amount granted	€1,067,000	Average amount per grant	€44,458
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We strengthen and sustain women’s funds – a key resource base for women’s, girls’, and trans and intersex people’s activism around the world.

As the world’s first international women’s fund, Mama Cash has been deliberate about fundraising for and supporting women’s funds. Mama Cash provides women’s funds with long-term core grants and supports them in diverse other ways, from seed funding and support for leadership transitions to creating partnerships that strengthen women’s funds and the movements they serve.

For example, in partnership with European and Latin American women’s funds, we contributed to the On The Right Track initiative. Women’s funds in Europe and Latin America are seeing more visible and violent rhetoric and organising among populist, anti-rights movements, particularly as ultra-conservative governments are elected. With this initiative, women’s funds are working to harmonise our responses, share information about what we and grantee-partners are doing, and strengthen our work to oppose this trend.

In 2020, we assessed our work with women’s funds and set forth to evolve from being predominantly a donor to being more of a peer and ally. For instance, we launched the Solidarity Fund, a participatory

grantmaking fund *for and by women’s funds*, in response to feedback from women’s funds partners. In the inaugural round, 26 national, regional, and global women’s funds participated in every stage of the process: from designing the fund to applying for funding, to reviewing and selecting the Solidarity Fund partners. For instance, the Solidarity Fund supported the Fiji Women’s Fund in its process toward becoming an independent fund, the Doria Feminist Fund to publicly launch the fund and produce knowledge that supports feminist movements in North Africa and West Asia, and the Mongolian Women’s Fund to strengthen its staff’s skills during a period of leadership transition.

The Solidarity Fund’s emphasis on full transparency and information sharing improved participants’ understanding of each other’s challenges and helped these women’s funds be more attuned to their peers’ needs. The women’s funds gained insight into how they can best support each other and feminist movements, exemplifying feminist solidarity at its best. Our work with women’s funds will continue to grow as we strive to deepen our connections and partnerships with women’s funds globally.

Influencing the donor community

Mama Cash uses our knowledge and credibility within the donor community to leverage more and better funding for women's, girls', and trans and intersex people's rights groups.

The importance and impact of resourcing feminist activism was at the centre of our advocacy efforts in 2020. We developed valuable evidence, grounded in practice, about the resourcing needs of feminist movements, and the impact and effectiveness of funding feminist activism. With Astraea, we built on extensive movement consultations with LBQ activists and released the report *Vibrant Yet Under-Resourced* on the state of LBQ movements globally to reveal new insights into the funding landscape for LBQ organisations globally. As part of the CMI! programme, we co-launched the report *Moving More Money to the Drivers of Change* with AWID cataloguing concrete positive practices by bilateral and multilateral funders to directly fund feminist movements. Together these reports reached some 50,000 people via social media as well as many of the institutional donors we seek to partner with on these issues. (See the section on *Influencing the donor community* in the “Our contribution to change” section on [page 27](#).)

As the pandemic unfolded, we shared feminist movements' analyses and, together with the CMI! Consortium, developed COVID-19 recommendations for governments and funders. We also contributed to successful collec-

tive lobbying efforts to ensure preservation of the Dutch development assistance budget for women's rights. We closely collaborated with CMI!'s strategic lobby partner WO=MEN, Dutch Gender Platform, on these issues.

Mama Cash holds leadership roles in initiatives aimed at sharing power and moving more funding to feminist movements. Through these roles, we share our experience of what works to reach feminist movements directly and how to align funding mechanisms and modalities to achieve these goals. For example, the Act Together for Inclusion Fund, a new Canadian fund that will disburse \$10 million in support of LGBTQI persons globally, invited us to participate in a small ad-hoc committee to advise the fund on its governance mechanisms. We were subsequently nominated – and agreed – to join its formal Advisory Committee, where we have shared what we've learned from our practice as a feminist funder and from our consultations with LBQ movements.

Special Initiative

Red Umbrella Fund



Number of
grants

29

Total amount
granted

€712,000

Average amount
per grant

€24,552

Red Umbrella Fund is a global participatory fund by and for sex workers. Launched in 2012, the Fund is hosted by Mama Cash.

Red Umbrella Fund was established to respond to the needs of sex worker-led groups and networks fighting violence, stigma and criminalisation, in an environment where very little funding is accessible to them. This unique Fund, where sex workers set priorities and make decisions, is the result of an innovative collaboration between sex worker rights activists and social justice funders. In 2020, Red Umbrella Fund received 222 applications – 47 more than in 2019.

In 2020, the COVID-19 pandemic confronted sex workers with multiple challenges, including loss of income and exclusion from government relief measures. The pandemic also required operational adaptations from Red Umbrella Fund: the 2020 grantmaking process was the first time the Fund's Programme Advisory Committee met online.

As part of its commitment to influencing the donor community, Red Umbrella Fund shared its experience as a sex worker-led participatory grantmaking mechanism with other funders, including in a panel during the HIV2020 online conference. The Fund also co-organised the Sex Work Donor Collaborative webinar for funders on sex workers' rights in the context of COVID-19.

As part of the CMI! Consortium's Counting Sex Workers In! campaign, Red Umbrella Fund also organised a teach-in on feminism and sex workers' rights for AWID members (AWID is our fellow CMI! Consortium member), which was attended by over 100 participants.

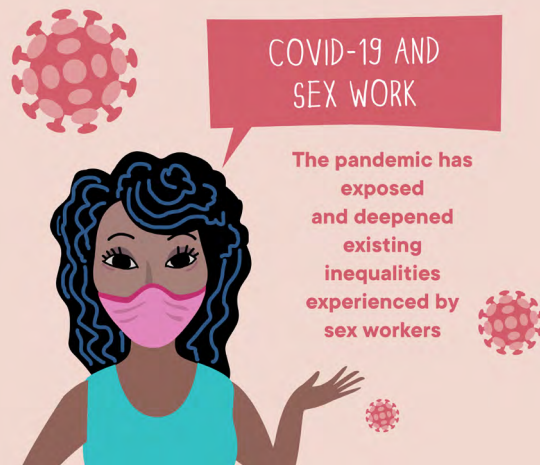
On 14 September, International Sex Worker Pride Day, Red Umbrella Fund released its 2020-2025 Strategic Plan, laying out the Fund's three strategies: grantmaking and accompaniment, funder advocacy and sex workers' leadership. The plan is available in English, French, Russian and Spanish.

Red Umbrella Fund recruited Paul-Gilbert Colletaz as its new Coordinator. With this recruitment, the Fund strengthened its sex worker leadership to continue catalysing more and better funding for sex workers' rights organising. Paul-Gilbert succeeds Red Umbrella Fund's founding Coordinator, Nadia van der Linde.

Programme partnerships

#SexWorkersCount

COVID-19



Count Me In! Consortium

Led by Mama Cash and funded by the Dutch Ministry of Foreign Affairs, the Count Me In! (CMI!) Consortium supports feminist civil society groups to lobby and advocate for gender equality and the human rights of women, girls, and trans and intersex people, and to make their voices heard in every arena where decisions are made that affect their lives.

CMI! consists of Mama Cash, including the sex worker-led Red Umbrella Fund, the Association for Women's Rights in Development (AWID), CREA, Just Associates (JASS) and the Urgent Action Sister Funds (Urgent Action Fund, Urgent Action Fund-Africa and Urgent Action Fund-Latin America and Caribbean). The Dutch gender platform WO=MEN is CMI!'s lobbying partner.

CMI! supports women's, girls', and trans and intersex people's groups and movements to create social and political change at all levels. In 2020, CMI!'s Counting Sex Workers In! campaign put a spotlight on sex worker-led advocacy and highlighted the voices and perspectives of sex workers of all genders in order to advance the understanding that sex workers' rights are human rights and a feminist issue. The two-week campaign aimed to influence women's rights organisations and feminist movements that are building their knowledge and awareness about sex workers' rights and movements. The campaign started important conversations, provided facts and resources, and encouraged solidarity for sex workers' rights globally.

2020 marked the final year of CMI!'s first five-year programme. As part of CMI!, Mama Cash made 33 grants to groups fighting to end gender-based violence, demand economic justice and bring about equal access to resources while demanding a seat at decision-making tables. An end-term evaluation of the CMI! programme confirmed the relevance and effectiveness of the Consortium's work. By consolidating and amplifying the voices of feminist movements when pursuing global policy change, CMI! has been effective at promoting changes in social norms, laws and policies at distinct, yet interconnected geographic scales (local, national, regional and global).

The CMI! Consortium is proud to have been selected by the Dutch Ministry of Foreign Affairs for a second five-year strategic partnership. We look forward to continuing this powerful feminist collaboration through 2025.



Lokiaka Community Development Centre works for and with Indigenous women farmers and human rights activists from the Niger Delta in Nigeria. Photo: Lokiaka Community Development Centre

Global Alliance for Green and Gender Action

Mama Cash is a member of the Global Alliance for Green and Gender Action (GAGGA), which mobilises the collective power of women's rights and environmental justice movements.

Launched in 2016, GAGGA is a five-year strategic partnership with the Dutch Ministry of Foreign Affairs. The Alliance is led by Fondo Centroamericano de Mujeres (FCAM), and includes Mama Cash and Both ENDS, a Netherlands-based global environmental organisation, as members. GAGGA's two strategic allies are Global Greengrants Fund and Prospera – International Network of Women's Funds. GAGGA's network includes a wide range of women's rights and environmental justice funds, NGOs and 400+ groups in more than 30 countries in Africa, Asia and Latin America.

In 2020, GAGGA partnered with the Dutch Ministry of Foreign Affairs to bring together some 40 government policymakers and philanthropic foundations to discuss how funders can incorporate gender equality into environmental policies and practices. A series of follow-up conversations have deepened our joint learning and practice. GAGGA subsequently commissioned a needs assessment with these funders to ensure that our collective efforts to mobilise more accessible resources for women environmental defenders around the world are aligned with funders' needs in the pandemic context.

In response to the worsening problems experienced by groups due to the COVID-19 pandemic, GAGGA set up the Autonomy and Resilience Fund. Through this one-time funding initiative, GAGGA supported 48 groups to strengthen practices that build resilience and autonomy for women environmental defenders and their communities.

2020 marked the final year of the first GAGGA programme. A final evaluation was conducted to assess GAGGA's impact and performance in relation to its Theory of Change (ToC). As part of the evaluation, GAGGA held online regional meetings and a global meeting with partners to reflect on the findings. The final evaluation found that GAGGA made significant progress towards achieving its five-year goals. This evaluation affirmed the relevance of the Alliance and the effectiveness of its actions. GAGGA is pleased to have been awarded a second five-year strategic partnership with the Dutch Ministry of Foreign Affairs.



Activists talk about the power of activism at the Feminist Festival.
Photo: Claire Bontje

CreatEquality

CreatEquality is a special two-year project to support and shine a spotlight – literally – on women, girls, and trans and intersex people who are combining art with activism to change hearts and minds, transform societies and secure respect for human rights. The project is supported by a generous €1.2 million grant from the Dutch Postcode Lottery.

Whether through spoken word, theatre, dance, painting, writing, photography or any other form of creative expression, it is important that people can speak for themselves, tell their own stories, share their knowledge, and shatter stereotypes and gender norms. Launched in 2018, CreatEquality has supported groups working at the intersection of art and activism – *artivism* – to reach a diverse and wide audience, develop their outreach and communications skills, and strengthen their organisations.

In 2020, Mama Cash organised the CreatEquality Symposium, bringing together representatives from eight *artist* groups based in Colombia, Croatia, India, Mexico, Paraguay, Serbia and the UK to network, exchange and learn together. Over the course of three days, grantee-partners shared their stories, work and skills, creating and deepening links of solidarity and sisterhood.

Participants in the Symposium also performed at the Mama Cash Feminist Festival on 8 March. Since 2015, the Festival has provided a stage for feminist artists and activists to perform and celebrate all that feminist movements around the world have fought for and achieved, and a space to imagine what a more feminist future would look like. The presence of international feminist *artists* added depth to the Festival programming and provided these activists with an important opportunity to showcase their work in the Netherlands, encourage solidarity among the Dutch public and the activists and break down borders.



An empowerment workshop organised by Women's Health and Equal Rights (WHER) in Nigeria. Photo: Andrew Esiebo

Learning, monitoring and evaluation

Mama Cash continually aims to capture, learn about and share the changes that we and the grantee-partners we support contribute to. We prioritise learning in order to improve our practice and strengthen the evidence base that supports feminist activists' work and also makes the case for better resourcing of feminist movements.

In 2020, we evaluated our 2015-2020 strategic plan and our relationships with grantee-partners as part of our efforts to set new, long-term priorities for the next strategic guide (2021-2030). We commissioned an external end-term review of our Strategic Plan (2015-2020) and commissioned a survey, conducted biennially by the Center for Effective Philanthropy, to receive feedback from grantee-partners and applicants. In addition, we participated in end-term evaluations of the CMI! and GAGGA programmes.

The feedback from these evaluations strengthened our focus on supporting feminist movements and creating stronger partnerships with women's funds in the next strategic period. We learned that our approach is a powerful and successful one. Specifically, our core, long-term financial and accompaniment support to feminist groups working on contested and under-addressed issues supports them to strengthen their organisations, contribute to making feminist movements more diverse and inclusive, adapt to their changing contexts, and

have impact. The COVID-19 crisis further highlighted the importance of Mama Cash continuing to be a flexible funder.

We developed a Results and Learning Framework in 2020 to support learning from our work in the next strategic period. The framework will serve as a 'living' document and will be used to understand the long-term results of our work and to learn about the movements we support.



Shilo Shiv Suleman and Aynouk Tan speak at the Women's March taking place during the Feminist Festival in Amsterdam.
Photo: Claire Bontje

Partnerships and communications

Resources in action

Source	€	%
Individuals	€1,684,364	12%
Foundations	€2,704,826	19%
Lotteries (Dutch Postcode Lottery)	€1,704,010	12%
Income from governments for Alliance (CMI!) partners	€4,092,250	29%
Income from governments for Mama Cash	€3,933,589	28%
Other income	€29,237	0%
TOTAL	€14,148,276	100%

Feminist activists persevere. They are resilient. In times of upheaval they carry on. Mama Cash's partnerships and communications team has great respect for the courageous activism of grantee-partners and wider feminist movements and is committed to mobilising resources to support their work and letting the world know about their activism.

2020 was a year of growth for Mama Cash's fundraising and communications. We started and renewed several important philanthropic partnerships, and individual donors supported the work of feminist activists even more generously. With our social media campaigns, we managed to engage and connect with our long-time feminist donors, and we reached and engaged new audiences as well.

The Dutch Postcode Lottery continued its support for CreatEquality, a special two-year project to showcase feminist initiatives at the crossroads of art and activism. Feminist 'artivism' was not only the focus of our fifth Mama Cash Feminist Festival, it was also the basis for a wider brand awareness campaign in the Netherlands.

Mama Cash partnered with IDFA (International Documentary Festival Amsterdam) for the first time this year. Mama Cash provided online introductions to three films that were linked to our work, allowing us to enjoy the films together with existing donors and supporters and also to reach new audiences.



Documentary *She had a dream* follows aspiring politician Ghofrane Binous in the run-up to the Tunisian national elections in 2019.
Photo: Cinéétévé - ARTE

Individual donor relations

Gift type	€	%
Individual donations (one-time)	€646,344	38%
Regular gifts	€162,275	10%
Periodic gifts (notary acts)	€393,345	23%
Donor advised funds	€100,900	6%
Inheritances/legacies	€381,500	23%
TOTAL	€1,684,364	100%

In 2020, 4,031 people showed their solidarity with grantee-partners by donating €1,684,364 to Mama Cash, which was 12% of our total fundraising income, and 105% of the €1.6 million we aimed to raise from individuals. We thank our individual donors for their ongoing trust in Mama Cash, which enables us to support the important work of feminist activists worldwide. The continued support and solidarity of Mama Cash's donors is crucial for women, girls, and trans and intersex activists during this exceptionally challenging time.

We continued to develop our legacy strategy this year. People who pledge to leave a legacy to Mama Cash understand that they are giving more than just money to support women's rights worldwide. They are also sharing an example with other donors that a commitment to a feminist future is important and that you can contribute to securing that future beyond your own lifetime.

Institutional donor relations

Partnership with and funding from institutional donors significantly contributes to our ability to support feminist groups, movements, and women's funds, and to influence other donors to bring more resources to feminist movements.

In 2020, Mama Cash raised €12.43 million from institutional donors, 97% of the €12.785 million we budgeted in 2020 from institutional funders. This total accounts for 88% of our total fundraising income and includes €4.09 million for Alliance partners (33% of institutional donor income). Institutional donor income for Mama Cash's own work included €3.9 million from governments (32% of institutional donor income), €2.7 million from private foundations (22%) and €1.7 million from the Dutch Postcode Lottery (14%).

We are proud to have successfully renewed two five-year (2021-2025) strategic partnerships with the Dutch Ministry of Foreign Affairs: the Count Me In! Consortium and the Global Alliance for Green and Gender Action.

Mama Cash succeeded in developing a new partnership with the Ford Foundation, from whom we received a five-year grant of \$4 million (approximately €3.3 million) under its Building Institutions and Networks (BUILD) programme. Mama Cash is also a grantee-partner of the new Women's Funds Collaborative, a collaborative donor initiative launched in 2020. We secured a three-year core support renewal grant from the Foundation for a Just Society and a final core support grant from the Oak Foundation.

We are grateful to our donors for their commitment to and support of Mama Cash's work. We value our partnerships and deeply appreciate donors' confidence in Mama Cash.

Communications

Through our communications we aim to amplify the voices of feminist groups and share the stories of grantee-partners, build knowledge and networks, inspire collective action and create a stronger profile for Mama Cash so we can raise more and better money to support feminist action.

In 2020, we drew attention to the impact of climate change on women with an opinion piece in the Amsterdam newspaper, *Het Parool*, by our Executive Director Zohra Moosa and Chihiro Geuzebroek, co-founder of the Climate Liberation Bloc, a former Spark grantee-partner.

As part of the second year of the CreatEquality project, we celebrated International Women's Day by creating a stage for feminist artists and activists during the fifth annual Mama Cash Feminist Festival. This festival took place in several locations throughout the country, including the Stedelijk Museum in Amsterdam. The Fearless Collective, a South Asia-based group that reclaims public spaces by creating beauty as an act of resistance, came to Amsterdam to co-create with participants in the Festival a mural for the Stedelijk Museum. Over the two years of the CreatEquality project, news of the Mama Cash Feminist Festival and *activist* performers made it into 87 media publications, including major Dutch newspapers and television programmes such as the popular morning show *Koffietijd*, reaching a total of 10.1 million people. We followed up on the Festival with an online campaign featuring women speaking out for equality through art. We were thrilled to be able to work with singer-songwriter Shishani Vranckx, artist Marilyn Sonneveld and storyteller Raquel van Haver who inspired more women to start following Mama Cash on social media.

We launched several other online campaigns, including one featuring our partnership with IDFA and one highlighting the CreatEquality project. With our paid campaigns, we actively reached almost 700,000 people, who each saw a Mama Cash ad an average of five times. Our end-of-year campaign focused on feminist activism in response to COVID-19. The stories featured in the campaign showed how activists are finding new ways to deal with the challenges of the pandemic, including new ways to organise and mobilise. In total, the campaign reached over 42,000 people, and we received a greater proportion of donations from new donors than in 2019.

We closed the year with brand awareness and recognition research. This data provides a baseline of Mama Cash's brand awareness in the Netherlands that we can compare with future measurements. At the time the research was conducted, it showed that 14% of the Dutch public 18 years and older knew the name "Mama Cash" when asked specifically about the brand (i.e., aided awareness).



Feminist activists, including the Bulgarian Women's Fund team, perform a flash mob in front of the Ministry of Labour and Social Affairs to protest against violence against women. Photo: Ivanka Patterson

Mama Cash's contribution to change

Mama Cash's Theory of Change holds that funding self-led feminist activism is the best way to secure a more peaceful, just and sustainable world. We contribute to change by implementing three strategies: grantmaking and accompaniment, strengthening women's funds and influencing the donor community.

Grantmaking and Accompaniment

Over the last strategic period (2015-2020), groups funded by Mama Cash successfully achieved clear outcomes in two broad categories of change: they achieved greater access to resources and services and influenced decision-making spaces for themselves and their communities. Focusing in on 2020, groups reported having to advocate for basic services and resources for their communities as a result of COVID-19. Groups have also needed to hold the line against regressive changes to existing laws and policies (both related to and independent of the pandemic) that support their community members' human rights.

- In 2020, the Turkish government threatened to withdraw from the Istanbul Convention (2014), the first European convention focused on preventing violence against women. Women in Turkey protested. In coordination with the broader women's movement, 5Harfliler, a feminist group of bloggers in Turkey, ran

a campaign to raise awareness on the importance of the Convention. Influenced by these efforts, the government subsequently stopped threatening to withdraw from the Istanbul Convention, marking a change in public discourse¹.

- Sixty percent of Zimbabwe's people are women, yet most of them lack equal access to land and property ownership. Women and Land in Zimbabwe (WLZ) engages in lobbying and advocacy with local authorities and national land committees in order to secure land rights for women from economically disadvantaged communities. WLZ also provides advocacy

¹ In March 2021, President Erdogan announced that Turkey would withdraw from the Istanbul Convention, an announcement that brought thousands of women into the streets to demand a reversal of the decision. While the withdrawal shows utter disregard for women's rights and lives, it also demonstrates the reality that backlash often occurs in contexts where progress is being made. The ever-present threat of backlash is one of many reasons that long-term, core support is so urgently needed by feminist groups standing up to patriarchal power.

training to women from these communities. In 2020, the group focused their trainings on raising awareness on COVID-19, but also influenced decision-making over land with local authorities and national institutions. A total of 252 women were allocated land in four different districts as a result of WLZ's lobbying and advocacy work.

Women's Funds

Over the last strategic plan period, Mama Cash has made grants to women's funds to support them in the breadth of their work, including their grantmaking to support feminist groups that are working to create structural change. In 2020, in the context of the pandemic, the women's funds that Mama Cash supports adapted to the needs of their partners by being flexible funders. Mama Cash contributed to this flexibility by providing them with core, flexible resourcing.

- The Bulgarian Fund for Women (BFW) supports feminist activism and builds feminist philanthropy in Bulgaria. In 2020, BFW successfully mobilised money to establish a COVID-19 Emergency Fund. Through this fund, BFW provided grants to partners that run shelters for victims in response to an increased incidence of gender-based and domestic violence as a result of COVID-19 lockdowns. They also continued their strategic grantmaking to feminist groups by providing grants to LGBT and queer groups to protest the growing backlash in Bulgaria on LGBTI+ rights.
- Foro Internacional de Mujeres Indígenas (FIMI) supports initiatives led by Indigenous women, youth and girls in Africa, Asia, the Americas and Oceania through both grantmaking and their own advocacy programme. In 2020, FIMI supported Indigenous women, youth and girls and their organisations to influence national governments in preparation for the Generation Equality Forums and through Beijing +25 Action Forums. They hosted webinars that brought together Indigenous women, youth and girls to analyse the priorities, progress and challenges that women, youth and girls perceive in preparation for these events. Through this work, they strengthened the voices of Indigenous women, youth and girls at local and global levels of policy debates.

Influencing the Donor Community

Since the beginning of our last strategic plan in 2015, Mama Cash has used our knowledge, visibility and credibility to leverage more and better money for women's, girls', and trans and intersex people's rights groups. We also built and created feminist alliances and convening spaces to share knowledge and strengthen

the feminist funding ecosystem. In 2020, we launched two well-received knowledge products that drew on the needs of feminist groups and funders.

- In partnership with Astraea Lesbian Foundation for Justice, Mama Cash launched *Vibrant Yet Under-Resourced*, a report on LBQ activism and funding needs. A webinar attended by 100+ funders was hosted by Mama Cash and Astraea with the Global Philanthropy Project, and co-sponsored by Human Rights Funders Network, Ariadne, Prospera, PAWHR and EDGE Funders Alliance. Donors have since reached out to Mama Cash for further conversation about how to reach and fund LBQ groups.
- AWID and Mama Cash, in the context of the Count Me In! feminist Consortium, launched a report *Moving More Money to the Drivers of Change* on how funders can better resource feminist movements. This report addresses the question of 'how' to fund feminist groups by providing different examples of funding modalities that successfully reach feminist movements. Initial reactions from government funders have indicated that the report is a useful tool in their efforts to see feminist movements resourced with quality funding.

Meet the grantee-partners

Mama Cash proudly supports

We list only grantee-partners that were awarded grants in 2020.
This list does not include grantee-partners with open grants awarded in previous years.

Body

Anonymous group €50,000

This group works to build community and to mobilise LBT people through capacity-building, awareness-raising and direct counselling support to its community members.

Anonymous group €15,000

This queer feminist organisation of lesbian and bisexual women, trans men and genderqueer people supports LBT people to embrace their own identities. The organisation does this through workshops, training and counselling. The organisation also educates the media and other human rights organisations about sexuality and gender diversity.

Anonymous group €35,000

This group of trans men, and lesbian, bisexual and queer women advocates for the recognition of their rights in society and in other human rights movements where they are not visible. The group provides safe spaces for people to meet and share their experiences, learn about their rights and support LBTQ people to access health care.

Bulgaria

Bilitis €70,000 €5,000 Recovery and Resilience Fund

An organisation of lesbian women, bisexual women, trans people and intersex people, Bilitis takes a leading role in advocacy for inclusive hate crimes legislation; registered partnership regardless of the gender of the partners; and engages in strategic litigation for legal gender recognition. Bilitis also organises Sofia Pride in collaboration with other Bulgarian organisations.

El Salvador

Mujeres de Xochilt €60,500

Mujeres de Xochilt is a collective of girls and young women (age 16-28) of Indigenous Pipil origin based in the city of Xochilt Ixtatec. The group works to advance the empowerment and organising of girls and young women against violence, for sexual and reproductive rights and to build a strong, young feminist movement in El Salvador.

Germany

OII Germany €30,000

OII Germany is an intersex rights group which advocates against pathologising intersex people, where their bodies are seen as problems that require medical intervention. The organisation raises awareness of intersex people's lives and experiences through research, advocacy and media communications, and brings intersex people together for peer support and information-sharing.

Indonesia

Talita Kum €40,000

Talita Kum is a group in Indonesia working for the rights of lesbian, bisexual, trans and queer people.

Qubukatabu €25,000

Qubukatabu is a lesbian, bisexual and trans (LBT) group in Indonesia. They run an online platform on sexuality and gender and produce media that challenges norms about sexuality and gender. They also use media and communications strategically to raise the visibility of the LBT community and to popularise queer feminist perspectives on politics, art and the news. They



Bishkek Feminist Initiatives protested the kidnapping and murder of 20-year-old medical student Burulay Turdaliyeva in May 2020 in Kyrgyzstan.
Photo: Bishkek Feminist Initiatives

also provide online counselling for their community, to address internalised stigma and promote mental health.

Kyrgyzstan

Bishkek Feminist Initiatives €30,000

This collective of feminists in Bishkek aims to bring feminist values into Kyrgyz society by engaging students, the women's rights movement, LGBT groups, and national and international human rights activists. The group uses public campaigns and social media, and also provides training, workshops and a feminist library to challenge sexism, promote women's rights and challenge the normalisation of violence against women.

Nazyk Kyz €35,000

A group of women with disabilities in Bishkek, Nazyk Kyz works to advance their rights, with a particular focus on ending violence and promoting reproductive justice. The group's strategies include raising public awareness about the rights

of disabled women, providing women with information and training on human rights and leadership skills, and advocating for improved state policies related to disabled women, including health care and education.

Lebanon

Intersectional Knowledge Publishers (Kohl Journal) €80,000

Kohl Journal is a progressive, feminist journal on gender and sexuality in the Middle East, South West Asia, and North Africa. It provides a platform to promote independent knowledge produced by feminist scholars and activists in the region. The journal aims to challenge and change norms governing sex, sexuality and gender, and to ensure that women and trans people from the region play a central role in defining, or redefining, their own realities and challenges in the areas of sexuality and gender.

The A project €60,000

The A project is an organisation that seeks agency, alternatives and autonomy

in sexuality, sexual health and gender. The project is reframing the conversation around sexuality in Lebanon to be more intersectional and founded in queer feminist principles. The group also works to expose and end patriarchy within medical institutions. Running sexuality hotlines and support groups, producing sex-positive multimedia, documenting personal narratives and contributing to the body of research on sexuality in Lebanon are cornerstones of the A project.

Malawi

Human Rights for Women and Girls with Disabilities in Malawi €80,000 €6,000 (Amendment) €50,000

This self-led organisation promotes reproductive justice for, and an end to violence, against women and girls with disabilities. Providing training on human rights, sexuality and health, the organisation supports the rights of disabled women and girls to self-determination and bodily autonomy. HRWGDM's public education and

advocacy campaigns target communities, leaders and health care institutions to address prejudice and discrimination, and to promote recognition and respect for the rights of women and girls with disabilities.

Mexico

Fondo de aborto para la justicia social (Fondo MARIA) €90,000

Fondo MARIA has supported and advocated for abortion access in Mexico since 2009, when Mexico City decriminalised abortion. The fund supports women seeking legal abortion services and advocates for changes to laws that restrict reproductive autonomy in Mexico. Fondo MARIA also supports women from states in Mexico where abortion is criminalised to access it safely and legally in Mexico City.

Nepal

Prayatna €30,000

Prayatna is a Nepalese organisation of visually impaired women. They aim to challenge norms and attitudes about sexuality and disability, and to empower women through building their knowledge and skills. The organisation uses workshops on sexuality, self-defence and human rights to support their constituency, and to raise the visibility of disabled women.

NIDWAN €25,000

NIDWAN is an organisation in Nepal working for the rights of Indigenous women with disabilities. The organisation mobilises their constituency to build a strong movement of women who can advocate for their rights, with a particular focus on ending violence, promoting sexual and reproductive rights and health, and securing Indigenous disabled women's participation in decision-making related to land use and the environment.

Nigeria

Women's Health and Equal Rights Initiative (WHER) €50,000

WHER works with women from sexual minorities in Nigeria. The group connects women from around the country through a confidential online platform and peer support groups. Through peer support, research and advocacy, the group aims to promote the liberation and education of sexual minority women. With this grant WHER planned to purchase land and build an office.

Russia

Silver Rose €40,000

This group of sex workers in Russia developed from a peer support group in St. Petersburg to a national organisation with representation in several different cities. Silver Rose engages in advocacy to ensure that sex workers can lead safe and self-determined lives, and that their human rights are recognised. The group lobbies for the decriminalisation of sex work in Russia. Through peer groups, Silver Rose provides sex workers with a safe place to find support. The group also offers psychological counselling and legal support.

South Africa

Transgender and Intersex Africa (TIA) €35,000 €5,000 Recovery and Resilience Fund

TIA advocates for the rights of Black trans and intersex people in South Africa. By providing safe spaces and peer support, and also using research and advocacy aimed at health care institutions and governmental bodies, TIA improves recognition and protection for the rights of trans and intersex people. The group raises awareness on trans and intersex rights by engaging the media and by publishing articles online.

Regional: Africa and West Asia

African Sexuality, Disability and Rights Coalition €60,000

African Sexuality, Disability and Rights Coalition advocates for the rights of people with disabilities to control their own sexuality and reproductive lives – a perspective that is often absent in mainstream sexual and reproductive health and rights (SRHR) and disability rights activism. The coalition addresses this gap by engaging with African disability rights and sexuality rights movements, encouraging broader recognition of how issues of disability, gender and sexual rights intersect. The coalition addresses gender-based violence while also advocating for the recognition of positive sexual rights, such as the right to sexual identity and to sexual pleasure for people with disabilities.

Regional: Europe and Central & North Asia

EuroCentralAsian Lesbian* Community (EL*C) €53,000

The EL*C is a collective of LBQ-identified women and non-binary people. This collective aims to increase the visibility of the LBQ community throughout Europe and Central Asia, and to develop a long-term political agenda across the continent.

Trans* Coalition in the post-Soviet Space €30,000

The Trans* Coalition in the post-Soviet Space is a coalition of trans people working in trans organisations in countries in the former Soviet Union. Through their advocacy, community building and documentation work, the Trans* Coalition is working to improve the quality of life of all trans people in the region.



SABOKAHAN at a protest against land grabbing, corporate plunder and deterioration caused by large-scale corporate mining, logging, dam construction projects and monocrop plantations in the Philippines. Photo: SABOKAHAN

Money- Environmental Justice

Anonymous group
€41,000

This collective of Indigenous women promotes women's leadership in local leadership structures and advocates for their involvement in decisions about land use and access to natural resources. The organisation supports the development of knowledge and leadership and advocacy skills so that they are better equipped to participate in decision-making at the community level.

Belarus

Tg House
€10,000

Tg House is a trans rights activist group that is active in the environmental justice

movement against a Belarusian nuclear power plant. They aim to address stigma and discrimination against trans people by promoting trans rights and being part of civil society movements that are fighting for social change. They create a safe and supporting environment for trans people by building networks of self-help and mutual support.

Bolivia

Red Nacional de Mujeres en Defensa de la Madre Tierra
€30,000

Red Nacional de Mujeres en Defensa de la Madre Tierra (RENAMAT) is a self-led network campaigning for the social and environmental rights of Indigenous, Mestiza (mixed ethnicity), and campesina (peasant) women based in the cities of Oruro, La Paz and Potosí. The group strengthens the capacity, advocacy and leadership skills of women affected by the destructive and exploitative impacts of extractive industries in Bolivia, including violations of their land and natural resource rights. RENAMAT sees violence against 'Mother Earth' and women as interlinked forms of oppression.

Democratic Republic of Congo

Action Femme et Eco-Justice (AFECOJU)

€30,000
€5,000 Resilience and Recovery Fund

This self-led organisation of rural women in the Democratic Republic of Congo's Lukaya District is working to create space for women to come together to discuss the environment and their rights. The group promotes environmental protection, as well as recognition of women's rights to access land and natural resources. AFECOJU engages in lobbying and advocacy for better policies and laws, and for inclusion of women in decision-making.

Ecuador

Mujeres Amazonicas Defensoras de la Selva frente al Extractivismo
€15,000

This collective of Amazonian women defenders of the forest works to protect the physical and psychological integrity of Amazonian women in Ecuador, and to defend the rights of nature against

extractivism. They do this by engaging in advocacy campaigns, mobilising themselves, and influencing the government to respect their rights and to protect the Amazon.

Asociación de Mujeres Waorani de la Amazonia Ecuatoriana (AMWAE)

€15,000

Asociación de Mujeres Waorani de la Amazonia Ecuatoriana (AMWAE) is a self-led association of Indigenous Waorani women. They protect the Waorani way of life, and they defend their rights as Indigenous women and their territories in the Amazon against extractivism. They do this by organising Waorani communities, engaging in lobby and advocacy work, and preserving their cultural identity, languages and practices.

Guatemala

Articulación Nacional de Mujeres Tejiendo Fuerzas

€30,000

€8,000 Resilience and Recovery Fund

Articulación Nacional de Mujeres Tejiendo Fuerzas para el Buen Vivir is a network of more than 70 Indigenous, peasant and rural women's organisations in Guatemala that works to strengthen the influence of women in decision-making around access to land and productive resources. The network aims to address and transform inequality between men and women within a framework of respect for nature and the principle of 'buen vivir', or harmony among and between humans and nature.

Consejo de Mujeres Indígenas y Biodiversidad (CMIB)

€8,000 Resilience and Recovery Fund

CMIB is a network of 16 Indigenous women's organisations in Guatemala that focuses on lobbying and advocacy in local, national, and international spaces on climate change, agriculture, food sovereignty, and biodiversity. The network focuses on valuing ancestral knowledge and the conservation of 'Mother Earth'. In its national and international advocacy, CMIB reclaims the rights of Indigenous women to represent the land they live on

and to resist the violence they experience as women and as Indigenous people.

Honduras

Grupo Artemisa Honduras

€35,750

€8,000 Resilience and Recovery Fund

Artemisa is a feminist, self-led organisation of young lesbian, bisexual and heterosexual women in Tegucigalpa, Honduras. The group engages in awareness raising, alliance building and advocacy on sexual and reproductive health and rights, environmental justice, and human rights and access to justice. Artemisa strives for gender equality in Honduras.

India

Dhaatri Resource Centre for Women and Children

€45,000

Dhaatri Resource Centre for Women and Children is a women-led support and resource centre based in Andhra Pradesh, India, which strengthens Indigenous and marginalised women's Community Based Organisations (CBOs) that are campaigning for gender equality, women's rights to land and natural resources (with a particular focus on mining-affected communities) as well as for the protection of the rights of their children.

Adiwasi Samta Manch

€15,000

Adiwasi Samta Manch is a self-led organisation of Indigenous women working in 400 villages in Chhattisgarh state of India. They aim to protect community forests, promote Indigenous culture and ensure women's rights. They strengthen the skills and knowledge of women to exercise their rights, and conduct lobby and advocacy against environmental injustices especially in mining-affected areas.

Indonesia

Serikat Perempuan Indonesia (SERUNI)

€42,000

€5,000 Recovery and Resilience Fund

This grassroots women's organisation advocates for gender equality and women's rights in Indonesia. The group works on environmental justice issues, women's access to services, gender-based violence, and labour rights. SERUNI's work in the area of environmental justice includes advocacy and campaigning for women's land rights, and against land grabbing and environmental degradation, such as haze pollution and unsafe water.

PEREMPUAN AMAN Lou Bawe

€40,000

€5,000 Recovery and Resilience Fund

PEREMPUAN AMAN Lou Bawe is a self-led organisation of Indigenous women in East Kalimantan, Indonesia. They are fighting for Indigenous women's rights and are defending their territories. The group works on capacity strengthening, lobby and advocacy, and promotion of an alternative way of living that values Indigenous women's knowledge and skills and protects the environment.

Kenya

Daughters of Mumbi Global Resource Center

€29,000

The Daughters of Mumbi Global Resource Center is a membership organisation based in Gitaru, Kenya. Its work is focused on gender justice, food sovereignty, human rights and dignity. The group is engaged in advocacy on food sovereignty and participates in the women's land rights campaign in the Kilimanjaro Women's Initiative, an Africa-wide rural women's mobilisation for women's right to land ownership and access to natural resources.

Patinaai Osim Community Care Organisation
€20,000

Patinaai Osim Community Care Organisation is an Indigenous women-led organisation based in Kenya. They promote the rights, voice and visibility of Maasai women in their communities by doing lobby and advocacy work and promoting women's rights to land, right to access natural resources, and right to fully participate in decision-making about their environment.

Malawi

Green Girls Platform
€15,000

This girl- and young women-led organisation focuses on bringing the voices of their constituents to the centre of the political discourse on climate justice. The Green Girls Platform supports the development of girls' and young women's leadership skills so that they can spotlight the impact of climate change on their rights and livelihoods.

Micronesia

Island PRIDE
€15,000

Island PRIDE Micronesia is a self-led group that focuses on Indigenous women's leadership in bringing about solutions to combat climate change. They do this by raising awareness, organising advocacy campaigns, and building a strong network of Indigenous women, young women and girls in Micronesia.

Nepal

National Indigenous Women Forum
€8,000 Resilience and Recovery Fund

The National Indigenous Women Forum (NIWF) is a collective of Indigenous women activists aiming to ensure that Indigenous women's rights are respected in Nepal, including their right to be part of decision-making on environmental

justice and preserving their Indigenous knowledge for their livelihoods. Through advocacy, capacity strengthening and movement building, NIWF strives to support Indigenous women themselves in taking the lead in affirming their rights and holding authorities accountable.

Indigenous Women Legal Awareness Group (INWOLAG)
€15,000

Indigenous Women Legal Awareness Group (INWOLAG) is a self-led organisation of Indigenous women legal experts and professionals in Nepal. They address discrimination and violence against Indigenous women. They raise legal awareness and provide legal support to Indigenous women, and do lobby and advocacy for Indigenous women's rights, including the right to effectively participate in decision-making on the environment.

Netherlands

Fossil Free Culture NL
€20,000

Fossil Free Culture NL is a feminist and queer collective of artists and activists working at the intersection of art and climate justice in the Netherlands. They are fighting for a fossil free future through art and activism (*artivism*). They resist fossil fuel sponsorship of the cultural sector and demand climate justice by doing creative interventions and artistic performances.

Nigeria

Lokiaka Community Development Centre
€40,000
€10,000 Recovery and Resilience Fund

Established in 2009, Lokiaka Community Development Centre is a self-led organisation working for and with Indigenous women farmers and human rights activists from the Niger Delta in Nigeria. The group provides advocacy training and engages in campaigning, alliance building and knowledge exchange to secure Indigenous women's land rights and ensure that women are seen as important stake-

holders in decision-making related to the land and environment.

Wanel-aedon Development Association (Waneledon)
€30,000
€8,000 Recovery and Resilience Fund
€11,000 (Amendment)

Waneledon is a women-led, community-based organisation in Nigeria's Cross River state. The group aims to ensure sustainability and economic sustenance of women and girls who depend on the forests for their survival by working on women's human rights, food security, livelihoods and forest conservation. Waneledon is mobilising women and girls to defend their rights and stand against the use of their land for the construction of the Cross River super highway.

Peru

ESTRATEGIA Centro de investigación para el desarrollo (ECID) and Mujeres Unidas
€5,000 Recovery and Resilience Fund

Estrategia and Mujeres Unidas work in partnership to build the capacities of women in Peru to lobby and advocate for their right to land and political participation in decision-making. They are working with women who are living in peri-urban areas or peripheries of the cities to secure land tenure, lead community-based advocacy campaigns for women's land rights, and promote women's leadership in decision-making at both local and national levels.

Philippines

BAI Indigenous Women's Network
€42,000
€5,000 Recovery and Resilience Fund

This national network of Indigenous women's organisations and leaders campaigns and advocates for Indigenous women's rights to land, resources and self-determination. BAI believes that building a strong network of grassroots women's organisations in the Philippines is necessary for strong advocacy, and

is focused on building the capacities of network members to articulate their agendas and participate in decision-making spaces.

SABOKAHAN (Unity of Lumad Women)
€30,000
€5,000 Recovery and Resilience Fund

SABOKAHAN is an Indigenous women-led membership organisation of Lumad women in Mindanao, Philippines. SABOKAHAN works to protect Lumad women from violence, to implement sustainable community-based livelihood programmes, and to defend Indigenous lands from land grabbing, corporate plunder and deterioration caused by large-scale corporate mining, logging, dam construction projects and monocrop plantations.

Russia

Sami Women's Forum
€10,000

Sami Women's Forum Russia is a self-led organisation of Indigenous Sami women in the Murmansk region, Russia. They are fighting for Indigenous women's rights and preserving the Sami language, traditions and culture. They are organising and building alliances to ensure that Sami women are exercising their rights to decision-making, including decisions about the conservation of their territories and protection of the environment.

Tajikistan

Bonuvoni Fardo (Women of the Future)
€18,000

Bonuvoni Fardo is a self-led organisation of rural women working in the rural areas of the Khatlon region of Tajikistan. They work on increasing rural women's access to land and participation in decision-making processes. They raise awareness, mobilise and engage in lobby and advocacy for advancing rural women's rights and ending violence against women in Tajikistan.

Uganda

Environmental Defenders
€18,000

Environmental Defenders is working to protect women environmental defenders and the human rights of Indigenous peoples in the Albertine region in Uganda. They strengthen the skills of women environmental defenders to protect their environment, and advocate for policies and mechanisms that ensure women's rights, including the right to fully participate in decision-making about the environment.

Regional: Southern Africa

Rural Women's Assembly (RWA)
€60,000

Rural Women's Assembly is a self-led regional network of rural women active in the land rights movement in Southern Africa. RWA builds linkages and strengthens self-organisation of rural women involved in defence of the commons. They also build the visibility of rural women, mobilise and advocate for food sovereignty, climate and environmental justice, and sustainable rural livelihoods. RWA operates in nine countries in Southern Africa – Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia, and Zimbabwe.

Money - Labour Rights

Anonymous group
€45,000

This group of women workers is mobilising women garment factory workers to collectively advance their labour rights.

Anonymous Group
€5,000 Recovery and Resilience Fund

This group strengthens the voices of sex workers in local, national and international

forums to fight violence and oppression, through cross-movement dialogues, seeking an end to state impunity, and enables access to justice and public entitlements.

Anonymous group
€7,500 (Amendment)

This is an organisation of women workers on a plantation. The group aims to unite all women who work for the company for better rights at work and to challenge state oppression in the region.

Anonymous group
€3,000 Recovery and Resilience Fund

This organisation for and by sex workers works for the socio-economic well-being of sex workers in oil producing states. They work to empower and strengthen the voices of sex workers, and advocate for their health, social and human rights, including the rights of sex workers living with HIV. They do this through collaborations, networking, outreach, empowerment, advocacy and the promotion of a harm reduction approach to sex work.

Argentina

ASOCIACIÓN CIVIL AMMAR Nacional
€30,000
€5,000 Recovery and Resilience Fund

This national network advocates for the regulation of sex work in Argentina. It has been active for more than 20 years and is recognised as a strong, political and influential organisation among the sex worker community and general society. AMMAR is also a founding member of Redtrasex, the Latin American and Caribbean Female Sex Workers Network.

Belgium

Union des Travailleur(r)ses du Sexe Organisé.e.s Pour l'Indépendance
€5,000 Recovery and Resilience Fund

This is a nationally registered membership-based group working with sex workers based in Belgium, whether they are migrants or non-migrants, documented or



SITRADOMSA (Sindicato de Trabajadoras Independientes de trabajo Domestico similares y a cuenta propia) supported domestic workers with food during the pandemic.

undocumented. The group is committed to bettering the life and working conditions of all sex workers, the overwhelming majority of whom are cisgender and trans women, by changing social norms about sex work and undertaking advocacy for the recognition of sex work as work.

Dominican Republic

Organización de Trabajadoras Sexuales (OTRASEX)
€50,000

OTRASEX works on promoting the human rights of cis women and trans sex workers. The group focuses on labour rights, sexual and reproductive health, promoting self-care, and addressing stigma and discrimination against the sex worker community. The group also provides training and sensitisation workshops to the military, the police force and health centre professionals about the rights of sex workers.

France

Syndicat du Travail Sexuel (STRASS)
€5,000 Recovery and Resilience Fund

Led by current and former sex workers, STRASS is a union of sex workers in France that aims to advance and defend sex workers' rights. STRASS builds the capacities of women, trans and migrant sex workers to document rights violations and pursue legal action against police and other professionals who violate their rights.

Hungary

Association of Hungarian Sex Workers (SZEXE)
€75,000

SZEXE is a human rights-focused, sex worker-led organisation that supports sex workers in Hungary and Hungarian sex workers abroad. SZEXE's strategies include building the leadership capacities of sex workers to network, mobilise, campaign and interact with media to reduce the stigma of sex work.

Kenya

Eldoret Women For Development (ELWOFOD)
€3,000 Recovery and Resilience Fund

This organisation was founded by two women ex-inmates from Eldoret, with the aim of enhancing re-entry of women ex-inmates into their communities through economic skill development. They wish to challenge the neglect and hostility that women ex-inmates face in society and to ensure that they are able to meet their basic needs and those of their families. ELWOFOD seeks to build a community, not more women's prisons.

Malaysia

Persatuan Sahabat Wanita Selangor (Friends of Women) (PSWS)
€60,000

This women workers' organisation gives empowerment and leadership trainings on labour organising to women workers so they can take up leadership positions in existing labour unions or organise new unions. The group trains employees

in electronics, garment and agriculture companies, as well as home-based workers, domestic workers and contract cleaning workers. In cooperation with women's rights and labour organisations in Malaysia, PSWS also advocates for improved national legislation and implementation of existing laws on issues such as minimum wage, sexual harassment in the workplace and migrant workers' rights.

Mali

Association pour la Défense des Droits des Aides Domestiques (ADDAD)

€75,000

€50,000

€5,000 Recovery and Resilience Fund

ADDAD is a self-led organisation of domestic workers in the cities of Bamako, Kati, Sikasso and San. ADDAD consists of girls, young women and a few men who have migrated from different parts of the country to find employment in the capital and other towns. ADDAD trains domestic workers on human rights and workers' rights. The group campaigns among employers for enforcement of contracts and raises public awareness to promote the notion that domestic work is work and that working conditions should improve.

Nepal

Women Forum for Women in Nepal

€5,000 Recovery and Resilience Fund

This network of women and girls in the informal entertainment sector (which includes massage parlours and restaurants with dance performances or other shows) advocates for the improvement of their working conditions. The group demands respect for their human and labour rights. They advocate for work regulations and standards in the formal work sector to apply to the entertainment sector.

Peru

Asociación de Trabajadoras Sexuales Mujeres del Sur

€5,000 Recovery and Resilience Fund

This organisation led by cis women and trans sex workers offers support and training to its members to build their capacities to find collective solutions to the challenges they face, such as police harassment, economic exploitation and violence in the workplace. Mujeres del Sur advocates for the regulation and legalisation of sex work and for sex workers to be able to access sexual health and social services without fear of stigma and discrimination.

Rwanda

Umuryango Nyarwanda w'Abagore Bafite Ubumuga (UNABU)

€17,000

UNABU is a national organisation of girls and women with disabilities in Rwanda with a grassroots outreach programme. The programme includes development of peer groups of girls and women with disabilities, who are coming together to talk about many issues, including violence, and ways to increase their income and independence.

Senegal

And Soppeku

€31,500

And Soppeku (meaning 'together for a change in behaviour') aims to improve sex workers' knowledge of their rights and achieve legal reform in Senegal to ensure that sex work is respected as work. And Soppeku provides leadership training for sex workers and engages in advocacy with parliamentarians and other politicians. The group is comprised of sex workers who live and work in the cities of Dakar, Mbour and Thiès.

Spain

Asociación de Profesionales del Sexo (APROSEX)

€30,000

Based in Barcelona, this group of sex professionals works to reduce stigma against sex workers and demands the recognition of sex work as work. The group uses workshops and trainings on sexuality as a strategy to change the way people view sex workers. The group promotes an image of sex workers as teachers and professionals, just as experts in other occupations would be viewed.

Asociación Mujeres con Voz

€5,000 Recovery and Resilience Fund

This feminist collective of migrant women in the Basque country works for the empowerment and autonomy of migrant women in the region, particularly those engaged in domestic and care work. The collective aims to organise migrant women and provide them with tools to critically assess their position in society and come up with strategies for change.

Sri Lanka

Red Flag Women's Movement (RFWM)

€85,000

Red Flag Women's Movement (RFWM) is made up of women workers in Sri Lanka who are supporting workers on tea and rubber plantations and in the garment and domestic work sectors to take up leadership in trade unions. RFWM is building the capacities of women workers to address women's labour rights and advocate for the inclusion of issues such as minimum wage and health and safety in government policy and company regulation.

Textile, Garment and Clothing Workers Union (TGCWU)

€5,000 Recovery and Resilience Fund

€3,000 Recovery and Resilience Fund

Founded in 2013, this is the first women-led labour union in a Sri Lankan Free Trade Zone (FTZ). The union represents women workers in the textile, garment

and clothing industries. TGCWU works to promote and protect the labour rights of women garment factory workers, including their right to occupational health and safety, a minimum wage and access to leave entitlements. Through training and information sharing, the union campaigns for a non-discriminatory work culture and strengthens workers' abilities to respond to unfair or illegal treatment, such as violence and sexual harassment.

Trinidad & Tobago

NUDE: National Union of Domestic Employees
€20,000

This is a national organisation and union representing low-paid and informal workers. They focus their campaigning on the rights of women domestic workers in the country. NUDE has long argued for the Industrial Relations Act to be amended to cover domestic workers, so that they have access to basic labour rights and protections afforded to other recognised occupations.

Uganda

Organization for Gender Empowerment and Rights Advocacy
€5,000 Recovery and Resilience Fund

This is a membership organisation for and by lesbian, bisexual, queer, and trans women and refugee sex workers living and working in Uganda. They work towards a society where sex workers' rights are recognised, and where sex workers are respected and treated with dignity and humanity regardless of their sexual orientation, gender identity, race or nationality.

United Kingdom

English Collective of Prostitutes (ECP)
€80,000

This group of former and current sex workers was formed in 1975. ECP works on rights awareness and provides legal counsel and advice to sex workers in the

UK. This group is a leader in the Global Convening of Commonwealth Countries on Campaigning for the Decriminalisation of Sex Work, and promotes the economic rights of sex workers through advocating for decriminalisation.

Voice

Anonymous group
€25,000

This association of women living with disabilities aims to empower women and to build up a feminist community in their country. Through workshops and events, they address issues of domestic violence, sexual harassment and lack of access to public spaces. By documenting their realities and communicating through social media, they speak out and create awareness about the diversity in and values of their community.

Anonymous group
€40,000

This group is a feminist media platform focused on educating young people about feminism and developing a feminist consciousness among them. The platform serves as a young feminist portal for resources and documentation on anything related to feminism in their country, and it gives space to people, particularly young women, to break the silence on their experiences of sexism and raise their voices.

Anonymous group
€30,000

This collective of young trans and cis-women builds spaces of resistance where the voices of those who they represent can take shape and be heard. Their workshops, artistic performances, and participation in political demonstrations create spaces for young trans and cis-women's reflection on their rights as citizens, and on their sexuality, gender orientation and innate power.

Anonymous group
€40,000

This group identifies as an open space where researchers and activists meet to exchange ideas and discuss gender as a cross-cutting topic with the aim of developing indigenous (e.g., locally-rooted) knowledge around gender and sexuality trends and dynamics. This group wants activists to become the producers of research and studies on gender and sexuality, rather than only being the subject of research and study.

Anonymous group
€30,000

This women with disabilities-led group works to build an inclusive world where diverse bodies and voices can thrive, live a life free from discrimination, abuse and violence and where there are equal opportunities and access for all. The group works with (young) women with disabilities to build their capacity to lead, increase their active participation in society, promote their socio-economic independence, and exercise their rights.

Anonymous group
€5,000 (Amendment)

This women-led group works with rural, low-income, and displaced women in providing them with human rights training and legal services. The group advocates with local government and traditional leaders to modify the laws and customs that deprive women of their rights. Through advocacy, networking, and awareness-raising, this group strives to change women's conditions in a hostile context of state and non-state violence, and religious and cultural fundamentalisms.

Anonymous group (dalit women)
€25,000

This collective has a focus on young women's leadership and political participation. The group focuses on women's participation in social movements and political processes, on monitoring and denouncing acts of violence and discrimination, and on the online and offline mobilisation of



Anjali Mental Health Organization supports women with mental health issues, including women institutionalised in mental hospitals. Photo: Anjali Mental Health Organization

their constituency and their allies both nationally and internationally.

Armenia

FemHouse Armenia
€20,000

This feminist community creates a safe space for feminist organising, collaboration and resistance. FemHouse brings together feminist activism, art and academia in the spirit of feminist solidarity and sisterhood. The group aims to unite Armenian feminists across different movements, initiatives, groups and organisations, and fights against patriarchy, heteronormativity, capitalism and militarism.

Women in Black Armenia
€40,000

This anti-militaristic and feminist group spreads an ideology of peace and democratic values in Armenia through young women's activism. Women in Black Armenia organises workshops and public actions on feminism, peace, and activism to include more young women in their movement and challenge the widespread idea that girls

and young women should not get involved in public affairs. The group's work draws its values and inspiration from the international Women in Black movement, at the same time enriching it with the energy and motivation of a younger generation of activists.

Bangladesh

Women with Disabilities Development Foundation (WDDF)
€50,000

WDDF is the first organisation in Bangladesh by and for women with disabilities. This group advocates for legal and policy change to recognise the rights and improve the lives of women with disabilities. The group also trains women with disabilities to develop leadership skills and gain agency over their lives.

Ecuador

Colectivo El Punto
€15,000

This trans-led collective based in Quito, Ecuador, wants to increase the

production and promotion of arts and culture by trans people. Colectivo El Punto believes that changing how trans people are portrayed is key in changing society's attitude towards them. The group strives to change public imagery of trans bodies through radio programmes and artistic actions in parks, squares, and other public spaces.

Silueta X
€5,000 Recovery and Resilience Fund

This self-led trans group advocates for the rights of trans people to access education, health care and employment. The group organises trans people in the Guayas province and has conducted research that highlights the relationship between trans identity and the experience of exclusion and discrimination in the family, employment and education. The group organises training programmes on leadership, advocacy and research techniques to build the advocacy skills of the trans community in Ecuador.

Georgia

Young Feminists

€15,000

This girl-led feminist collective from Georgia works towards the creation of a strong feminist network across the country, both on- and off-line. The collective promotes women's rights and feminism, and supports girls and young women's active involvement in public and political life, challenging gender stereotypes and harmful cultural practices.

Germany

International Women* Space e. V

€60,000

This refugee and migrant-led women's group works to change the legislative framework in Germany that regulates the status of asylum seekers. The group advocates for gender-based persecution to be recognised as a basis for women to be granted asylum. The group provides a safe space for women to meet and tell their stories, and raises awareness that gender-based persecution is political.

Haiti

Rezo Fanm Radyo Kominote Ayisyen - REFRAKA

€7,000 Recovery and Resilience Fund

This network supports women in Haiti to take an active role in the management of community radio. REFRAKA provides trainings to strengthen the technical skills of women working in radio. The group also offers workshops to women and men to encourage them to change the way they report on women and issues affecting women, such as gender-based violence. The aim is to change the stereotypical perceptions of gender roles that are prevalent in Haiti.

Kenya

Resource Center for Women and Girls

€50,000

This group provides leadership training to girls and young women in Eastern Kenya, and provides safe spaces for girls to learn about their rights and how to claim them. The Resource Center for Women and Girls also organises workshops for parents to raise their awareness of girls' human rights. Using peer mentoring and other support mechanisms, the group encourages girls to stay in school, develop their knowledge and skills, and make informed decisions about their lives and bodies.

Lebanon

Knowledge Workshop

€20,000

Comprised of three main components, a Public Feminist Library, the Feminist School and the Storytellers (Women's Oral History) Project, this group organises local and regional events to teach feminism and to document women's leadership in Lebanon. Knowledge Workshop makes affordable feminist resources and tools available, and documents women's stories. It ensures that the feminist movement is interconnected by supporting and empowering community organisation and political participation of women's groups across Lebanon. The group is mainly composed of queer, refugee and rural women living in Beirut.

Madagascar

Association des Femmes Handicapées de Madagascar (AFHAM)

€60,000

€5,000 (Amendment)

This national network of women living with physical disabilities trains its members to develop leadership skills and knowledge of their human rights. AFHAM engages in advocacy toward local and national authorities for adoption and implementation of policies that respect the human rights of women living with disabilities. Through public education

efforts and initiatives, AFHAM promotes greater inclusivity in the communities in which it works.

Mexico

Laboratorio de Narrativas Divergentes AC (formerly Proyecto Intersexual)

€20,000

Laboratorio de Narrativas Divergentes AC is the only intersex group in Mexico (and possibly the world) that focuses its activism on the value of art as a tool to bring change in the world and support individuals' sense of self-worth and self-care. The group wants to make intersex people's lives and experiences visible to create a more just society where intersex babies and children do not suffer from the effects of unnecessary surgeries and can learn how to express themselves freely and in a supportive environment. Through photography and other mediums, the group makes visible the kinds of bodies that the medical establishment structurally tries to erase.

Las Reinas Chulas Cabaret y Derechos Humanos AC

€30,000

Las Reinas Chulas Cabaret y Derechos Humanos AC is a group of feminist art activists (*artivists*) that aims to transform the discriminatory culture prevalent in Mexico, which is characterised by violence and macho attitudes towards women. The group creates political and hilarious cabaret theatre, highlighting the impact of discrimination on women and society as a whole and bringing consciousness-raising to a new level.

Nigeria

Women Initiative for Sustainable Empowerment and Equality (WISE - formerly WAGE)

€20,000

€10,000 (Amendment)

This membership-based group brings together predominantly Muslim lesbian, bisexual and queer women, and trans people in northern Nigeria. WISE provides

LBTQ people with a platform to exchange experiences, and to network and create a community in the challenging context of their region. WISE is also involved in research on the LBTQ community of northern Nigeria, and advocacy and awareness-raising.

Paraguay

Aireana Grupo por los derechos de las lesbianas

€10,000 (Amendment)

This group advocates for the human rights and greater social visibility of lesbians. Addressing discrimination in a politically conservative context, Aireana works from a feminist and cross-movement perspective. The group runs a feminist cultural centre and a radio programme to provide safe spaces for lesbians to speak out and share their experiences, and also provides a toll-free line that offers counselling to LBGTI people on legal and psychological issues.

Peru

Chola Contravisual

€20,000

This collective of young feminist communicators aims to provide (young) women and LBTQI people with the tools to tell their own stories and re-build narratives. They push back against oppressive power structures in Peru both by the collective creation of audio-visual material and the establishment of physical spaces where young women and LBTQI people can meet to exchange skills and knowledge.

Poland

Trans-Fuzja

€80,000

The only trans-led organisation in Poland, Trans-Fuzja works to secure trans rights through advocacy to influence the government to adopt legislation recognising trans identities. The group raises awareness about trans people's

needs among health and law enforcement professionals and works collaboratively with other LGBT and human rights organisations to ensure they are inclusive of trans people.

Serbia

Femix Network of Female Creativity

€40,000

This group from Serbia challenges the sexist and stereotypical approach to gender roles in popular culture and pushes for an increase in the participation of girls, young women and female performers in the artistic world, particularly music. Femix supports and encourages girls, young women and female artists to oppose gender stereotypes in music and see themselves as role models for the new generation of female musicians. Moved by the belief that change in pop culture can trigger wider changes in society, Femix works also with stakeholders in the music and cultural production world to make them recognise the existing sexism and inspire them to take action against it.

Sri Lanka

Fearless Collective

€20,000

This activist and artist collective is a public art project that seeks to replace fear with love, creativity, and collective imagination in public spaces. The Fearless Collective is a women-led network that uses street art to spark dialogue on issues surrounding gender-based violence, sexuality, identity, and belonging. They seek to reclaim and reshape both digital space and physical spaces by running large crowd-sourced visual campaigns as well as public art interventions in the form of large-scale murals.

Thailand

Backyard Politics

€35,000

Backyard Politics works with women and feminists in diverse social justice

organisations to cultivate an interconnected feminist movement in which individual members are happy, healthy, inspired and supported. Backyard Politics addresses the need to make visible and challenge gender biases and forms of violence that are often not recognised. The group focuses on the well-being and self-care of feminist activists and the creation of safe spaces for them to relax and confront experiences of gender-based discrimination in their private lives as well as in their activist circles.

Turkey

5Harfliler

€50,000

5Harfliler is a feminist group of bloggers that works to influence mainstream media's portrayal of women's rights and gender equality in Turkey. 5Harfliler publishes articles on its website, providing a feminist analysis of everyday events, including issues such as science, literature and politics, which are not considered "women's interests". 5Harfliler facilitates the presence of women's voices and experiences on the internet to challenge their exclusion and raises public awareness about sexism in Turkey.

Uganda

Women Human Rights Defenders Network Uganda

€20,000

€3,000 Recovery and Resilience Fund

This network brings together women's human rights defenders (WHRDs) from different movements and regions of Uganda to promote their rights and create a safe space to exchange their challenges and experiences. The Women Human Rights Defenders Network Uganda was created to offer networking opportunities to WHRDs, self and collective care, and workshops of different kinds.

Wonetha

€50,000

WONETHA is a sex worker-led organisation that raises sex workers' awareness of their human rights and provides them

with leadership training and information about reproductive health. The group also works to promote respect for sex workers' rights through public education and advocacy campaigns which target police officers, healthcare providers and brothel managers. With this grant, the group planned to improve their ICT and M&E systems, to acquire a permanent home for the organisation, and to contribute to staff salaries.

United Kingdom

Sex Workers Opera

€20,000

Sex Worker's Opera is an award-winning repeat sell-out show created and performed by sex workers and friends. Breaking through stigma and stereotypes using music, theatre, dance and multimedia, it offers an unflinchingly honest, upliftingly human portrayal of sex workers' experiences locally and around the world. Created in 2014, the Sex Workers Opera aims at changing the cultural narrative and reclaim space in the mainstream arts world so that sex workers tell their stories in their own words.

Regional: Europe, and Central and North Asia

Trans Network Balkan (Trans Mreža Balkan)

€60,000
€7,000 Recovery and Resilience Fund

This self-led regional network for trans, intersex and gender-variant people operates in eight countries (Albania, Bosnia and Herzegovina, Croatia, Kosovo, Macedonia, Montenegro, Serbia, and Slovenia) to amplify the voices of – and create safe spaces for – the communities it represents. Trans Network Balkan supports the activism and artistic expression of its members with an intersectional and inclusive approach based on the 'nothing about us, without us' principle.

Women's Funds

Armenia

Women's Fund Armenia

€25,000 Solidarity Fund

This grant will support Women's Fund Armenia in organising a workshop on solidarity, well-being, expression of emotions and vulnerability, as well as resilience and collective care. The fund will share the tools and learnings that come out of this workshop. The grant also allowed the Fund to award five small grants to women's rights groups in Armenia.

Bulgaria

Bulgarian Fund for Women

€50,000

The Bulgarian Fund for Women is working to support feminist activism and build feminist philanthropy in Bulgaria. The fund aims to advance girls' and women's rights, to achieve gender equality, to raise awareness about and eliminate gender stereotypes, all forms of discrimination and gender-based violence. This grant provided core support to the fund.

Colombia

Fondo Lunaria Mujer

€60,000

This fund supports young feminist activism in Colombia in three main areas: peace-building, environmental justice and ending violence. This grant contributed to all three programmatic areas as well as to strengthening the fund's organisational capacities.

Democratic Republic of Congo

Fonds pour les Femmes Congolaises (FFC)

€22,000 (Amendment)

This national fund supports grassroots women's groups focusing on women's

economic empowerment, sexual and gender-based violence, and women's political participation throughout the DRC. These grants contribute to building FFC's organisational capacity and to strengthening its networks and grantmaking in the area of environmental justice.

Egypt

Doria Feminist Fund

€25,000 Solidarity Fund

This grant supported the launch of the newly established Doria Feminist Fund, as well as work to engage in knowledge production to support feminism activism and grantmaking in Northern Africa and West Asia.

Fiji

Fiji Women's Fund (FWF)

€25,000 Solidarity Fund

This grant supported Fiji Women's Fund (FWF) in their transition to become an independent local entity. This grant was used to co-develop the fund's trust deed, with the participation of FWF's Steering Committee, grantee-partners, key feminist allies and other women's organisations in Fiji.

Georgia

Women's Fund in Georgia (WFG)

€80,000

Women's Fund in Georgia supports women's rights groups – particularly LBT groups and groups of young women, girls and disabled women – and raises awareness about the need for other donors to financially support civil society groups to affirm women's rights. In recent years, WFG has created a thematic grantmaking programme focused on environmental justice. This grant supports them to strengthen their work in this area.

€17,500

This grant supported Women's Fund in Georgia to organise an exchange and learning visit to Tewa, the national



Women's Fund TEWA supports women's rights groups in Nepal, with a focus on marginalised and rural women. Photo: TEWA

women's fund in Nepal. The visit was not possible because of the COVID-19 pandemic, so WFG organised a series of webinars with Tewa instead. The two funds shared and learned from each others' experiences in environmental grantmaking, cross-movement building, and local fundraising. WFG is building a feminist residence in Georgia, and they have learned from Tewa, which also has a centre, about how to manage the residence with the community they support.

€25,000 Solidarity Fund

This grant supports Women's Fund in Georgia in strengthening its evaluation and learning. The fund's impact as a grantmaker during the period from 2016-2020 will be assessed as well as the internal capacity of the fund. Following this assessment, a retreat will be organised to develop a response to the recommendations.

India

South Asia Women's Foundation India

€25,000 Solidarity Fund

This grant will support the South Asia Women's Foundation India in its institu-

tional development so that it can play a role in the feminist resource architecture in Asia.

Mongolia

Mongolian Women's Fund (MONES)

€20,500

The Mongolian Women's Fund supports women's rights activism in Mongolia in several programmatic areas, including women's rights related to climate change and environmental justice. This grant will support the Mongolian Women's Fund to develop a gender impact assessment tool to determine the negative impacts of mining on women before, during and after exploration and extraction of natural resources. The collected results from the gender impact assessment will support evidence building by local women's rights groups in Mongolia in their lobby and advocacy against the negative impacts of mining on women's rights.

€25,000 Solidarity Fund

This grant supports the Mongolian Women's Fund with its leadership transition. The grant is used to capture institutional

capacity and memory as well as plan for the fund's organisational transition and sustainability.

Nepal

Tewa, for self-reliant development

€70,000

This national community women's fund supports women's rights groups in Nepal, with a focus on marginalised and rural women. This grant supports Tewa in its grantmaking and the building of local philanthropy in Nepal, specifically in the area of environmental justice.

Palestine

Dalia Association

€25,000 Solidarity Fund

This grant supports knowledge exchange and peer learning among four women's funds in Palestine who are part of the community fund Dalia Association. The grant also supports well-being activities for partners of the four women's funds.

Poland

Feminist Fund (FemFund)

€60,000

Based in Poland, FemFund was established and registered in November 2017 and started making grants in January 2018. FemFund's mission is to empower women's rights and feminist communities in Poland by mobilising flexible resources for their activism and distributing resources via a participatory grantmaking model. This grant provides FemFund with crucial core support to establish itself and develop its work.

Tanzania

Registered Trustees of Women Fund Tanzania (WFT)

€80,000

This national fund provides grants to women's rights groups focused on gender-based violence, economic rights, networking, coalition building and political participation. This grant supported Women Fund Tanzania's grantmaking, movement building and core costs, with a strong focus on supporting groups working on the environmental impact of extractive industries.

Regional: Africa and West Asia

Urgent Action Fund- Africa (UAF-Africa)

€24,000

This grant supports Urgent Action Fund – Africa in strengthening its outreach to women-led groups working on environmental justice as well as to build the knowledge and skills of women's rights groups and the fund's staff on climate and environmental justice and how this intersects with women's rights. UAF-Africa plans to organise a convening, develop knowledge products and organise knowledge and skills building activities, all with the aim to build a stronger women-led environmental justice movement in Africa.

XOESE – Fonds pour les Femmes Francophones

€60,000

This newly established fund aims to support women's rights organisations in Francophone countries in the Global South, but will initially focus on grant-making in a few countries in Francophone Africa. This grant supported the fund to continue to grow internally while also improving its grantmaking to women's rights organisations in Francophone Africa.

Regional: Europe, and Central and North Asia

Ecumenical Women's Initiative (EWI)

€60,000

This fund operates in the West Balkans, providing grants to women's groups and individual women theologians engaged in peace-building and inter-religious dialogue. EWI's mission is to support women as initiators and agents of change in faith-based communities and in society. The fund supports and connects individuals and groups working in the fields of women's rights, peace building and reconciliation in Bosnia and Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia.

Regional: East, South and Southeast Asia and Oceania

Women's Fund Asia

€100,000

Women's Fund Asia is a regional women's fund, committed to supporting women- and trans people-led interventions to enhance and strengthen access to women's and trans people's human rights. This grant supports Women's Fund Asia in its work throughout Asia. A particular focus of our support to Women's Fund Asia is to strengthen the fund's work in the thematic field of environmental justice.

International

Foro Internacional de Mujeres Indígenas (FIMI)

€125,000

Ayni, the women's fund of the Foro Internacional de Mujeres Indígenas, supports initiatives led by Indigenous women in Africa, Asia and the Americas, providing them with financial support, opportunities to build their capacity and their leadership, and opportunities to access international spaces to make their struggles and activism visible. With this grant FIMI/Ayni continues to expand and strengthen its focus to include issues related to Indigenous women's rights and environmental justice.

€13,000

This grant supports FIMI/Ayni in strengthening its work on climate and environmental justice and accompanying its grantee-partners who are Indigenous women's groups working on this topic. FIMI/Ayni will use this grant to evaluate its climate and environmental justice work from past years and undertake capacity building activities for its staff and grantee-partners on climate and environmental justice.

€25,000 Solidarity Fund

This grant supports the participation of FIMI/Ayni grantee-partners in the Second World Conference of Indigenous Women in Finland. One of the outcomes of the Conference is an action plan that reflects the priorities related to the recognition and full exercise of the collective and individual rights of Indigenous women, as well as their well-being.

FRIDA, The Young Feminist Fund

€25,000 (Amendment)

FRIDA supports young feminist activists (under the age of 30) globally with grants and other forms of support to strengthen their organisations in areas such as fundraising, leadership and advocacy, and self and collective care. FRIDA also advocates for funders to take a greater interest in funding rights-based initiatives led by young feminist activists.

Accompaniment

Netherlands

BAK (Basis voor Actuele Kunst)
€53,209

With this accompaniment grant, BAK provided logistic and content support to the organisation of the CreatEquality Symposium. The Symposium took place from 5 to 7 March 2020 and brought together ten *artist* groups, including eight Mama Cash grantee-partners, to discuss and strategise together as groups focusing on the political power of the arts. The Symposium took place just before the Mama Cash Feminist Festival, during which some of its participants also performed.

International

South Feminist Futures
€45,000

South Feminist Futures is a transnational association of feminist activists and networks from across the Global South and the South-in-North, committed to building solidarity between feminists across borders to shape collective visions and agendas for the future, based on the shared experiences, rich history of feminist theorising and re-imagining, and determination to sustain, expand and entrench the gains of their struggles. The Festival was a celebratory launch of the South Feminist Futures which aims to: initiate a cross-regional South-South debate, diagnostics and envisioning south feminist futures; expand their network and identify possible collaborations for activities; and create a space for reflecting back over 2020 and discussing major questions for feminists in 2021.

Opportunity

Belgium

Young Feminist Europe
€200

This platform of young feminists in Europe works towards amplifying young feminist voices and activities across Europe through campaigns, advocacy and movement building.

Lebanon

Anti-Racist Movement (ARM)
€10,000

This grant supports ARM's emergency assistance to migrant domestic workers. This organisation works to achieve social, economic and gender justice for all migrant workers and racialised groups in Lebanon. A major focus for the group is supporting migrant domestic workers living and working under the oppressive Kafala system used to import labour from abroad into Lebanon.

Netherlands

Black Pride NL
€5,000

Black Pride NL is a new initiative organising digital and possibly live events for the LGBTQ+ and sex worker communities of colour in the Netherlands to gather, heal, engage in self care, discuss and enjoy.

SekswerkExpertise
€13,100

This group of sex workers and allies are opposing the Dutch sex work regulation act, or "Wet Regulering Sekswerk" (WRS), that aims to introduce mandatory registration of sex workers and third-party criminalisation. The group aims to empower and train sex workers in taking the lead in campaigns and lobbying politicians, media and civil servants against the WRS, arguing that it will endanger the health, safety and overall well-being of sex workers in the Netherlands.

OneWorld
€12,400

This grant supports an open bid to take over OneWorld magazine to ensure the magazine maintains independence and continues its current editorial politics.

Touch me: A Pan-African Book Project – Femme projects – Gay and Lesbian Archives
€9,300

Touch me is a collection of essays exploring sexual wishes and desire among queer Africans. The project uses a variety of approaches, including audio material (oral history), how-to manuals (the queer community has few manuals on safer sex practices and sex in general) and eventually a published anthology, that will seek to counter patriarchal, trans-antagonistic and homo-antagonistic narratives. This Pan-African book and its corresponding material seek to bring together the sexual experiences and wisdom of queer people from around the African continent in one powerful volume.

Spark

6 (ISLA)(NDS) zine
€750

6(ISLA)(NDS) zine recognises the lack of voices from communities from Aruba, Bonaire, Curaçao, Sint-Maarten, Sint-Eustasius and Saba in Black liberation work. Founded by two young queer Afro-Caribbean activists, 6 (ISLA)(NDS) zine creates space for these voices to be heard, organises workshops and makes the archiving of collective approaches to decolonisation within the ABC-SSS communities possible.

Amsterdam Black Women
€2,000

The Amsterdam Black Women (ABW) Collective is a network that primarily supports Black women, in all their diversity, who are seeking community in Amsterdam by creating nurturing safe



Asociación de Mujeres Waorani de la Amazonía Ecuatoriana is a self-led association of Indigenous Waorani women in Ecuador

spaces where members can be fully themselves and unapologetically Black in a country that denies race. ABW promotes radical healing, serves as a site of belonging, facilitates the strengthening of Black communities by pooling knowledge and resources, and offers a space for the expansion of race consciousness by being a place where organic discussions about the marginalisation specific to Black women can take place.

Black Ladies of Groningen (BLOG)
€1,000

Black Ladies of Groningen (BLOG) is a support network founded by Black students in Groningen. Whether it is through African-themed game evenings, networking events, movie nights or informative workshops, BLOG is their method for creating a safe space and increasing the volume of Black women's voices as a community in Groningen.

CatcallsofAms
€2,000

CatcallsofAms tackles gender-based harassment by drawing attention to street harassment, specifically catcalling.

People who have experienced catcalling in Amsterdam can send the group a message via Instagram and members of the group will then use chalk to write what was said on the pavement (sidewalk) where the incident took place. CatcallsofAms has recently launched their first project, in which they discussed discrimination against Chinese-Dutch people, sexism and (street) intimidation. CatcallsofAms would like to hold their very first #chalkback event in 2021, where they invite anyone to come, get to know the group, talk and share.

Dikke Vinger
€1,500

Dikke Vinger is an activist collective as well as a support group that fights fat antagonism both offline and online. They are committed to equal treatment and oppose the stigmatisation and discrimination of their community. The projects are based on the pillars of support, action and information. Through their support groups and other events, they offer fat people a place to talk about their experiences, create a community and seek support. Dikke Vinger has also been working on a project about the stigmatisation of fat people in media. The group wants to

make the media and healthcare sector aware of the important role they can play in combating discrimination, division and intolerance towards fat people.

Dutch Emergency Fund
€2,000

Dutch Emergency Fund (DEF) is an emergency fund for and by sex workers in the Netherlands. They raise small emergency funds for colleagues who depend on short-term income and are now in dire need of money due to the coronavirus pandemic and lockdowns. In 2021, DEF plans to share information and provide practical support to sex workers wanting to strengthen or set up community support networks; connect inexperienced and experienced community organisers; distribute emergency funds directly through formal and informal sex worker-led groups; and engage with and educate social workers' organisations about meaningful practical support.

Eindje0Filter (Unapologetic Radio)
€2,000

Eindje0Filter is a weekly local radio show in Eindhoven that aims to grow into a

platform with its own events. Eindje0Filter wants to raise awareness about different themes at the intersection of racism, feminism and LGBTQIA+ issues. By making space for the voices from their communities to be heard, the group hopes to reach an audience that has not previously been reached in the south of the Netherlands.

Feminists Against Ableism (FAA)

€1,800

Feminists Against Ableism (FAA) is an activist collective that opposes the systematic exclusion and oppression of people with physical, mental, auditory, neurological, visual, psychological and intellectual disabilities and/or neuro-diversities. The group actively fights ableism. For FAA, ableism is the discrimination, marginalisation and stigmatisation of people with a disability. It is also used as an umbrella term for the systematic oppression and discrimination of all people with a disability and/or chronic illness. FAA works towards a society that is accessible and inclusive to everyone.

Feministas en Holanda

€1,500

Feministas en Holanda was founded in August 2018 by a group of Latin American women living in the Netherlands who supported the campaign against abortion in Argentina. Today, the collective organises actions to raise awareness about the situation of women and LBTIQ+ people in Latin America as well as the Latin American migrant women's community in the Netherlands.

Fundashon Orguyo Korsou (FOKO)

€2,000

Fundashon Orguyo Korsou (FOKO) is a Curaçao-based LBTQ+ rights organisation that was founded 25 years ago, organising activities such as Pride on Curaçao and Aruba and Human Rights Day on Sint Maarten. FOKO is now starting a public campaign on the island around the diversity of the LBTQ+ community. The campaign will specifically focus on women who love women. Their aim is to break the taboo around sexuality and sexual orientation.

Fos'ten Surinaamse Vrouwen 50+

€2,000

FOS'TEN is a collective supporting Surinamese women over the age of 50 in the Netherlands. They work to combat racism in the workplace, and they organise events to combat loneliness among the elderly and promote access to information about changes in healthcare, for example. During the coronavirus pandemic, they have found that among the Surinamese elderly, access to digital information and / or contact with family and other relatives was very limited (e.g., lack of access to computers, tablets and smartphones. With their project, FOS'TEN wants to train volunteers in the use of these resources to address older Surinamese women's lack of access to information.

Fossil Free Feminists

€1,250

The formation of Fossil Free Feminists was motivated by the fact that women* (the asterisk refers to women in all of their gender diversity, i.e. cis and trans women, girls and non-binary people) are hit the hardest by the climate crisis and environmental degradation. This collective of young feminists, formed in December 2018, is fighting against the destruction of the environment, the climate crisis and the related deepening of gender, racial and economic injustices. Fossil Free Feminists is making waves by bringing together feminists and climate activists alike, and by developing campaigns as well as taking to the streets.

Fufu & Dadels

€1,500

Fufu & Dadels is a podcast where Black women and women of colour talk about intercultural sisterhood and their experiences growing up outside of the main urban areas in the Netherlands. Presented by millennial women, the podcast does not shy away from intimate taboo-breaking conversations. The hosts ask each other and their guests critical life questions about feminism and gender roles, about traditions and sexuality, and about mental health and healing.

Fundashon MUHE (Motivashon Union Harmonia Empoderamentu)

€2,000

Fundashon MUHE focuses on community building by supporting and empowering the women of Bonaire. They find that women in Bonaire are more often victims of domestic violence and disproportionately affected by poverty. By creating a space for women to come together and share their experiences, as well as by facilitating workshops, Fundashon MUHE aims to create a safe space for women where they are also able to create new opportunities.

Gender Clowns

€1,500

€1,200

Formed in 2015 as an offshoot of the GenderBenderQueerParty, Gender Clowns is a support network for non-binary, trans, fat and neuro-diverse people. Gender Clowns currently facilitates five support groups that are both for and by people from their community. Through these support groups, the network wants to create safe places where everyone can feel free to express themselves.

Hopeful Migrant Lesbian Women

€2,000

€3,500 (Amendment)

€2,000

Hopeful Migrant Lesbian Women is a small group of lesbian and bisexual migrant women, including women who have not yet started their immigration processes. The group aims to bring together the voices of migrant lesbian women with the goal of ending the stigma and discrimination they encounter both in Dutch asylum centres and in society at large.

Kabra

€1,000

Kabra is creating an official centre where BIPoC mental health practitioners can offer services and activities on resilience, emancipation and healing for BIPoC womxn, queer, non-binary and trans people. This project aims to provoke a shift in the way mental health care is being practised in the Netherlands. By

acknowledging the destructive impact that structural racism, capitalism and patriarchy have on BIPOC people, Kabra would like to establish a mental health care practice that is supported by a strong intersectional analysis and is driven by progressive identity politics. Kabra would like to contribute to a better understanding of the ways in which politics and care are intimately intertwined in BIPOC lives and in what ways mental health practices need to consider the power structures that people live in in order to be effective.

Kick Out Zwarte Piet womxn

€1,750

€1,000 (Amendment)

Kick Out Zwarte Piet womxn, initiated by Black women and women of colour involved in the Kick Out Zwarte Piet (KOZP) movement, has the goal of ensuring the well-being and representation of the group's women. KOZP womxn are concerned about the increasing aggression during anti-racism actions, including the annual visit of Sinterklaas (Saint Nicholas) accompanied by the traditional 'Black Petes'. In addition to a Sinterklaas party that is inclusive for all children, they are calling for KOZP activism and protests to be safe for womxn.

Man.ish Cave

€500

Man.ish Cave developed out of the desire and necessity to provide a safe and inclusive space for trans masculine individuals on the female-to-male (FTM) spectrum, particularly for people of colour and refugees. Given that adequate support for these groups is lacking, particularly for non-Dutch speakers, Man.ish Cave aims to provide a space where members of this community can feel free to express their gender identities and sexuality and to support one another.

Mil Colores

€1,500

Mil Colores has been striving for an inclusive society over the past 20 years, particularly for the equality, visibility and social acceptance of bicultural LBT women. In collaboration with other groups, they organise activities and events for

this group, which otherwise receives little recognition in the LGBTQI+ world.

The Queer Feminist Action Logistics working group of Code Rood

€1,500

Since 2016, Code Rood (Code Red) has been fighting the fossil fuel industry in the Netherlands. Their 'Shell Must Fall' campaign was launched following two successful actions: one in the Amsterdam Harbour against coal, and the other focused on gas infrastructure in Groningen. The Queer Feminist Action Logistics (QFAL) working group within Code Rood hopes to build on past efforts to tackle oppressive power dynamics along the lines of gender and race in the climate movement. The QFAL working group also aims to contribute to a truly accessible global climate justice movement. They are committed to elevating queer feminists into organising positions that are usually occupied by white cis men, and want to disrupt traditional toxic role divisions that often make the work of women, trans and non-binary people seem invisible or less valuable.

Reframing HERstory Art Foundation

€2,000

Reframing HERstory Art Foundation is the producer of music- and dance theatre *Schitterende Schaduw* (Radiant Shadow), about the province of Gelderland's history of colonialism and slavery. The project is based on historic facts from research on Black ancestors, and the roles, lives and feelings of Black people, especially Black women. The goals are to raise awareness and to reframe the discussion to include the findings of this research on the role of Black women in Gelderland's history and to encourage dialogue after the show on the message or the essence of the show. They are also setting up an educational programme for students that will be based on themes from the show and experiences from the audience.

Red Insight

€1,500

€800

Red Insight is an online platform that seeks to amplify the voices of sex workers

in the Netherlands. Instead of featuring stories about sex workers written by others, Red Insight was established by sex workers and sex workers will write and publish their own stories. The platform will combine news with policy analysis and human interest stories.

Sard

€2,000

€1,500

Sard is a visual storytelling project which aims to reclaim the Arabic language and create ways to talk about sexuality that capture the experiences of women, queer and non-binary people and are not oppressive or misogynist. This project presents an alternative discourse and showcases the representation of North African and Middle Eastern bodies and environments in visual production. Through creating a space for documenting, theorising and archiving their lived realities, Sard will provide and share a collective space with an intersectional, feminist and critical lens that allows Arabic-speaking women, queer and non-binary people to rediscover their language and revolutionise the artistic representation of their lived experiences.

Sex Workers Against Violence (SAVE)

€1,500

€1,400 (Amendment)

Sex Workers Against Violence is a new activist group of sex workers who organise themselves for better rights for sex workers and for the de-stigmatisation of sex work. They combat repressive and criminalising policies such as the Sex Work Regulation (WRS) by informing sex workers about the changing political situation in the Netherlands and what the consequences are for them. They also want to educate the general public by raising the voices and drawing attention to the rights of sex workers.

Sehaq Queer Refugees Group

€2,000

Sehaq Queer Refugees Group is a refugee-led collective that raises awareness, hosts community events, and creates safe spaces for LGBTQ asylum seekers, refugees and undocumented people in

the Netherlands, and which centres the experiences of refugees from the Middle East and North Africa.

Show, Don't Tell: the Sex Workers Cinema and Arts Festival
€1,500

Show, Don't Tell: the Sex Workers Cinema and Arts Festival supports sex workers by focusing on breaking down stigma around sex work and promoting emancipation and empowerment of sex workers. The group is in the process of setting up a four-day community film and arts festival that will take place in the fall of 2021. By using film and art they help raise voices, tell stories and claim public space for sex workers.

SNAKY ZINE
€1,700

SNAKY ZINE is a self-published political zine focused on socialist feminism, racism, ableism, sexuality, spirituality and community building. The group wants to create a community of people who share similar values, even though as individuals they may have different experiences of everyday life in white, heterosexist patriarchy. These shared values are rooted in a politics of equity, care and solidarity and resulted in the creation of a zine. Two issues on the themes healing and movement have been already printed.

Stories of Womanhood
€2,000

Stories of Womanhood is a recurring full-evening programme in which women have a platform to tell personal stories about 'womanhood' through the creative arts. The programming consists of theatre, music, spoken word, a short lecture, poetry and art. It is held in different cities, while seeking collaboration with local initiatives with similar objectives.

The Sapphic network
€2,000

The Sapphic network aims to vocalise the struggle of LGBTQ women who are seeking asylum or have been granted refuge in the Netherlands. The network is producing a documentary that aims to shed light on their stories, to make their struggle visible

and to show how people who were able to stay and build a new life are thriving.

Uitgeverij Chaos
€2,000

Uitgeverij Chaos (Chaos Press) is a not-for-profit intersectional feminist press agency and platform. In 2020 and 2021 Chaos Press is working on guiding and publishing different literary works by young authors who have not previously been published in the Netherlands. Chaos Press will be releasing a series of essays in the context of the new exhibition in Showroom Mama called 'On Collective Care & Togetherness'. This collection of essays will be selected through an online open call where people are free to submit their work. This publication will be a collective effort with critical reflections on healthcare and self-care in capitalist society and propose new ways to shape care in collective ways.

Voices2connect
€2,000

Voices2connect creates a safe environment for second generation Dutch youth whose families have migrated to the Netherlands to discuss the search for and balance of their various identities. Voices2connect wants to create a social media platform where people can share their own stories and experiences on topics where two cultures can collide (e.g. dating, sexuality, gender, menstruation, family connection and clothing style). They also want to encourage Dutch youth who don't have a history of family migration (in recent generations) to share their experiences. By creating the platform, Voices2connect hopes to stimulate young people to better understand each other and engage in conversation about often stigmatised topics.

Womxn's Circle
€1,500

Womxn's Circle is a support network for and by queer Muslim womxn. These womxn experience exclusion and a lack of representation in today's queer and Islamic communities, and they would like to change that. Through Womxn's Circle they have created a safe setting where they can discuss different subjects, shape

their multiple and complex identities, and build a powerful network. Womxn's Circle would like to make its own zine and start a talk show.

Red Umbrella Fund

Anonymous group
€10,000

Anonymous group
€20,000

Anonymous group
€35,000

Armenia

Right Side Human Rights Defender NGO
€10,000

This sex worker-led group founded in 2016 works to ensure the well-being, protection and equality of sex workers and trans people in Armenia. To do so, the group cooperates with national and international actors to work on socio-cultural and legal change.

Brazil

Associação Mulheres Guerreiras
€35,000

Formed in 2005, Associação Mulheres Guerreiras aims to promote sex workers' human rights through addressing stigma and discrimination and advocating for law reform. Based in Campinas, the organisation provides legal support and healthcare training locally and supports national advocacy efforts. The group welcomes all sex workers and has a membership of mainly Black and trans sex workers.

Coletivo Rebu - Minas Gerais
€20,000

Created in 2015, Coletivo Rebu's mission is to combat violence, strengthen new leadership, and defend the rights

of women sex workers (including transvestites and trans sex workers) in Minas Gerais, Brazil. Besides advocating at local and state level for the rights of sex workers, the organisation organises conversation circles with sex workers, distributes condoms and lubricants, and gives information regarding health prevention and sexual and reproductive rights to sex workers.

Canada

Butterfly Asian and Migrant Sex Workers Support Network €28,000

This sex worker-led organisation was formed in 2014 as a support network for Asian and migrant sex workers in several cities of Canada. Through legal support, interpretation services and advocacy activities, the organisation fights for sex workers' entitlement to respect, dignity, equality, basic human rights and justice, regardless of their gender, race and immigration status.

Democratic Republic of Congo

UMANDE €23,000

Created in 2010, UMANDE works through solidarity committees to gather information from different provinces of the Democratic Republic of Congo and organises capacity building and advocacy activities. With this grant, UMANDE organised trainings on financial skills for sex workers, supported sex workers living with HIV in continuing their treatment and developed materials to increase sex worker visibility.

Ecuador

Asociación Los Caprichos de Goover €20,000

Founded in 2004, Asociación Los Caprichos de Goove, a sex worker-led group in Quito, Ecuador, unites diverse male sex workers by providing a space where they can come together and ensur-

ing the representation of male sex workers in the sex workers' rights movement. With this grant, the group will organise a training on sex workers' rights bringing together sex workers of all genders and decision-makers.

El Salvador

Asociación de Mujeres Liquidámbur €10,000

Asociación de Mujeres Liquidámbur organises training opportunities for sex workers on human rights and builds the advocacy skills of sex workers with the aim to respond to the high levels of violence faced by women sex workers in El Salvador. The group also works collaboratively with other sex worker-led groups in the country to promote the human rights of sex workers nationally.

France

Syndicat du Travail Sexuel (STRASS) €30,000

This sex worker-led union advocates for the interests of sex workers from all sectors of the industry. The group carries out advocacy, and legal and capacity building activities to fight against violence and exploitation in sex work in France.

Indonesia

Indonesian Sex Workers' Organization / Organisasi Perubahan Sosial Indonesia (OPSI) €10,000

This national network with members in 20 provinces of Indonesia works to uphold sex workers' human rights. OPSI increases sex workers' awareness of their human rights through trainings and advocates for better laws and the meaningful involvement of sex workers in processes and decisions that affect them.

Jamaica

Jamaica Sex Work Coalition €8,000

Jamaica Sex Work Coalition was created in 2007 following several reports from the Ministry of Health highlighting important gaps in service delivery for sex workers. The group advocates at the national level for the rights of sex workers of all genders and pushes for legal reforms. The group organises workshops with law enforcement officers and media campaigns to end Jamaican society's stigma and discrimination towards sex workers.

Kenya

Bar Hostess Empowerment & Support Programme (BHESP) €21,000

BHESP was created in 1998 and runs three clinics in Nairobi providing health and legal services to Kenyan women sex workers. In 2020, the organisation had reached more than 20,000 individuals. To reach its aim of providing quality services to sex workers, BHESP works with over 180 sex worker peer educators. BHESP was instrumental in the creation of the Kenya Sex Workers Alliance.

Macedonia

Association for Support of Marginalized Workers STAR-STAR €24,000

This sex worker-led organisation was the first sex workers' collective in the Balkans and was legally registered in 2010. The group addresses the range of sex workers' needs and includes sex workers from diverse ethnic and religious backgrounds to promote the human rights of all sex workers. The group organises advocacy trainings for sex workers, monitors political parties' views on sex work, and works to influence relevant laws, policies and practices.

Mexico

Centro de Apoyo a las Identidades Trans A. C.
€20,000

This self-led group of trans sex workers was legally constituted in 2011 to advocate for trans sex workers' rights. To do so, the organisation firmly believes in the meaningful involvement of sex workers and aims to increase trans sex workers' "social capital" through peer-to-peer learning in the metropolitan area of Mexico City.

Nepal

Goreto Nepal
€20,000

In a context where buying sex is criminalised, this sex worker-led organisation working in the Pokhara valley of Nepal aims to end stigma and discrimination faced by women sex workers and their children through community mobilisation, advocacy activities and alliance building.

Nigeria

Nigeria Sex Workers Association
€25,000

Nigeria Sex Workers Association advocates for sex workers' rights through awareness raising, capacity strengthening, organisational development and advocacy. As a national sex worker network, the organisation unites 35 sex worker-led groups working with sex workers of all genders in all 36 states of Nigeria.

Papua New Guinea

Friends Frangipani Incorporated
€25,000

Formed in 2005 in response to a police raid in a brothel in the capital city of Papua New Guinea, Friends Frangipani works nationally to promote the human

rights of sex workers. To do so, the group builds the capacity of sex workers, carries out advocacy activities for legal reforms and sensitises the police, healthcare providers and the media.

Peru

Asociación de Trabajadoras Sexuales Sarita Colonia
€25,000

Sarita Colonia is an organisation for and by cisgender and trans women sex workers operating in Iquitos, a remote city of the Amazon in Peru. Thanks to its location, the group involves Indigenous sex workers and organises workshops, talks, trainings and advocacy activities to promote the human rights and sexual and reproductive rights of sex workers.

Thailand

EMPOWER Chiang Mai
€30,000

The sex worker-led organisation Empower Chiang Mai works with women sex workers and particularly migrant women sex workers, and advocates for safe working conditions. Created in 1985, the group is well connected nationally and internationally and is known for its creative activism. The group also runs a museum to educate the public on sex workers' rights.

Uganda

Trans Youth Initiative-Uganda
€20,000

Trans Youth Initiative – Uganda works primarily with young rural transgender women sex workers from Uganda. The group contributes to national advocacy for the decriminalisation of sex work and advocates locally for sensitised services responding to the needs of their constituency. The group also raises sex workers' knowledge of their rights and supports them to report cases of violence.

USA

Street Youth Rise Up
€31,000

This organisation aims to change the ways in which institutions see and treat homelessness in Chicago, United States of America. Working primarily with young, homeless, street-based sex workers, this sex worker-led group conducts peer-to-peer outreach and leadership development programmes locally.

Vietnam

Community-based organization G3VN
€25,000

G3VN works in the southern provinces of Vietnam to empower transgender women sex workers and advocates for their access to friendly and gender-sensitive services. The group conducts research, trainings for healthcare providers and community mobilisation activities, and supports the trans and intersex community in the Ho Chi Minh City region through outreach.

Regional: Africa

African Sex Worker Alliance
€45,000

This sex worker-led African regional network was created in 2009 and is based in Nairobi, Kenya. The Africa Sex Worker Alliance (ASWA) has more than 70 sex worker-led organisations as members in 33 African countries. The network amplifies the voices of their sex worker members and advocates for the health and human rights of the diverse community of sex workers working and living in Africa. ASWA intends to use its grant to create a capacity scan to be used in modelling future trainings for sex worker-led organisations in five African countries.

Regional: Europe and Central Asia

International Committee on the Rights of Sex Workers in Europe (ICRSE)

€45,000

This sex worker-led network has a membership of 105 organisations across 35 countries of Europe and Central Asia. At the national level, ICRSE supports sex workers' self-organising through trainings, development of activities or strategic plans as well as submission to governmental consultations. At the European level, ICRSE coordinates advocacy and campaigns and has been very active in building alliances with key European civil society networks across movements, and especially with migrants and LGBTI+ organisations.

Sex Workers' Rights Advocacy Network (SWAN)

€45,000

This network unites sex worker-led organisations and their allies in Central and Eastern Europe and Central Asia. The network works to create societies where sex work is decriminalised and empowered sex workers can live free from violence, stigma and discrimination. SWAN provides capacity building to sex worker-led groups to advocate for their rights, supports community mobilisation efforts and provides a space for its members to share resources and experiences

as advocates for the fulfilment of sex workers' human rights. With this grant, the network will implement a virtual training on social protection and carry out campaigns demystifying sex work and promoting the recognition of sex work as work in the Latin American context.

Caribbean Sex Work Coalition (CSWC)

€40,000

Created in 2008, Caribbean Sex Work Coalition brings together its sex worker-led member organisations from six countries across the Caribbean. The network implements two strategies: advocacy for the promotion of sex workers' rights and capacity building of its members at national and local levels. With this grant, the network will organise a training for sex workers from the region to increase their skills on sex worker-led service delivery.

Regional: Latin America and the Caribbean

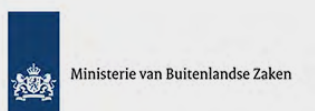
Plataforma Latinoamericana de Personas que Ejercen Trabajo Sexual (PLAPERTS)

€50,000

Sex work is criminalised in most Latin American countries, and some countries implement restrictive legal systems. As a regional network, PLAPERTS unites sex worker-led organisations working with sex workers of all genders in 11 Latin American countries. Formed in Peru in 2013, the regional network is now based in Ecuador. The network is a space to share information and provides capacity building to its members as well



SIGRID RAUSING TRUST



BILL & MELINDA
GATES foundation



LEVI STRAUSS FOUNDATION



Mama Cash's contributors in 2020

Individual donors

Mama Cash's 4,031 active individual donors and other private entities, including local foundations and religious orders, supported us with gifts ranging from €1 to €100,000.

Donor advised funds

Anneke van Baalen/De Bonte Was Fund
The Feminist Solidarity Fund
Fund for Justice and Sustainability
Judith Anna Vega Fund
Kitty's Green Fund

Foundation, government and corporate donors

Bill and Melinda Gates Foundation
Dietel & Partners
Dutch Ministry of Foreign Affairs (MFA)
Dutch Postcode Lottery
Foundation for a Just Society
King Baudouin Foundation United States
Levi Strauss Foundation
Sigrid Rausing Trust
Swedish International Development Cooperation Agency (Sida)
Tides Foundation
WE Trust
Wellspring Philanthropic Fund

Foundation donors to the Red Umbrella Fund

American Jewish World Service
Beth Jacobs Fund, a fund of Tides Foundation
Comic Relief
Open Society Foundation

Many thanks to all our contributors!

Photo: Asociación de Profesionales del Sexo (APROSEX), Spain

Annual accounts 2020

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Organisational report

Building strong systems and operations

Mama Cash complies with all the laws and policies regulating foundations in the Netherlands. We aim to build systems and processes that fully support Supervisory Board, Managing Board and staff members as well as grantee-partners, and that are ethical and in line with the values and mission of the organisation.

Key facts and figures

- In 2020 Mama Cash raised a total of €14.119 million, representing 98% of our projected budget and 94% of our income last year.
- Our total 2020 expenditures were €15.269 million, representing 95% of our projected expenditures and 99% of our expenditures in 2019.
- Total expenditures related to Mama Cash's strategies were €13.128 million, representing 86% of our overall expenditures.
- Costs for fundraising were 9% of our total expenditures or €1,405,164 in total, and 10% of our total income from fundraising in 2020. This represents 85% of the amount budgeted.
- Management and administration costs accounted for 5% of our total expenditures (€735,554 total), representing 95% of the amount budgeted.

Human resources

Mama Cash abides by the Dutch Collective Labour Agreement for Social Work (CAO *Sociaal Werk*). Within this framework, Mama Cash can develop its own policies and processes, to create a work environment where staff members can excel and grow.

The event with the greatest impact on our human resources policy and practice in 2020 was the COVID-19 pandemic. In the first months of the lock-down, Mama Cash quickly developed and implemented a set of measures, aiming to support staff in dealing with the psycho-social effects of the pandemic and facilitate working from home. With an eye to self- and collective-care and well-being, staff could work flexible hours and could apply for a temporary reduction in hours (up to 25%) without loss of salary. External coaching sessions were

made available for staff. To facilitate working from home – Mama Cash immediately closed the office when the lock-down was announced in the Netherlands – all staff was provided with a Mama Cash laptop during the first week of the lock-down. Staff could be reimbursed if they needed to purchase a chair or a standing-desk to facilitate working from home. From May onward the office was opened again for a very limited number of staff, who were not able to work effectively from home. As a safety measure, all international travel was cancelled, at first for a few months, later for the entire year.

There were no reported violations of our Code of Conduct in 2020. Mama Cash reviewed the Code of Conduct, in particular to strengthen its whistle blower protection policy. An important element was the hiring of the services of a professional whistle blower reporting agency (SeeHearSpeakUp). Mama Cash also selected a new professional confidential counsellor who is available to support staff who have observed a violation of the Code of Conduct.

The overall sick leave percentage increased again somewhat in 2020, to 6%. 2020 saw a relatively high number of staff leaving Mama Cash, for a variety of reasons. There was not one common denominator explaining why triple the number of staff left in 2020 compared to 2019.

Mama Cash's organisational structure

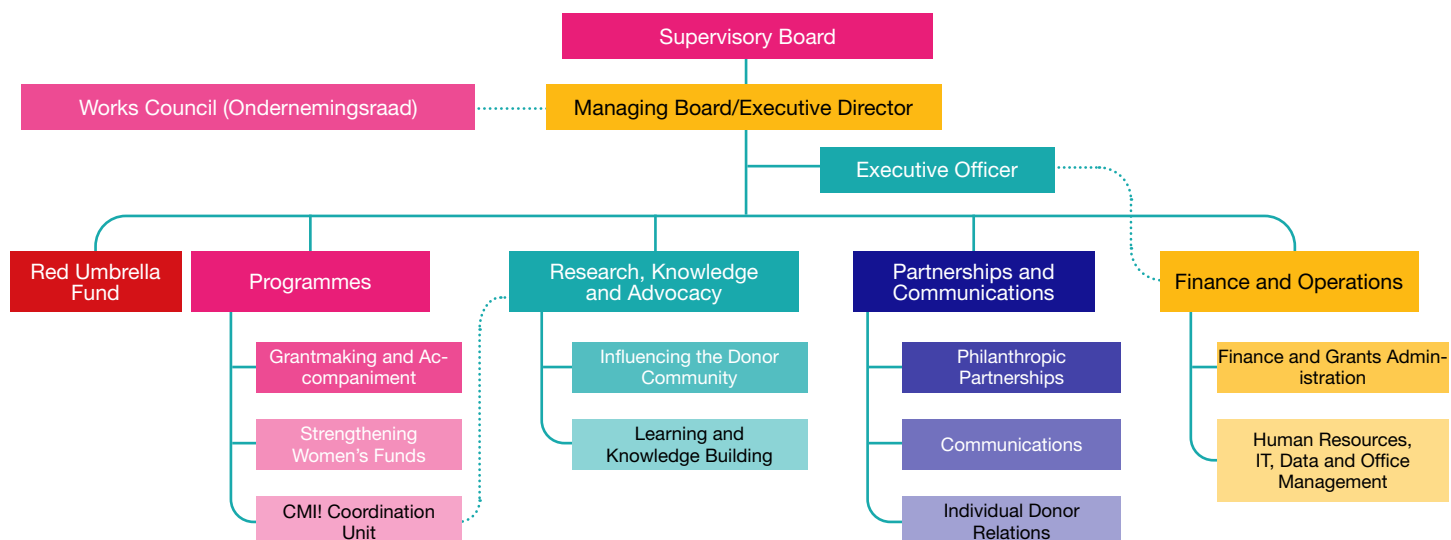


Table: Staffing over the past two years, Full-Time Equivalents (FTEs), and sickness absence.

	2020	2019
New employees	7	6
Departing employees	9	3
Number of employees (per 31-12)	46	48
Average number of FTEs	44.25	43.54
Part-time percentage (per 31-12)	93%	92%
Percentage of employees who self-identify as women	87%	94%
Percentage of employees who self-identify as men	9%	N/A
Percentage of employees who self-identify as non-binary	4%	N/A
Number of nationalities (per 31-12)	18	18
Sickness absence percentage (excluding maternity leave)	6.0%	4.0%

Management Team

Day-to-day management of Mama Cash is the responsibility of the Executive Director together with the other members of the Management Team. As of 31 December 2020, the Management Team members were:

Zohra Moosa

Executive Director

Happy Kinyili

Director of Programmes

Jappe Kok

Director of Finance and Operations

Karen Kraan

Director of Research, Knowledge and Advocacy

(vacancy)

Director of Partnerships and Communications

Works Council

Mama Cash has a Works Council (*Ondernemingsraad*) consisting of staff representatives. The Works Council addresses human resources policies and procedures in regular meetings with the Executive Director and the Senior Human Resources Officer.

Volunteers

In 2020 volunteers generously donated their time to support our Communications Team, Programmes Team and Red Umbrella Fund. In line with our volunteer policy, interns, Advisors and volunteers are not remunerated but are reimbursed for their travel expense to a set level. New volunteer positions are published on Mama Cash's website. The selection of volunteers is based on a review of candidates' qualifications.

Advisors support Mama Cash with expertise, experience and connections in the geographies and themes Mama Cash makes grants in. They are eligible to receive a yearly stipend of €100. By the end of 2020, the total number of Advisors was 35: four based in Africa and West Asia; 12 based in East, South, South East Asia and Oceania; six based in Europe and Central and North Asia; and 13 based in Latin America and the Caribbean.

Pensions

Since January 2010, Mama Cash has had two types of pension contracts. One is a defined contribution

contract for new personnel, which allows for sustainable investments, flexible employee contribution levels and a reduced risk for Mama Cash on incoming 'value transfers'. The other is a defined benefit contract that extended the existing pension contract. Both pension contracts were renewed for a period of five years as of 1 January 2020.

ISO

Mama Cash has implemented a quality management system consisting of ISO 9001:2015 certification and Partos 9001:2015 (version 2018, which also looks at integrity management). In June 2020, Mama Cash successfully passed the first interim audit for the period 2019-2022. The aim of the quality management system is to work efficiently together, manage external and internal opportunities and risks, and contribute to optimal efficiency of the organisation. The system ensures that we work methodically and regularly evaluate processes, systems and knowledge of employees. It also ensures that we identify opportunities to improve our work. We encourage staff to have an active role in this process.

Database

Since 2013, Mama Cash has used a customer relationship management system (CRM), which also facilitates fundraising and grantmaking administration and processes. In 2020 the focus for improvements was on designing the system for participatory grantmaking.

Sustainability principles

Mama Cash is committed to promoting an organisational culture that recognises the importance of sustainable practices. Mama Cash abides by the following Environmental Sustainability Principles (adopted in 2015):

- Reduce energy consumption.
- Reduce, recycle and re-use products.
- Include in our selection criteria for suppliers their performance on Corporate Social Responsibility (CSR), including respect for labour rights, environmental impact/concern, including animal welfare, and, if applicable, the advancement of women's, girls', trans people's and intersex people's economic participation/independence.
- Create internal and external awareness of and commitment to implementing our Environmental Sustainability Principles.

Due to the stop imposed on international travel because of the COVID-19 pandemic our actual contribution in

2020 to CO2-emissions was very low. In our Strategic Guide 2021-2030 we have given ourselves the target to reduce our CO2-emissions by 50% by 2030 compared to the average level of 2018-2019.

Risk management

Mama Cash must deal with risks that could adversely affect the work and achievements of the organisation. The organisation maintains a zero-tolerance policy against fraud, corruption, and violation of human rights. This approach is elaborated in our Code of Conduct, which all Supervisory and Managing Board members and all staff, interns and volunteers commit to upon joining the organisation.

Mama Cash has a risk management system in which the Management Team, staff and Supervisory Board jointly identify risks and discuss their likelihood, impact, appropriate mitigating measures and the residual risk (the risk remaining once mitigating measures have been implemented).

Mama Cash identifies the following risk categories and risks:

- *Strategic risk*: the risk of inappropriate or unrealistic programmes and initiatives, and failure to keep the organisation strong and relevant.
 - In order to prevent this risk from happening, we develop our programmes and plans in consultation with partners, and solicit regular feedback to ensure we stay relevant.
 - In 2020 these strategic risks were not realised, as can be concluded from the findings of our 2020 End-Term Review which found that Mama Cash's programmes provided much-needed (showing appropriateness) resourcing to the movements we aim to support; we also achieved all major objectives in 2020 (showing realistic programming).
- *Financial risk*: the risk of inadequate budget monitoring, of applications being rejected by institutional donors, of high dependency on one single donor, and of a (slowly) diminishing individual donor base.
 - To prevent this risk from happening, Mama Cash has made fundraising from individual and institutional donors an organisational priority in 2019 and 2020 and freed up additional resources to invest in fundraising.
 - In 2020, none of these financial risks occurred. Several applications for multi-year funding were approved and our individual donor base was stable.
- *Compliance risk*: the risk of fraud and not meeting agreements with donors.
 - Measures taken to prevent fraud from happening inside Mama Cash include a very strict application of the two-person authorisation principle, and segregation of responsibilities in the financial administration; externally, Mama Cash applies inter alia a careful due diligence and financial monitoring procedure in its grantmaking process.
 - In 2020 the impact of this risk was very low; only one case of fraud was reported by a grantee-partner for a relatively small amount (0.002% of our overall grantmaking budget). In consultation with Mama Cash, the grantee-partner has done everything legally possible to recover the missing amount.
- *Reputational risk*: the risk of losing goodwill and status in the community due to bad or inappropriate publicity.
 - In 2020 this risk was not realised.
- *Operational risk*: the risk of inadequate digital security or poor human resource management policies.
 - For an overview of measures to mitigate the effect of COVID-19 on our staff, see the section on Human resources on page 55.
 - In 2020, these operational risks were not realised.

Risk appetite

Mama Cash has a high appetite for risk when it comes to supporting groups working on sensitive issues and groups working in repressive contexts. While there may be no guarantee of short-term success, we are committed to supporting these groups because they make crucial contributions that usually manifest in the longer-term in shifting social norms and narratives as well as laws and policies and other impacts on society in favour of advancing human rights and social justice. They also support and protect people in situations where human rights and social justice issues are particularly under-addressed and contested. Mama Cash takes a conservative approach with a very low risk profile when it comes to making financial commitments: all financial commitments to grantee-partners are backed by secured funding, while the operational budget is covered for 95% by secured funding.

Mama Cash conforms to the laws and regulations that apply to Dutch fundraising organisations. Dubois & Co. is Mama Cash's independent financial auditor. They conduct annual audits according to international accountancy standards, check Mama Cash's administrative procedures and assess our internal control systems. Mama Cash was awarded the Central



Mama Cash's Amsterdam-based staff met for a socially distanced get-together in September.

Bureau on Fundraising Hallmark (*Centraal Bureau Fondsenwerving*) in 1998, is a member of the Dutch Charities Association (Goede Doelen Nederland), and follows the Good Governance Code for Charities (SBF: *Samenwerkende Brancheorganisaties Filantropie*). Mama Cash implements the European Union's General Data Protection Regulation in all applicable aspects of its work.

Managing Board report

Accountability statement

This accountability statement from the Managing Board of Mama Cash highlights the main issues relating to governance and financial and risk management insofar as they affect achievement of the objectives of Mama Cash.

Mama Cash upholds the general principles of the Good Governance Code for Charities (SBF: *Samenwerkende Brancheorganisaties Filantropie*).

Supervisory Board carries out an internal evaluation of how it and its members function and discusses recommendations about improving its functioning.

Distinction between supervisory, managerial and executive functions

Since November 2018 Mama Cash has a two-tier board (Managing Board and Supervisory Board). All powers and responsibilities of Mama Cash are vested in the Managing Board, which consists of one member, the Executive Director. The Supervisory Board oversees the Managing Board. The Supervisory Board reports separately on its activities.

Mama Cash's principles of governance are set out in the documents: *Articles of Association*, *Supervisory Board Regulations* and *Managing Board Rules*. The Articles of Association state, among other things, which decisions of the Managing Board require the Supervisory Board's prior approval (inter alia adoption of annual accounts and annual plan and budget, dissolution of the organisation and amendment of the articles of association). For day-to-day management, the Executive Director works with four team directors in a management team. Decision-making in the management team is based on consensus-building; certain decisions always require approval of the Executive Director. This decision-making model is set out in the *Managing Board Rules*.

The Supervisory Board reflects the diverse and international character of Mama Cash and our stakeholders. Supervisory Board members are recruited based on their competencies and expertise, such as knowledge of grantmaking, programming, communications, fundraising or finance. One of the co-chairs must be based in the Netherlands and the other outside of the country. The Audit and Risk committee must have expertise on Dutch accountancy regulations. The Supervisory Board follows a nomination protocol for recruiting, selecting and appointing new members. At every third meeting the

Optimisation of the effectiveness and efficiency of expenditure

Mama Cash's use of funds is guided by multi-year strategic plans and budgets. The 2015-2020 strategic plan, *Funding Feminist Activism*, was approved by the Supervisory Board in April 2015. In October 2020 the Supervisory Board approved the Strategic Guide 2021-2030. Mama Cash produces annual plans including: activities, intended results, responsibilities, resources and timelines. The Supervisory Board approves the organisation's annual plans and is informed about progress via semi-annual meetings and financial income and expense reports. The Management Team, led by the Executive Director, discusses progress and forwards these reports to the Supervisory Board.

Potential grantee-partner organisations must submit a short Letter of Interest (LOI) to Mama Cash. Criteria and procedures are explained on the Mama Cash website in English, Dutch, French, Russian and Spanish. Groups that proceed beyond the LOI phase are engaged in discussion about vision, goals, structure, capacities, strengths and challenges. Work plans with indicators of success are developed collaboratively.

Monitoring of grants takes place via narrative and financial reports, as well as through direct contact (via various online communication channels, telephone or in person). A priority is placed on learning, in order to support the organisational development of grantee-partners.

Mama Cash reports on progress toward programmatic outcomes to institutional donors and other stakeholders and conducts periodic evaluations about effectiveness and impact.

Mama Cash is audited annually by Dubois & Co. The auditor reports back to the Managing and Supervisory Board through the *Audit Report*. The auditors, the Executive Director and members of the Supervisory Board's Audit and Risk Committee discuss the audit findings and report annually to the Supervisory Board.

Communication with stakeholders

Through our communications, we are accountable to our stakeholders. We stimulate donors and policymakers to become allies of women's movements, facilitate learning, and increase donor giving and loyalty. In all communications Mama Cash complies with Dutch privacy legislation, including the EU's General Data Protection Regulation (GDPR). In its communications policy Mama Cash explains how we uphold principles of effectiveness, efficiency, clarity and cultural awareness and how we respond to complaints. This policy is available upon request; the complaints policy is available on the website.

This table provides a summary of Mama Cash's key stakeholders and how we interact with them.

Stakeholders	How we interact
Grantee-partners	Written agreements (work plans, budgets and contracts), regular individual communication, and convenings.
Individual donors	Meetings, calls, online events, reports, newsletters, website, social media, and podcasts.
Foundations, governments and lotteries	Contracts for financial collaborations; meetings, reports, evaluations, and publications.
Activist networks	Meetings, convenings, podcasts, social media, newsletters, news updates on website and events.
Advisors	Regular updates, individual communication and convenings.
Employees and volunteers	Development of strategic plans, annual plans, risk assessment, team plans and individual work plans and associated budgets; regular staff meetings and evaluations.
General public	Website, social media, online digital campaigns, PR and media publications.

Financial management

General

Financially, Mama Cash had a stable year in 2020. We were able to raise the income we set out to raise, and our expenditures stayed within budget. Indeed, we had

strong results in 2020 from a financial sustainability perspective, as we had several 3-5 year grants approved, all for substantial amounts. We recognise that this experience of financial health contrasts starkly with the experience of so many people in the world in 2020, and especially the groups and activists that we support, in the context of the COVID-19 pandemic.

Income

Our total available income equalled €14,148,276, which is 98% of the projected amount. Within the income budget categories there are some variances, though all variances stayed well below 10% and hence well within acceptable limits.

We raised slightly more income from individual donors than projected, and substantively more than in 2019: 134%. We see this as a confirmation of our earlier analysis that the lower amount in 2019 was an exception to the trend, which has been going upward for some years now. Several legacies, for which we are very grateful, contributed to the good result in 2020.

The lower income for Alliance partners is because the Dutch Ministry of Foreign Affairs withholds 1% of the total grant amount until the final report for the CMI! grant (due in June 2021) is approved.

Expenditures

Overall, our expenditures stayed well within budget. The pandemic had a serious impact on how and for what we spent our budget, but less so on the total volume of expenditures. We used several cost savings because of the pandemic to create a "Recovery and Resilience Fund" for grantee-partners who were hard hit by the lockdowns and other restrictive measures in their countries. The Recovery and Resilience Fund enabled our partners to continue their work on movement building and influencing. These funds would otherwise have been spent as "implementation costs" and have now been spent as direct grantmaking. This explains to a large extent the lower than budgeted expenditures for the "Strengthening Women's Funds implementation costs" and "Influencing the Donor Community implementation costs". In addition, personnel costs which were originally allocated to "Influencing the donor community" were later allocated to direct grantmaking implementation costs.

Spending on Strategies, Income acquisition costs and Management and Administration costs

The percentage of our expenditures spent on strategies was in line with the budgeted percentage (86% vs. 85%). The lower implementation costs were offset by higher grantmaking expenditures. Although the percentage spent on Income acquisition costs was in line with the budget (9% vs. 10%), the amount spent on Income acquisition costs was lower than projected (€1,405,164 vs. €1,649,210). The impossibility during most of the

year to organise events meant that expenditures stayed behind planning. Nevertheless, the overall results for income acquisition were very good.

The amount and percentage spent on Management and Administration (€735,554 or 5%) were in line with our budget. The office was closed for most of the time since the first lockdown in the Netherlands in March. The costs savings resulting from this – e.g. cleaning costs, commuting costs – were partly offset by new costs, e.g. to support staff in getting a proper working from home equipment.

The share of income acquisition, and management and administration costs are in line with our policies.

Financial sustainability and future expectations

We managed to lay a strong foundation for the next 3- 5 years, thanks to the approval of several large multi-year grants. Very prominent among these are the two grants from the Dutch Ministry of Foreign Affairs, for our work in our CMI! and GAGGA Consortiums. Both grants run from January 2021 to December 2025. Together they count for around 55% of our projected annual income. We also secured a 5-year grant from Ford Foundation, a new donor for us, for core support. And we secured longer-term support from several of our long-standing allies, such as Foundation For A Just Society, Oak Foundation and Wellspring Philanthropic Fund. These successes will allow us to invest more time in prospect researching in the next few years, and to focus on getting new donors interested in our work. This will help us to broaden our donor base and lay the foundation for the years after 2025.

In 2021 we also hope to secure a multi-year grant for core support from Sida. We are optimistic, but guarantees have not been given. It is a renewal grant, but the expectations and requirements are different from the previous renewal five years ago.

The high commitment of Mama Cash's individual donors is an important and extremely valuable asset which provides a firm, stable financial basis and also provides us with important flexibility. Parallel to the fundraising efforts aimed at institutional donors, Mama Cash is therefore also working hard on strengthening its fundraising with individual donors. Knowing that a sustained effort of several years is required to realise the desired structural increase of our income from individual donors, Mama Cash has created a designated reserve to ensure that there are always sufficient resources available for focused and intensified fundraising. Given its importance for our sustainability, Mama Cash keeps the reserve intact.

Risks

In financial terms, the biggest risk is that the Sida renewal will not be approved. This would have a serious

effect on our operational capacity. We are optimistic about the chance of success, and are carefully preparing our proposal, where appropriate and possible in dialogue with Sida.

Apart from that, our financial risks in 2021 are considered to be low. A more elaborate description of our risk management process can be found in chapter "Organisational report".

Reserves and funds

In 2015 the Supervisory Board set the (minimum) target for our continuity reserve at 60% or seven months of our annual operational costs budgeted for the next financial year. Currently the reserve stands at 62%. The rationale behind this target is that the process of applying for grants from major institutional donors is unpredictable in term of time as well as outcome. The continuity reserve must therefore enable Mama Cash to sustain an improbable but nevertheless possible period of several months in which grants of major institutional donors have already expired but new applications are still in process. The fact that several major grants expire at the same date reinforces the need to have this reserve. The other reason behind the target for the continuity reserve is that it would enable Mama Cash to responsibly contract in the unlikely event that this becomes necessary.

Investments

Mama Cash has a Supervisory Board-approved investment policy:

- Mama Cash is a socially responsible organisation and socially responsible investments are a priority. Investments are based on sound, professional financial advice and are consistent with the values and mission of Mama Cash.
- Assets are managed by one or at maximum two professional asset managers. The asset manager must have a top-three sustainability ranking. The Supervisory Board, represented by the Audit Committee, is responsible for the selection of the asset manager. The Managing Board is responsible for monitoring of the asset manager.
- Mama Cash aims to achieve a balance between risk and return in the investment portfolio. To this end, we use two different profiles. Part of the portfolio will aim to at least maintain its real value; this part of the portfolio will typically have a lower risk profile than the second part of the portfolio, which will aim for a financial return, while maintaining at least the real value of the portfolio.
- Mama Cash aims to have a social return on our investments. The social return should contribute to the objectives of Mama Cash. Investments are therefore preferably aimed at funds that strengthen women/LBTI entrepreneurship or aimed at shares of companies that offer decent wages and labour

conditions for women. If there is a high social return, the financial return may be lower.

- The financial return will be used for projects or to cover operational costs of Mama Cash.
- The asset manager uses screens for socially responsible investments in line with the values and mission of Mama Cash. Inclusionary screens guide managers toward socially responsible investments, including companies and funds that respect labour rights and embrace collective labour agreements, and that directly or indirectly contribute to the protection of the environment. Exclusionary screens guide asset managers away from investments in companies and funds that directly or indirectly contribute to violations of human rights (including child or forced labour), that engage in discriminatory or corrupt practices, or that are engaged in the production of tobacco, or the production and supply of weapons.
- Mama Cash does not invest income from government subsidies, grants from foundations or lotteries. If such funding is not expended in the year of receipt, the balance will be kept in a savings account.
- The investment policy is applicable to all investments in stocks, bonds, funds, savings, and deposit accounts, and other possible assets.

Per 31 December 2020, the division between shares and bonds in the investment portfolios of Mama Cash was 75%:25%. Although 2020 was an extremely volatile year for the stock exchange markets, with a steep decline after the COVID-19 pandemic started, in the end Mama Cash could note overall a positive return of €106,323 on its investments.

Accountability

In the opinion of the Managing Board and the Supervisory Board, the financial statements as prepared by the management for the year ending 31 December 2020 truly and fairly reflect the financial position and operations of Mama Cash. The 2020 Annual Report gives a true and fair reflection of the programmes, activities and results achieved in 2020, based on what was agreed upon in the 2020 annual plan.

The Managing Board and Supervisory Board are pleased with the 2020 implementation of the 2015-2020 Strategic Plan that has taken place.

April 20, 2021

Supervisory Board activities

Supervisory Board activities in 2020

In 2020 two meetings were held in March/April and October. Due to COVID-19, both meetings were held virtually, the former spread over four days, consisting of two- or three-hour meetings and the latter divided over three days, consisting of two and a half- to three-hour meetings.

Bi-monthly Executive Director/Co-Chair calls were held in February, April, June, July, September and November. During the calls, the Executive Director reported on progress, activities and finances in the context of the 2020 annual plan, and the Supervisory Board meetings were prepared. An additional meeting between the Executive Director and the Co-Chairs was held in December regarding the Executive Director's Performance Development (appraisal), in which the Executive Director's functioning was assessed.

The March/April Supervisory Board meeting focused on approving the audited accounts and Annual Report for 2019, the Renewal of the Policy on Board Expenses and the annual reviewing of the Conflict of Interest register.

During the October Supervisory Board meeting, the Supervisory Board approved the Strategic Guide 2021-2030 (including the Multi-annual Budget 2021-2025), the Nomination Protocol (including the Offer Matrix – a tool for assessing and selecting new Supervisory Board members) and reviewed the Risk Assessment (summary of organisational risks and measures).

Composition of the Supervisory Board in 2020

At the end of 2020, the Supervisory Board had seven members. Board members are appointed for a period of three years. Performance assessments and requirements for membership determine the outcome of the renewal process. Board members can serve a maximum of three three-year terms.

The Supervisory Board committees, which were appointed in October 2018, have remained as such. With Khadijah Fancy and Jessica de Abreu stepping down in 2020 and Fadzai Muparutsa still in interim position for the Governance and Nomination Committee (while also remaining seated in the Remuneration Committee), the committees are as follows:

- *Governance and Nomination Committee*: Tracey Tully, Farah Salka (Co-Chair) and Fadzai Muparutsa;
- *Audit and Risk Committee*: Nita Wink, Oriana Lopez and Farah Salka;
- *Remuneration Committee*: Fadzai Muparutsa, Nancy Jouwe (Co-Chair) and Anna Kirey.

Committees

Governance and Nomination Committee	Recommends to the Supervisory Board criteria and procedures for the selection of Supervisory Board members and identifies and recommends to the Supervisory Board candidates for the Supervisory Board, if applicable. Oversees self-assessment by the Supervisory Board and its committees every third meeting.
Audit and Risk Committee	Oversees the review and audit of the organisation's books and records, financial reporting and compliance reporting and reviews the organisation's overall risk strategy and risk management, including its risk culture and risk tolerance. Advises the Supervisory Board on the organisation's annual budget and annual accounts.
Remuneration Committee	Assists the Supervisory Board with respect to Mama Cash's remuneration strategy and principles for the Executive Director; ensures that the structure and level of the Executive Director's remuneration is appropriate in view of the required level of professionalism and compliant with the Dutch Charities Association (Goede Doelen Nederland) Directive on Remuneration of Executive Directors and other legislation and regulations.

Changes to the Supervisory Board

During the October meeting, Khadijah Fancy stepped down as Supervisory Board member. Khadijah served on the Board since November 2011 and served three full terms until November 2020, including serving as the Co-Chair from 2015-2019. The Supervisory Board thanks her for her substantial contribution to Mama Cash. In the same meeting, the Supervisory Board decided to ask Jessica de Abreu to step down, as she was not able to fully participate as a Supervisory Board member due to personal reasons. Nancy Jouwe was appointed as interim staff liaison. It was also decided by the Supervisory Board to extend Oriana Lopez Uribe's second term, as well as Tracey Tully's third term.

Board expenses and remuneration

Supervisory Board members are not remunerated but may claim compensation for reasonable expenses. In 2020 the Supervisory Board expenses were €1,493, consisting mainly of insurance. The amount was lower than the previous year due to travel refunds resulting from COVID-19-related flight cancellations.

The remuneration of the Managing Board/Executive Director Zohra Moosa is based on the Dutch Collective Labour Agreement for Social Work (CAO Sociaal Werk). The remuneration of the Executive Director is within the applicable limits set by Dutch Charities Association (Vereniging Goede Doelen Nederland) and Dutch law (Wet Normering Top-inkomens). For more details, see table 22 on [pages 88 and 89](#).

In 2020, the Executive Director served her last year on the Governing Council of the European Foundation Centre. The three-year term of Mama Cash on the EFC Governing Council (May 2017 - May 2020) came to a close on 20 May. She did not receive remuneration for this function. The Executive Director has also been a supervisory board member of Fossielvrij NL since June 2020, a position for which she does not receive remuneration.

Composition of the Supervisory Board* of Mama Cash as of December 2020

	Function	Board member since	Affiliation/profession	Additional functions
Farah Salka	Co-Chair	Since January 2013 Reappointed January 2016 Reappointed January 2019 Appointed Co-Chair in October 2019	Co-founder and Executive Director of the Anti-Racism Movement in Lebanon. Feminist, anti-racist and grassroots organiser working with Migrant Community Center(s), asylum seekers and migrant domestic workers. Adviser and trainer in human rights education. Farah is based in Lebanon.	<ul style="list-style-type: none"> • Global Advisory panel member Equality Fund • Advisory Board member The A-Project • Advisory Board member of Doria Fund
Nancy Jouwe	Co-Chair	Since September 2018 Appointed Co-Chair in October 2019	Lecturer, researcher, publicist and public speaker, with an interest in intersectionality, colonial history, arts, heritage and inter-cultural dialogue. Teaches at University of the Arts Utrecht, Amsterdam University College and the Council on International Educational Exchange. Affiliate researcher at Gender Studies, Dutch colonial history and the Dutch Black Humanities Department, Utrecht University. Nancy lives in the Netherlands.	<ul style="list-style-type: none"> • Chair of the Supervisory Board of BAK (Basis voor Actuele Kunst) • Board member of the Association of the Royal Institute of Southeast Asian and Caribbean Studies • Project leader of public history project Mapping Slavery (transnational research project that maps the Dutch colonial history of slavery) • Co-author and editor of several publications on Dutch colonial history and the Dutch Black women's movement
Khadijah Fancy	Member	Since November 2011 Reappointed November 2014 Co-Chair Oct 2016-Oct 2019 Reappointed November 2017 Finalised term November 2020	Development practitioner, with a background in gender and women's rights. Khadijah lives in the United Kingdom.	<ul style="list-style-type: none"> • Advisor to trusts and foundations on giving to women's issues globally • Consultant to NGOs on raising funds
Tracey Tully	Member	Since March 2015 Reappointed March 2018	Community mobilisation expert, with experience working with sex workers in East, South & Southeast Asia and Oceania. Tracey is Maori, a descendant of the Tuhoe tribe and lives in New Zealand.	<ul style="list-style-type: none"> • Consultant for the Ministry of Health in New Zealand in the Pacific Health team • Volunteer at NZPC (New Zealand Prostitutes Collective) • Active member of the sex work community
Anna Kirey	Member	Since October 2016 Reappointed in October 2019	Independent consultant with background in gender and sexuality in Central Asia and Eastern Europe. Advocacy and Human Rights Trainer. Anna is originally from Ukraine, spent a decade in Kyrgyzstan and currently lives in Sweden.	<ul style="list-style-type: none"> • Advisory Board member Astraea Lesbian Foundation for Justice • Advisor Urgent Action Fund for Women's Human Rights • Founding member of Labrys (one of Central Asia's largest LGBT organisations)
Nita Wink	Member	Since October 2016 Reappointed in October 2019	Independent executive coach, leadership consultant and horse assisted systemic coach. Nita lives in the Netherlands.	<ul style="list-style-type: none"> • Co-Chair of the International Advisory Board of Skateistan Foundation (international NGO based in Berlin, active in Afghanistan, Cambodia, Jordan and South-Africa for young people - especially girls – from different ethnic and socioeconomic backgrounds)
Fadzai Muparutsa	Member	Since August 2017 Reappointed in August 2020	Advocacy Manager for Coalition of African Lesbians. Experienced human rights and social policy consultant, focused on advocacy, research and policy development targeting vulnerable and marginalised groups, in particular LGBT/GNC people and communities. Fadzai lives in South Africa.	<ul style="list-style-type: none"> • Advisory Board member Astraea Lesbian Foundation for Justice • Works with the African Commission on Human and Peoples' Rights, the South African Human Rights Commission (Johannesburg) and the United Nations Human Rights Council
Oriana López Uribe	Member	Since February 2018	Executive Director of Balance(feminist organisation in Mexico working to achieve sexual and reproductive justice). Abortion enthusiast working for abortion access, training abortion doulas and reducing stigma at individual and community levels. Advocate for Sexual and Reproductive Justice policies at international, regional, national and local levels. Oriana lives and works in Mexico.	<ul style="list-style-type: none"> • Member of the feminist alliance RESURJ-Realizing Sexual and Reproductive Justice • Member of the Vecinas Feministas por la Justicia Sexual y Reproductiva en América Latina y el Caribe • MARIA Abortion Fund for Social Justice spokesperson
Jessica de Abreu	Member	Since September 2018 Stepped down November 2020	Anthropologist and activist, focused on the field of the African Diaspora, anti-racism and intersectionality. Jessica is based in the Netherlands.	<ul style="list-style-type: none"> • Board member at New Urban Collective (network for students and young professionals from various cultural backgrounds) • Co-founder of The Black Archives (one of the first historical archives in the Netherlands that focuses on Black Dutch history and beyond)

*None of the Board functions are remunerated.

Financial report 2020

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Balance as of 31 December 2020

(after appropriation of results)

All amounts are in euros.

(The numbers in parentheses refer to the explanatory notes for the balance sheet on [pages 77-81.](#))

	31/12/2020	31/12/2019
Assets		
Tangible assets (1)	51,269	55,917
Intangible assets (2)	1,515	18,772
Investments (3)	2,806,733	2,715,031
Receivables (4)	5,581,150	2,093,991
Liquidities (5)	10,422,696	11,258,110
Total assets	18,863,363	16,141,821
Reserves		
Continuation reserve (6)	2,729,896	2,707,991
Designated reserves (7)	390,527	412,432
Total reserves	3,120,423	3,120,423
Funds		
Designated funds (8)	4,131,619	4,899,062
Donor advised and named funds (9)	1,623,000	1,872,329
Total funds	5,754,619	6,771,391
Long-term liabilities (10)	32,123	86,807
Short-term liabilities (11)	9,956,198	6,163,201
Total liabilities	18,863,363	16,141,821

Statement of income and expenditures as of 31 December 2020

All amounts are in euros.

(The numbers in parentheses refer to the explanatory notes for the statement of income and expenditures on pages 82-90.)

	Actuals 2020		%	Budget 2020		%	Actuals 2019		%
INCOME									
Income from individual donors (13)									
Individual donors	1,201,964			1,600,000			1,095,541		
Income from inheritances / legacies	381,500			0			64,839		
Donor advised funds	100,900			0			100,400		
Total income from individuals	1,684,364	12%		1,600,000	11%		1,260,780	8%	
Income from foundations (14)									
Foundations	2,704,826			2,781,778			1,867,595		
Total income from foundations	2,704,826	19%		2,781,778	19%		1,867,595	12%	
Income from lottery organisations (15)									
Dutch Postcode Lottery	1,704,010			1,692,970			2,439,735		
Total income from lottery organisations	1,704,010	12%		1,692,970	12%		2,439,735	16%	
Income from governments (16)									
Governments	3,933,589			3,981,250			5,260,138		
Income for Alliance partners	4,092,250			4,330,000			4,255,000		
Total income from governments	8,025,839	57%		8,311,250	58%		9,515,138	63%	
Sum of the income raised	14,119,039	100%		14,385,998	100%		15,083,248	100%	
Other income (17)									
Other income	29,237			0			100,124		
Total other income	29,237			0			100,124		
TOTAL INCOME	14,148,276			14,385,998			15,183,372		
% of budget		98%						109%	
% of last year		93%						86%	

Financial report 2020

Statement of income and expenditures as of 31 December 2020 (continued)

	Actuals 2020	%	Budget 2020	%	Actuals 2019	%
EXPENDITURES RELATED TO STRATEGIES (18)						
Payments to Alliance Partners	4,160,631	27%	4,330,000	27%	4,255,000	28%
Grantmaking and accompaniment						
• Body portfolio	1,089,500		1,050,000		1,044,225	
• Money portfolio	1,444,985		1,280,000		1,259,225	
• Voice portfolio	1,032,000		840,000		840,000	
• Opportunity portfolio	50,000		50,000		50,000	
• Accompaniment portfolio	98,209		285,000		285,000	
• Spark portfolio	66,150		20,000		-	
• Red Umbrella Fund (19)	712,000		750,000		835,000	
Total direct grantmaking	4,492,844	29%	4,275,000	27%	4,313,450	28%
- Grantmaking and accompaniment implementation costs	2,331,696	15%	2,387,298	15%	1,955,716	13%
Total grantmaking and accompaniment	6,824,540	45%	6,662,298	41%	6,269,166	41%
Strengthening women's funds						
• Women's funds direct grantmaking	1,067,000		1,020,000		1,696,000	
• Strengthening women's fund Implementation costs	286,781		461,032		297,967	
Total Strengthening women's funds	1,353,781	9%	1,481,032	9%	1,993,967	13%
Influencing the donor community						
• Influencing the donor community implementation costs	789,291		1,236,620		787,424	
Total Influencing the donor community	789,291	5%	1,236,620	8%	787,424	5%
TOTAL EXPENDITURES RELATED TO STRATEGIES (including Alliance Partners)	13,128,243	86%	13,709,949	85%	13,305,557	86%
(as percentage of total income)		93%		95%		88%
Fundraising						
• Fundraising costs	1,405,164	9%	1,649,210	10%	1,471,139	10%
(as percentage of fundraising income)		10%		11%		10%
Management and administration						
• Management and administration costs	735,554	5%	771,583	5%	638,063	4%
TOTAL EXPENDITURES (20)	15,268,960	100%	16,130,743	100%	15,414,759	100%
% of budget	95%				101%	
% of last year	99%				108%	
RESULT BEFORE FINANCIAL INCOME AND EXPENDITURE	-1,120,684		-1,744,745		-231,387	
Financial income and expenditure (23)						
• Result on investments	106,323		0		314,395	
• Exchange rate differences	-2,410		0		-4,280	
Total financial income and expenditure	103,913		0		310,115	
RESULT	-1,016,772		-1,744,745		78,729	
Result allocation						
• Designated funds	-767,443		-2,646,388		371,732	
• Donor advised funds and named funds	-249,329				-293,003	
• Designated reserves	-21,905				-49,631	
• Continuation reserve	21,905		-		49,631	
RESULT ALLOCATION	-1,016,772		-2,646,388		78,729	
RESULT AFTER RESULT ALLOCATION	0		901,643		0	

Overview grantmaking and contributions to Alliance partners

Overview grantmaking and contributions to Alliance Partners	Actuals 2020	% of total expenditures (incl. Alliance Partners)	% of total expenditures (excl. Alliance Partners)	Budget 2020	% of total expenditures (incl. Alliance Partners)	% of total expenditures (excl. Alliance Partners)
Total expenditure (incl. payments to Alliance Partners)	15,268,960			16,130,743		
Total expenditure (excl. payments to Alliance Partners)	11,108,329			11,800,743		
Direct grantmaking and payments to Alliance Partners	9,720,475	64%		9,625,000	60%	
Direct grantmaking	5,559,844		50%	5,295,000		45%

Cash flow statement

All amounts are in euros.

(The numbers in parentheses refer to the explanatory notes for the cash flow statement on [page 73](#).)

	2020	2019
Cash flow from operational activities (1)		
Mutation in reserves	0	0
Mutation in funds	-1,016,772	78,729
Result	-1,016,772	78,729
Adjustments for:		
• Depreciation of tangible fixed assets	33,175	42,058
• Depreciation of intangible fixed assets	17,257	39,220
• Changes in the value of investments	-121,146	-312,290
	-70,714	-231,012
Changes in working capital:		
• Receivables	-3,487,159	-1,059,024
• Short-term liabilities	3,792,993	-5,915,400
	305,834	-6,974,424
Cash flow from operational activities	-781,652	-7,126,707
Cash flow from investment activities (2)		
Investment/divestments in:		
• Tangible assets	-28,527	-31,646
• Intangible assets	0	0
• Equity and bonds	29,444	37,554
Cash flow from investment activities	917	5,908
Cash flow from financing activities (3)		
Adjustments in long-term liabilities	-54,684	-45,995
Cash flow from financing activities	-54,684	-45,995
Increase / decrease in liquidities	-835,419	-7,166,794
Liquidity movements		
Cash and cash equivalents as of 1 January	11,258,110	18,424,904
Increase in cash and cash equivalents	-835,419	-7,166,794
Cash and cash equivalents as of 31 December	10,422,691	11,258,110

Explanatory notes

for the cash flow statement

The cash flow overview is drawn up according to the indirect method. Cash flows in foreign currency have been converted into euros using the exchange rate valid on the transaction date.

In 2020 the cash and cash equivalents decreased by €835,418. This decrease can be explained as follows:

1. Changes in cash flow from operational activities

Mutation in designated, donor advised and named funds

The change in funds is the main factor in the smaller change in cash flow (relative to 2019). It is largely accounted for by the addition of designated and donor advised commitments which are earmarked for specific projects (see also note 8 and 9: Funds, [pages 79-80](#)).

Changes in the value of investments

The changes in the value of investment can be explained by unrealised investment results on the sustainable investment portfolio.

Changes in working capital

The changes in working capital decreased from €6,974,424 in 2019 to €305,834 in 2020. In 2020 the change in the working capital was mainly due to a decrease from the grants to be received from €1,951,256 to €1,519,522. In 2019 this change was due to the category 'funds received in advance'. In that year the funds received in advance had decreased from €9,057,175 in 2018 to €3,065,928 (see also note 4: Receivables, [page 78](#), and 11: Short-term liabilities, [page 81](#)).

2. Changes in cash flow from investment activities

The change in cash flow from investment activities between 2019 and 2020 is very small. It is due to the investments in tangible assets, and equity and bonds (see also note 3: Investments, [page 77](#)).

Explanatory notes for the annual accounts

Mama Cash Foundation

Courageous women's, girls', and trans and intersex people's human rights organisations worldwide need funding and supportive networks in order to grow and transform their communities. Mama Cash mobilises resources from individuals and institutions, makes grants to women's, girls', and trans and intersex people's groups, and helps to build the partnerships and networks needed to successfully defend and advance women's, girls', and trans and intersex people's human rights.

The office of Mama Cash is located at Eerste Helmersstraat 17 in Amsterdam. The Mama Cash Foundation was established in 1983. It is registered with the Chamber of Commerce in Amsterdam under number 41202535.

The Netherlands Fundraising Regulator (*CBF Toezichthouder Goede Doelen*) first awarded Mama Cash its Hallmark in 1998. CBF is an independent organisation that has monitored fundraising by Dutch charities since 1925. Its task is to promote responsible fundraising and expenditures by reviewing fundraising institutions and providing information and advice to governmental institutions and the public. The Hallmark designation for Mama Cash was renewed in 2020 for a period of three years.

The Dutch Tax and Customs Administration has designated Mama Cash as an 'Institution for the General Good' (*Algemeen Nut Beogende Instelling, ANBI*). Therefore, Mama Cash is exempt from gift tax and inheritance tax in the Netherlands. Dutch donors to Mama Cash can deduct their donation from their income taxes or corporate taxes (within legal limits).

Guiding principles

The annual accounts are prepared in accordance with the accounting guidelines for fundraising institutions ('Directive 650') of the Dutch Accounting Standards Board (DASB). The objective of these guidelines is to provide the public with clarity about the costs of fundraising, the use of the funds, and whether funds have been spent in accordance with the purpose for which they were raised. In addition, the guidelines provide accounting templates which must be used by every Dutch fundraising institution in order to ensure transparency.

Accounting principles

General

The accounting concepts applied to the value of assets and liabilities are based on historical costs. Revenue and expenses are allocated to the period to which they are related.

Change in accounting policy

There have been no changes in accounting policy.

Foreign currency

The currency of reporting is the euro. Assets and liabilities in foreign currency are valued against exchange rates as of 31 December 2020. Transactions in foreign currencies are recalculated at the exchange rate on the transaction date. Exchange rate differences are stated under 'Financial income and expenditure'.

Tangible and intangible fixed assets

The tangible and intangible fixed assets are valued at their acquisition value and are subject to the deduction of linear depreciation based on their estimated economic lifetime. Office refurbishment costs have been depreciated through the end of the rental contract (March 2025), which is approximately 10% of the costs per year. The following percentages are used:

Inventory and office equipment: 20.00%

Hardware and software: 33.33%

Investments

Bonds and shares are assessed at their market value. Unrealised value differences on investments and funds, both those listed on the stock exchange and those not listed, are applied directly as a benefit or a charge against the result.

Other assets and liabilities

Assets and liabilities expressed in foreign currencies are converted using the exchange rate on the balance date.

Reserves and funds

The reserves consist of freely disposable capital and designated reserves. The freely disposable capital provides security for the continuity of the organisation. Mama Cash's policy is to maintain sufficient freely available capital to cover the operational costs of the organisation for at least seven months (60%). A positive financial result can only be added to the reserves if it is allocated to unrestricted income. Unutilised funds

from bilateral donors cannot be added to reserves. Designated reserves are reserves that are allocated for a specific purpose, which cannot be (sufficiently) resourced from the regular operational budget. If there are no withdrawals for three consecutive years, a designated reserve will be ended and added to the continuity reserve (freely disposable capital).

Designated funds, including donor advised funds and named funds, are funds that are allocated to specific activities by contract or general regulations (designated fund assets). Designated funds that have not been used during the financial year are transferred to the next year.

Income and expenditures

Income and expenditures are accounted for on a historical cost basis in the year to which they relate. Income from gifts is accounted for in the year of receipt or at the moment such gifts become expendable. Grants allocated to women's, girls', and trans and intersex people's groups and to women's funds are accounted for at the moment the grant has been officially approved by the Executive Director.

Cost allocation

Personnel costs for staff members are directly allocated to the following cost categories: grantmaking and accompaniment, strengthening women's funds, influencing the donor community, fundraising costs, and management and administration. Accommodation costs, office costs, and depreciation costs are allocated to these cost categories based on the average FTEs during the year 2020. The total number of FTEs includes replacement as a result of pregnancy and care leave.

Costs are allocated as follows:

Type of cost	Allocation
Supervisory Board	100% Management and administration
Executive Director	30% Management and administration 15% Fundraising 55% Influencing the donor community
Grants- and donor administration	85% Grantmaking 15% Fundraising
Data management	50% Grantmaking and accompaniment 50% Fundraising
IT and human resources	100% Management and administration
Finance and administration	30% Grantmaking 20% Fundraising 50% Management and administration
Accommodation	Allocation pro rata based on average FTEs
Office and general costs	Allocation pro rata based on average FTEs
Depreciation	Allocation pro rata based on average FTEs
Average FTE 2020	
Grantmaking and accompaniment	14.06
Red Umbrella Fund	4.28
Strengthening women's funds	3.11
Influencing the donor community	6.38
Fundraising	9.23
Management and administration	7.20
Total	44.24

Pension

Since 1 January 2005 Mama Cash has had a defined benefit pension scheme. Under this scheme, a pension is allocated to employees upon reaching the pension entitlement age depending on salary and years of service (referred to as the 'average salary scheme'). Mama Cash has amended the defined benefit pension scheme to function as if it were a defined contributions pension scheme in accordance with options offered to small-scale legal entities. The premiums payable are accounted for as a charge in the profit and loss account. Insofar as the premiums payable have not yet been paid, they are included in the balance sheet as an obligation. Due to this amendment method, not all of the risks related to the pension scheme are expressed on the balance sheet.

Since 1 January 2010 Mama Cash has made a defined contribution pension scheme available to new personnel. The conditions described above are also applicable to this pension scheme.

Grantmaking

Commitments made by Mama Cash to women's, girls', and trans and intersex people's organisations and women's funds have been incorporated into the balance. Multi-year grants are taken into account in full during the first year in which they are awarded.

Donations

Direct individual donations have been incorporated on a cash basis.

Inheritances

Inheritances are included in the financial year in which the notarial "Akte van Verdeling" (Deed of Distribution) has been received. Advances are incorporated in the year of receipt.

Expenses for grantmaking and accompaniment

In addition to the grants issued to women's, girls', and trans and intersex people's organisations, grantmaking expenses also include the costs for monitoring the progress of grant activities. The expenses for accompaniment relate to costs for supporting groups in strategic thinking, supporting grantee-partners to participate in strategic spaces, and linking grantee-partners to other groups and other funders. Expenses are also related to monitoring and evaluation, including the collection of grantee-partner data from the field, the creation of learning tools, the production and dissemination of impact reports and evaluation. Other expenses are related to sharing best practices with stakeholders, the organisation of regional and thematic convenings for grantee-partners, and building international communities of practice.

Expenses for strengthening women's funds

Grants and accompaniment support to strengthen the architecture of women's funds are included in the expenses for strengthening women's funds.

Expenses for influencing the donor community

The expenses for influencing the donor community are costs associated with efforts to persuade institutional donors and other philanthropic organisations to invest more in women's, girls', and trans and intersex people's rights. This category includes research, travel and meeting expenses.

Fundraising costs

The fundraising costs concern all costs of activities that are directly or indirectly initiated to persuade individuals and institutions to donate money to Mama Cash.

Expenses for management and administration

The expenses for management and administration include personnel costs as well as indirect costs necessary to manage the organisation.

Expenses of the Supervisory Board

Mama Cash has an international Supervisory Board. Supervisory Board members do not receive remuneration. Expenses of the Supervisory Board are included in the management and administration costs. These expenses are mainly costs associated with holding twice yearly (face-to-face) Board meetings (travel, accommodation, meals, etc.) and liability insurance.

Explanatory notes

for the balance sheet

1. Tangible assets

Tangible assets investments are primarily related to investments in the IT hardware systems.

	Inventory		Office equipment		Hardware		Refurbishment		Total 2020		Total 2019	
Acquisition value												
Balance as of 1 January	110,043		59,479		160,412		163,177		493,111		461,465	
Purchasing	9,642		0		18,885		0		28,527		31,646	
Balance as of 31 December		119,685		59,479		179,297		163,177		521,638		493,111
Depreciation												
Balance as of 1 January	98,220		56,362		124,170		158,442		437,194		395,136	
Depreciation	5,537		1,086		21,817		4,735		33,175		42,058	
Balance as of 31 December		103,757		57,448		145,987		163,177		470,369		437,194
Book value as of 31 December		15,928		2,031		33,310		0		51,269		55,917

2. Intangible assets

Intangible assets investments are primarily related to the Mama Cash website and to software acquisitions to upgrade the IT system in the office.

	Total 2020		Total 2019	
Acquisition value				
Balance as of 1 January	317,007		317,007	
Purchasing	0		0	
Balance as of 31 December		317,007		317,007
Depreciation				
Balance as of 1 January	298,235		259,015	
Depreciation	17,257		39,220	
Balance as of 31 December		315,492		298,235
Book value as of 31 December		1,515		18,772

3. Investments

Responsible investment is a priority for Mama Cash (see also pages 62-63). Shares and bonds are invested in line with our responsible investment criteria. In 2014 Mama Cash received stocks and bonds as part of a legacy. In 2017 the Finance Committee of the Supervisory Board assessed this portfolio and concluded that it did not sufficiently meet our responsible investment criteria. Most of the stocks and bonds of this portfolio have subsequently been converted to liquidities and were to be reinvested in 2020 in line with our responsible investment criteria. Due to the extreme fluctuations on the investment markets in 2020 as a result of the COVID-19 pandemic, reinvestment was postponed. Mama Cash's financial asset management will be entrusted to one of the two highest ranking responsible financial asset managers in the Netherlands, similar to the other investments of Mama Cash.

Investments

	Total 2020	Total 2019
Shares	2,098,006	2,011,352
Bonds	708,728	703,680
Balance as of 31 December	2,806,734	2,715,032

Value of investments

	Total 2020	Total 2019
Balance as of 1 January	2,715,032	2,440,296
Purchasing	268,398	780,697
Divestment	-297,842	-818,251
Realised investment value differences	7,973	13,413
Unrealised investment value differences	113,173	298,877
Balance as of 31 December	2,806,734	2,715,032

4. Receivables

The receivables are short-term assets. Prepaid costs are costs related to expenses for 2021 paid in advance. The largest prepaid amounts are the prepaid amounts to the Alliance partners of CMI! for their part of the subsidy for CMI! 2021 (€3,761,941). Grants to be received are commitments made by institutional donors that have not yet been received at the end of 2020. Other receivables include prepaid pensions and insurances.

	Total 2020	Total 2019
Gifts to be received	181,157	8,367
Prepaid pensions	9,501	11,445
Prepaid insurances	29,608	24,357
Prepaid other costs	3,804,976	51,858
Sick pay to be received	10,056	4,755
Interest to be received	0	138
Grants to be received	1,519,522	1,951,256
Tax and social premiums to be received	0	0
Other receivables	26,329	41,815
Balance as of 31 December	5,581,150	2,093,991

5. Liquidities

The balance in our savings accounts generally peaks in December after the receipt of advance payments for the following year from a number of institutional donors.

	Total 2020	Total 2019
Cash	270	340
Current and savings accounts	10,422,426	11,257,770
Balance as of 31 December	10,422,696	11,258,110

6. Continuation reserve

The purpose of the continuation reserve is to cover the risks in the short-term and to ensure that Mama Cash can also meet its obligations in the future.

In order to determine the size of the continuation reserve, Mama Cash follows the guidelines of the Dutch Charities Association (Goede Doelen Nederland). The guidelines allow an organisation to reserve a maximum of 1.5 times the annual costs of the 'operational organisation'. The operational organisation is defined according to the Dutch Charities Association code as: 'Costs of staff, housing, office and general costs on behalf of the organisation, management costs, costs for fundraising, as well as the costs of out-sourced services concerning the above-mentioned posts'.

Mama Cash does not strive for a maximum reserve. In December 2015 the Finance Committee of the Supervisory Board advised Mama Cash to aim for a reserve of at least seven months (or 60%) of the annual operational costs. In 2020 an addition of €21,905 was made to the continuation reserve. With this addition the continuation reserve totals €2,729,896, or 62% of the budgeted annual operational costs of Mama Cash in 2021.

	Total 2020	Total 2019
Balance as of 1 January	2,707,991	2,658,360
Transfer to/from designated funds	0	0
Additions	21,905	49,631
Balance as of 31 December	2,729,896	2,707,991

7. Designated reserves

The designated reserves include the part of the reserves used for financing the fixed assets ('Designated reserve assets') and a designated reserve newly created in 2017 ('Designated reserve to inspire new feminist donors'). One of the organisational priorities of Mama Cash in 2019 and 2020 was to 'inspire solidarity'

to ensure a sustainable future. This requires a significant financial investment to which end the designated reserve has been created. In 2020 the regular budget was sufficient to cover all fundraising costs; withdrawals from the designated reserve are expected again in 2021.

	Designated reserve assets	Designated reserve to inspire new feminist donors	Total 2020	Total 2019
Balance as of 1 January	74,689	337,743	412,432	462,064
Additions	0		0	0
Withdrawals	-21,905		-21,905	-49,631
Balance as of 31 December	52,784	337,743	390,527	412,433

8. Designated funds

The designated funds are donor commitments and funds earmarked for specific projects for the implementation of Mama Cash's strategies that have not yet been spent down. Amounts from a single donor above €300,000 are shown separately, amounts below €300,000 are combined in one designated fund.

The grant from the Bill and Melinda Gates Foundation was meant for 'Support to Women's Movements in the Global South geographies', to be used for direct grantmaking to women- and girl-led organisations, capacity strengthening and knowledge building. The amount covered the period up to June 2020. The grant from the Dutch Postcode Lottery is core support for Mama Cash to enable the organisation to implement its core strategies effectively and efficiently.

The designated funds for Red Umbrella Fund and 'Other designated funds' contain several smaller amounts. Red Umbrella Fund funds are meant to support sex workers' organisations and the strengthening of their movements; the other designated funds are meant to support the three core strategies of Mama Cash.

The Mama Cash Programme Fund has been created to support women's, girls, and trans and intersex human rights organisations and strengthen their capacity to effectively self-organise and advocate for their rights, and to ensure a steady flow of unrestricted funding so that the groups supported by Mama Cash are enabled to continue building a feminist future.

	Balance as of 1 January	Additions	Withdrawals	Balance as of 31 December
Bill and Melinda Gates Foundation	667,756	15	-667,771	0
Dutch Postcode Lottery	2,102,000	1,787,712	-2,102,000	1,787,712
Other designated funds for Mama Cash	381,671		-381,671	0
Designated funds for Red Umbrella Fund	309,332	334,154	-309,332	334,154
Mama Cash Programme Fund	1,438,303	2,009,753	-1,438,303	2,009,753
Total designated funds	4,899,062	4,131,634	-4,899,077	4,131,619

9. Donor advised funds and named funds

	Balance as of 1 January	Additions	Withdrawals	Balance as of 31 December
Donor advised funds				
Anneke van Baalen/De Bonte Was Fund	30,309	1	-13,800	16,510
Kitty's Green Fund	65,000	50,000	-50,000	65,000
Fund for Justice and Sustainability	106,573	3	-23,000	83,576
Feminist Solidarity Fund	170,101		-170,101	0
Judith Anna Vega Fund	145,438	4	-26,000	119,442
Other donor advised funds	23,945	5,005	-17,000	11,950
Sub-total donor advised funds	541,366	55,013	-299,901	296,478
Named funds				
Francien Vriesman Fund	1,330,963	-4,441	0	1,326,522
Sub-total named funds	1,330,963	-4,441	0	1,326,522
Total donor advised and named funds	1,872,329	50,572	-299,901	1,623,000

Donor advised funds

Anneke van Baalen/De Bonte Was Fund

In 2007 the Anneke van Baalen/De Bonte Was Fund was established to support women's groups that are working to advance women's rights in Sub-Saharan Africa (excluding South Africa).

The Feminist Solidarity Fund

In 2018 the Feminist Solidarity Fund was established to provide flexible funding to the Body, Money and Voice portfolios, and to support girl-led organisations, LGBTI groups and environmental defenders in particular.

Fund for Justice and Sustainability

In 2017 the Fund for Justice and Sustainability was established to support women's, girls', and trans and intersex people's groups that are working on environmental justice.

Judith Anna Vega Fund

In 2018 the Judith Anna Vega Fund was established to support the strengthening of women's groups in Africa, Asia, Eastern Europe and Latin America, and the strengthening of women's groups in other European countries that are working in the area of self-determination and participation.

Kitty's Green Fund

In 2014 Kitty's Green Fund was established to support women's, girls', and trans and intersex people's groups that are working on environmental justice.

Named funds

Francien Vriesman Fund

In 2015 the Francien Vriesman Fund was established to support Mama Cash in its mission to fund courageous women's, girls, and trans and intersex people's human rights organisations and to mobilise the financial resources to make this possible.

10. Long-term liabilities

Long-term liabilities concern loans that have been placed at the disposal of Mama Cash for a period of three to five years or an undetermined period of time. No interest is paid on these loans. As our funds have increased significantly in recent years, we repaid a number of loans in 2020. Other loans were converted to donations by the donor. There are now four loans still outstanding, part of which will be converted into a donation each year through 2024. Loans that will expire in 2021 have been accounted for as short-term liabilities.

	Total 2020	Total 2019
Balance as of 1 January	86,807	132,802
New loans	0	0
Extensions of loans	-408	16,269
Loans < 1 year transfer to short-term liabilities	-10,708	-62,264
Loans to donations	-43,569	
Balance as of 31 December	32,123	86,807

11. Short-term liabilities

'Allocated grants' concern grants that have been approved, but not yet paid to grantee-partners. These are accounted for in full in the first year in which they are awarded. The next funding instalment will be released upon approval of a progress report.

'Funds received in advance' are contributions from institutional donors which were received in 2020, but are intended for use in 2021. It includes funds for the Count Me In! programme, subsidies from Foundation For A Just Society, Oak Foundation, Wellspring Philanthropic Fund and Dietel & Partners.

'Reservation individual training budgets' is a reservation of 1.5% of the gross monthly salary per employee which can be used by the employee for individual training.

	Total 2020	Total 2019
Allocated grants	2,154,348	2,546,702
Tax Authorities	167,126	0
Other creditors	118,648	233,586
Pension fund	0	13,453
Accrued liabilities to be paid	107,617	90,732
VAT to be paid	0	21,022
Funds received in advance	7,235,383	3,065,928
Salary to be paid	0	0
Leave day entitlements	87,450	58,487
Reservation individual training budgets	74,918	71,009
Loans contracted	10,708	62,265
Various		16
Balance as of 31 December	9,956,198	6,163,200

12. Obligations not included in the balance

Mama Cash has a tenancy agreement for the premises at Eerste Helmersstraat 17, Amsterdam. This agreement will end in April 2025. The rental commitment through the end of the contract is valued at €445,392 (price level 2020).

Mama Cash has a leasing contract for three photocopying and printing machines for five years ending in 2025. The lease obligation through the end of the contract is valued at €20,273 (price level 2020).

Mama Cash has a subscription contract for a customer relation management system for a period of five years ending in 2021. The subscription obligation through the end of the contract is valued at €21,358 (price level 2020).

Explanatory notes

for the statement of income and expenditures

13. Income from individuals

In 2020 the income derived from fundraising was a total amount of €14,119,039. Donations from individual donors amounted to €1,684,364 or 12% of total fundraising income, 105% of the anticipated budget.

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Type of donation					
Individual donations (one-time)	646,344		1,600,000	547,973	
Regular gifts	162,275		0	168,087	
Recurring gifts (five-year commitment)	393,345		0	379,481	
Total individual donations	1,201,964	71%	1,600,000	1,095,541	87%
% of last year		110%			83%
Donor advised funds					
Anneke van Baalen/De Bonte Was Fund	0			0	
Kitty's Green Fund	100,000			100,000	
Fund for Environmental justice	0			0	
Feminist Solidarity Fund	0			0	
Judith Anna Vega Fund	900			400	
Various	0			0	
Total donor advised funds	100,900	6%	0	100,400	8%
% of last year		100%			13%
Inheritances and legacies	381,500	23%	0	64,839	5%
% of last year		588%			115%
Total individual donor income	1,684,364	100%	1,600,000	1,260,780	100%
% of total fundraising income		12%			8%
% of last year		134%			59%
% of budget		105%			90%

14. Income from foundations

Donations from foundations totalled €2,704,826 or 19% of total fundraising income. This amount was considerably higher than in 2019, as some donations were carried forward from 2019 to 2020, thus decreasing the income in 2019 and increasing the income in 2020. Grants were received from twelve different foundations. The foundation agreements relate to single and multi-year funding

proposals that are submitted to the respective foundations. Mama Cash submits interim and final narrative and financial reports to these foundations.

An amount of €620,597, or 23% of foundation income was specifically raised for Red Umbrella Fund. For more information about Red Umbrella Fund, see [page 86](#).

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Foundations Red Umbrella Fund	620,597		759,456	453,863	
Foundations Mama Cash	2,084,229		2,022,322	1,413,732	
Sub-total foundations	2,704,826		2,781,778	1,867,595	
Total foundations	2,704,826	100%	2,781,778	1,867,595	100%
% of total fundraising income		19%			12%
% of last year		145%			42%
% of budget		97%			73%

15. Income from lotteries

Income from lotteries relates to the contribution made by the Dutch Postcode Lottery. Mama Cash has received an annual grant since 2008. Based on a successful evaluation, this grant was renewed in 2017 for a period of 5 years (2018-2022) for €900,000 annually, a total of €4,500,000. In 2019, the Dutch Postcode Lottery granted us an extra €450,000 per year, from 2018 onwards, hence the income in 2020 of this annual grant is €1,350,000.

In 2018 Mama Cash was awarded an extra grant of €1,253,000, for its special project CreatEquality. As this grant ended in June 2020, the income spent in 2020 (€354,010) was significantly lower than in 2019 (€639,735).

Income from lotteries totalled €1,704,010 or 12% of total fundraising income.

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Dutch Postcode Lottery	1,704,010		1,692,970	2,439,735	
Total lottery income	1,704,010		1,692,970	2,439,735	
% of total fundraising income		12%			16%
% of last year		70%			210%
% of budget		101%			177%

16. Income from governments

In 2020 Mama Cash received four grants from governments, amounting to 57% of total fundraising income. The Ministry of Foreign Affairs of the Netherlands provided two multi-year funding commitments for the years 2016 – 2020. The income for Alliance Partners is part of one of these commitments. The income for Alliance Partners equals the commitments to Alliance Partners; expenditures equal the payments to Alliance

Partners. In 2020, the grant received (April 2018 to March 2020) from the Dutch Ministry of Foreign Affairs for the 'Women Influence EU Spotlight Initiative' ended. The Swedish International Development Cooperation Agency provided one multi-year funding commitment for the years 2016 – 2019, and then provided a one-year extension grant for 2020.

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Income for Alliance Partners	4,092,250		4,330,000	4,255,000	
Ministry of Foreign Affairs of the Netherlands (MoFa)			2,981,250		
Count Me In Consortium (CMI!), including €120,000 for Red Umbrella Fund	1,835,003			2,127,173	
Global Alliance for Green and Gender Action (GAGGA)	1,080,215			2,117,711	
Other	73,584			81,190	
Swedish International Development Cooperation Agency (Sida)	944,787		1,000,000	934,065	
Various					
Sub-total governments	3,933,589			5,260,138	
Total government income including for Alliance Partners	8,025,839		8,311,250	9,515,138	
% of total fundraising income		57%			63%
% of last year		84%			96%
% of budget		97%			111%

17. Other income

Other income mainly includes the release of a reservation of VAT to be paid.

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Other income	7,568		0	5,303	
Income previous years	21,669		0	94,821	
Total other income	29,237	100%	0	100,124	100%
% of last year		29%			159%

18. Sources of income and allocation to activities for 2020

	Individual donors	Donor advised and named funds	Foundations	Lotteries	Sida	MoFa GAGGA	MoFa CMI	MoFa other	Other income	TOTAL 2020
INCOME										
From designated funds 2019	1,664,501	282,900	1,142,959	2,102,000	0	0	0	0	0	5,192,360
Income for Alliance Partners	0	0	0	0	0	0	4,107,281	0	0	4,107,281
Actual income 2020	1,583,465	100,900	2,704,827	1,704,010	944,784	1,080,216	1,819,972	73,640	133,096	10,144,910
Total actual income 2020	1,583,465	100,900	2,704,827	1,704,010	944,784	1,080,216	5,927,253	73,640	133,096	14,252,191
Total income + designated funds	3,247,966	383,800	3,847,786	3,806,010	944,784	1,080,216	5,927,253	73,640	133,096	19,444,551
EXPENDITURES										
Payments to Alliance Partners	0	0	3,350	0	0	0	4,157,281	0	0	4,160,631
Direct grantmaking										
Body portfolio	183,100	53,765	533,141	98,494	0	0	221,000	0	0	1,089,500
Money portfolio	194,279	212,750	150,585	740,371	0	37,000	110,000	0	0	1,444,985
Voice portfolio	224,000	0	318,865	291,135	0	0	198,000	0	0	1,032,000
Opportunity portfolio	45,000	0	0	5,000	0	0	0	0	0	50,000
Accompaniment portfolio	0	0	0	53,209	0	0	45,000	0	0	98,209
Spark portfolio	66,150	0	0	0	0	0	0	0	0	66,150
Red Umbrella Fund	147,239	0	565,761	0	0	0	-1,000	0	0	712,000
Women's funds	30,000	0	0	485,000	0	552,000	0	0	0	1,067,000
Total direct grantmaking	889,768	266,515	1,568,352	1,673,209	0	589,000	573,000		0	5,559,844
Direct implementation costs	-5	0	287,294	133,579	0	46,584	461,548	72,374	211,686	1,213,060
Total programme costs	889,763	266,515	1,858,996	1,806,788	0	635,584	5,191,829	72,374	211,686	10,933,535
Operational costs										
Other direct programme costs	983	6,613	207,508	21,074	92,855	46,395	69,554	0	-18,891	426,091
Personnel costs	8,305	55,880	1,566,616	175,031	784,635	363,384	613,641	1,267	31,767	3,600,526
Accommodation costs	289	1,945	58,169	6,180	27,309	13,474	20,199	0	-2,247	125,318
Office costs	307	2,065	62,202	6,738	28,997	15,964	23,933	0	-7,144	133,062
Depreciation costs	116	783	25,972	2,488	10,990	5,429	8,139	0	-3,485	50,432
Total operational costs	10,000	67,286	1,920,467	211,511	944,786	444,646	735,466	1,267	0	4,335,429
Total expenditures	899,763	333,801	3,779,463	2,018,299	944,786	1,080,230	5,927,295	73,641	211,686	15,268,964
Actual income minus expenditures	683,702	-232,901	-1,074,636	-314,289	-2	-14	-42	-1	-78,590	-1,016,773
Total income + designated funds minus expenditures	2,348,202	50,000	68,323	1,787,712	-2	-14	-42	-1	-78,590	4,175,588
Added to designated funds (for next financial year)	2,348,202	0	68,323	1,787,712	-2	-14	-42	-1	-78,590	4,125,588
Added to named funds and donor advised funds	0	50,000	0	0	0	0	0		0	50,000
Added to designated reserves	0	0	0	0	0	0	0		-21,905	-21,905
Added to continuation reserve	0	0	0	0	0	0	0	0	21,905	21,905

19. Red Umbrella Fund

	Actuals 2020	% of actual	Budget 2020	% total budget	Actuals 2019	% of actual
INCOME						
From designated funds previous financial year	396,026	29%	230,544	20%	188,154	12%
Individual donors	197,255				279,503	
Foundations	620,598		759,456		453,863	
Government (CMI! through Mama Cash)	104,093		120,000		364,822	
Contribution Mama Cash	40,000		40,000		40,000	
Other income					0	
Income previous years						
Total actual income	961,945	71%	919,456	80%	1,138,188	88%
Total income + designated funds	1,357,971	100%	1,150,000	100%	1,326,342	100%
EXPENDITURES						
Programme costs						
Grants to sex workers' groups	712,000	71%	750,000	70%	835,000	71%
Programme salary costs	166,165		172,000		171,582	
Peer review grantmaking	20,431		27,000		26,218	
Influencing philanthropy and communications	3,930		12,000		6,805	
Learning, monitoring and evaluation (LME)	39		4,000		10,841	
Total programme costs	902,565	89%	965,000	88%	1,050,446	89%
Fund management costs						
Fund coordination salary costs	58,991		115,000		63,513	
Governance (ISC meeting, translations)	22,261		30,000		25,650	
Total fund management costs	81,252	8%	145,000	8%	89,164	8%
Costs of hosting (Mama Cash operational costs)	40,000	3%	40,000	3%	40,000	3%
Total expenditures	1,023,817	100%	1,150,000	100%	1,179,609	100%
Total income + designated funds minus expenditures	334,154		-		146,733	
Funds carried forward to next financial year	334,154				396,026	

20. Expenses

Mama Cash subdivides direct and operational costs and accounts for them according to activities based on an internal distribution key (see cost allocations on page 75). The distribution key is based on the number of FTEs per department. In 2020 a total amount of €5,559,844 was spent on grants as part of our grantmaking and accompaniment, and strengthening women's funds strategies. Payments to Alliance Partners are the payments to

the other members of the Count Me In! Consortium. In total, expenditures related to strategies came to 86% of the overall expenses, which was 96% of what was budgeted.

Other direct and operational expenses have been monitored closely. In total, expenditures were 95% of the budgeted amount.

Costs related to strategies				Fund-raising costs	Management and administration	Total actuals 2020	Budget 2020	% of 2020 budget	Total actuals 2019
	Grantmaking and accompaniment	Strengthening women's funds	Influencing the donor community						
Direct grantmaking	4,492,844	1,067,000				5,559,844	5,275,000	105%	6,009,450
Payments to Alliance Partners	65,031		4,095,600			4,160,631	4,330,000	96%	4,272,195
Other direct costs	711,698	12,262	225,674	590,163	99,351	1,639,148	2,039,828	80%	1,619,198
Personnel costs	1,492,028	252,833	519,095	750,622	585,947	3,600,526	3,802,780	95%	3,139,254
Accommodation costs	51,931	8,800	18,067	26,126	20,394	125,317	144,050	87%	140,170
Office and general costs	55,140	9,344	19,184	27,740	21,655	133,063	433,400	31%	153,214
Depreciation costs	20,899	3,541	7,271	10,514	8,207	50,432	85,685	59%	81,278
Total	6,889,571	1,353,781	4,884,891	1,405,164	735,554	15,268,961	16,110,743	95%	15,414,759
% of total expenditures	45%	9%	32%	9%	5%	100%			

Costs Mama Cash fundraising

The Netherlands Fundraising Regulator's standard recommends a maximum of 25% of total income from fundraising to be spent on fundraising costs. Mama Cash's fundraising costs represent 10% of the total income from fundraising and fall well within this standard.

Costs management and administration

Mama Cash strives to be cost conscious and aims for the percentage of management and administration costs, as a percentage of total costs, to fall between 5% and 8%. The costs for management and administration increased from €638,063 in 2019 to €735,554. This represents 5% of the overall costs.

21. Personnel expenses

Mama Cash follows the Dutch Collective Labour Agreement (CAO) for the welfare sector. The CAO was renewed in 2019 and covers the period 1 July 2019 through 30 June 2021. Mama Cash contributes approximately 8% towards the pension scheme. Other personnel costs include commuting expenses, personnel insurance and training.

The average number of FTEs increased slightly, from 43.54 in 2019 to 44.25 in 2020, due to overlapping moments in cover for maternity leaves and replacements. The amount paid for temporary staff went from -€67,111 in 2019 to €207,943 in 2020. The negative amount in 2019 is because the restitution paid by our insurance companies (€144,778) was much higher than the salaries paid to temporary personnel (€77,667).

Specification of personnel costs

	Actuals 2020	Budget 2020	Actuals 2019
Gross salaries	2,244,458		2,121,321
Individual choice budget (holiday allowance and end-of-year payments)	373,313		357,149
Employer's part social security contribution	392,312		397,536
Employer's part pension contribution	175,941		148,012
Temporary staff	207,943		-67,111
Other personnel costs (e.g. commuting, personnel insurance, training)	206,559		182,347
Total personnel costs	3,600,526	3,802,780	3,139,254
% of budget	95%		88%

22. Remuneration Executive Director and Supervisory Board

The Supervisory Board has established the remuneration policy and amount for the Executive Director in accordance with the Dutch Charities Association (*Goede Doelen Nederland*) regulation regarding remuneration for Executive Directors.

The regulation determines a maximum for annual income based on a number of criteria. The Supervisory Board applied the criteria to Mama Cash, which resulted in a so-called BSD-score of 435. The related maximum annual income is €125,011 (1 FTE/12 months).

The actual annual income (as relevant to the Dutch Charities Association Regulation) of the Executive Director of Mama Cash, Zohra Moosa, was €110,289 and stayed within the applicable maximum of €125,011. The annual income, taxable allowances, employer's contribution to pension and other postponed income contributions totalled €116,422 and stayed well below the applicable maximum of €156,754.

As of January 2016 Dutch law on remuneration of executives of public and semi-public sectors applies to Mama Cash. The law is known as *Wet Normering Topinkomens (WNT)*. According to the *WNT*, in 2020 the maximum remuneration for executives working full-time for Mama Cash is €189,000. In 2020 the Executive Director worked full-time. Mama Cash Supervisory Board members do not receive any remuneration for their Board duties.

Remuneration according to the Dutch Charities Association (*Goede Doelen Nederland*)

Name	Zohra Moosa	
Function	Executive Director	
CONTRACT		
	Contract type	Permanent
	Hours	36
	Part-time percentage	100
	Period	01/01 - 31/12
REMUNERATION (EUR)		
Yearly income		
	Gross salary	94,206
	Holiday allowance	7,536
	13th month	8,547
	Payment for unused holiday	-
	Total	110,289
Taxed reimbursements		
	Pension (employer contribution)	6,133
	Pension compensation	-
	Other remunerations in future	-
	Payment of termination of employment	-
Total 2020		116,422

Remuneration according to WNT (Executive Director)

	2020	2019
Name	Zohra Moosa	Zohra Moosa
Function	Executive Director	Executive Director
Period	01/01 - 31/12	01/01 - 31-12
Part-time percentage	1	1
National employment relationship	Yes	Yes
Remuneration		
Remuneration plus taxable expense reimbursements	110,409	106,370
Provision post-employment benefits	6,133	5,034
Subtotal	116,542	111,404
Individual WNT maximum	189,000 per year	181,000 per year
Minus undue payments	-	-
Total remuneration 2020	116,542	111,404
The amount of the overrun	-	-
Justification if exceeding	-	-

Remuneration according to WNT (Supervisory Board members)

Name senior official	Function
Farah Salka	Co-chair Supervisory Board
Nancy Jouwe	Co-chair Supervisory Board
Khadijah Fancy	Member Supervisory Board
Nita Wink	Member Supervisory Board
Anna Kirey	Member Supervisory Board
Fadzai Muparutsa	Member Supervisory Board
Jessica de Abreu	Member Supervisory Board
Oriana López Uribe	Member Supervisory Board
Tracey Tully	Member Supervisory Board

23. Financial income and expenditure

The financial income and expenditure consist of result on investment and exchange rate differences. Result on investment decreased from €314,395 in 2019 to €106,323. Exchange rate differences amount to -€2,410 in 2020.

Financial income and expenditure

	Actuals 2020	%	Budget 2020	Actuals 2019	%
Result on investments	106,323		5,000	314,395	
Exchange rate differences	-2,410		-2,500	-4,280	
Total financial income and expenditure	103,913		2,500	310,115	
% of last year		34%			-3418%
% of budget		4157%			1128%

Result on investments

The interest decreased to -€15,548, mainly due to the negative interest on our savings account. The total results of coupon interest and dividends decreased by 46% in comparison to 2019. Unrealised investment

amounted to €135,343. Whereas in 2019 the overall result on investments was €314,395, in 2020 it had decreased to €106,323. The average result on investment over the period 2016-2020 is 4%.

Result on investments

	Actuals 2020	Actuals 2019	Actuals 2018	Actuals 2017	Actuals 2016
Interest (*)	-15,548	1,563	2,959	9,057	17,929
Coupon interest and dividends received	14,893	32,316	60,642	98,515	77,345
Unrealised investment result	135,343	313,903	-28,818	-160,855	145,664
Result on investments	134,688	347,782	34,782	-53,283	240,938
Commission and expenses	-28,365	-33,386	-22,588	-30,030	-22,580
Total result on investments	106,323	314,395	12,194	-83,313	218,358
% of last year	34%	2578%	-15%	-38%	60%
Net result on investment	4%	12%	0%	-3%	5%
Average result 2016 - 2020 (%)	4%				
Average result 2016 - 2020 (amount)	113,591				
Result on liquidities	-0,1%	0,0%	0,0%	0,1%	0,3%

* The interest on the grant of Sida in 2020 was a negative amount of 3 euro.

Other information

No transaction related to the financial year 2020 took place after closure of the accounts.

Mama Cash budget 2021-2025

Income	2021		2022		2023		2024		2025			
Income own fundraising												
Income Individual Donors (a)	1,800,000		12%		1,800,000		1,900,000		2,400,000		3,000,000	
Income Foundations (b)	1,772,000		12%		1,750,000		1,750,000		1,750,000		1,750,000	
Total income from own fundraising (a+b)	3,572,000		24%		3,550,000		3,650,000		4,150,000		4,750,000	
Income Lotteries (c)	1,350,000		9%		1,350,000		1,350,000		1,350,000		1,350,000	
Income Governments												
- Dutch MFA/income for Alliance partners	4,588,000		31%		4,588,000		4,588,000		4,588,000		4,588,000	
- Ministry of Foreign Affairs The Netherlands	4,381,000		30%		5,130,000		5,152,000		4,439,000		2,998,000	
- Other governments (Sida)	950,000		6%		950,000		950,000		1,450,000		1,450,000	
Total government income (d)	9,919,000		67%		10,668,000		10,690,000		10,477,000		9,036,000	
Total income fundraising (a+b+c+d)	14,841,000		100%		15,568,000		15,690,000		15,977,000		15,136,000	
Revenue from investments (e)												
Other Income / Income previous financial years (f)	1,140,000				600,000		600,000		300,000		500,000	
Total income	€ 15,981,000				€ 16,168,000		€ 16,290,000		€ 16,277,000		€ 15,636,000	
Expenditures 2021	2021		2022		2023		2024		2025			
Payment to Alliance Partners	4,588,000		34%		4,588,000		4,588,000		4,588,000		4,588,000	
Movements												
Resilience Fund	4,186,000				4,480,000		4,320,000		4,120,000		3,541,000	
Revolution Fund	200,000				200,000		210,000		210,000		210,000	
Radical Love Fund	100,000				100,000		100,000		100,000		100,000	
Solidarity Fund	250,000				250,000		250,000		250,000		250,000	
Spark Fund	40,000				40,000		40,000		40,000		40,000	
Red Umbrella Fund	750,000				750,000		750,000		750,000		650,000	
Subtotal direct grantmaking	5,526,000		49%		5,820,000		5,670,000		5,470,000		4,791,000	
Movement implementation costs	2,668,000				2,680,000		2,695,000		2,710,000		2,720,000	
Total Movements	8,194,000		61%		8,500,000		8,365,000		8,180,000		7,511,000	
Money	721,000		5%		730,000		740,000		750,000		760,000	
Expenditures related to objectives	13,503,000		85%		13,818,000		13,693,000		13,518,000		12,859,000	
Income acquisition costs	1,467,000		9%		1,500,000		1,740,000		1,750,000		1,750,000	
Management and administration	845,000		5%		850,000		855,000		860,000		865,000	
Total expenditures	€ 15,815,000				€ 16,168,000		€ 16,288,000		€ 16,128,000		€ 15,474,000	
Result	€ 166,000				€ -		€ 2,000		€ 149,000		€ 162,000	

INDEPENDENT AUDITOR'S REPORT

To: the Supervisory Board of Stichting Mama Cash in Amsterdam,
The Netherlands.

A. Report on the audit of the financial statements 2020 included in the annual report

Our opinion

We have audited the financial statements 2020 of Stichting Mama Cash based in Amsterdam, The Netherlands.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Stichting Mama Cash as at 31 December 2020 and of its result for 2020 in accordance with the Guidelines for annual reporting 650 "Fundraising Organisations" of the Dutch Accounting Standards Board and the Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2020;
2. the statement of income and expenditures for 2020; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing as well as the Policy rules implementation WNT, including the Audit Protocol WNT. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Mama Cash in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore, we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the Audit Protocol under the Standards for Remuneration Act ("WNT"), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(j) of the WNT Implementing Regulations.

Dubois & Co. Registeraccountants is een maatschap van praktijkvennootschappen. Op alle opdrachten die aan ons kantoor worden verstrekt zijn onze algemene voorwaarden van toepassing. Deze voorwaarden, waarvan de tekst is opgenomen op de website www.dubois.nl, bevatten een aansprakelijkheidsbeperking.

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This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

B. Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains other information that consists of the Board's report.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements. Management is responsible for the preparation of the other information, including the Board's report, in accordance with the Guidelines for annual reporting 650 "Fundraising Organisations" of the Dutch Accounting Standards Board.

C. Description of responsibilities regarding the financial statements

Responsibilities of the Board and the Supervisory Board for the financial statements

The Board is responsible for the preparation and fair presentation of the financial statements, in accordance with the Guidelines for annual reporting 650 "Fundraising Organisations" of the Dutch Accounting Standards Board and the Policy rules implementation of the Standards for Remuneration Act (WNT). Furthermore, the Board is responsible for such internal control as the Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Board is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Board should prepare the financial statements using the going concern basis of accounting unless management either intends to dissolve the foundation or to cease operations, or has no realistic alternative but to do so.



The Board should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

The Supervisory Board is responsible for overseeing the company's financial reporting process.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit assignment in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, as well as the Policy rules implementation WNT, including the Audit Protocol WNT, ethical requirements and independence requirements.

Our audit included e.g.:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the foundation's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern;



- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Amsterdam,

Dubois & Co. Registeraccountants

G. Visser RA

A.A. Hammega RA



Credits

Text and coordination

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