

WOMEN'S INITIATIVES
FOR GENDER JUSTICE



ANNUAL REPORT 2023

Parkstraat 83
2514 JG The Hague
www.4genderjustice.org
info@4genderjustice.org

ACKNOWLEDGEMENTS



We are proud to present the 2023 Annual Report of Women's Initiatives for Gender Justice (WIGJ, or Women's Initiatives). We thank our staff and consultants for their excellent work and commitment to the organisation and our mission.

We would also like to express our appreciation to all colleagues, partners, and donors as well as individual and anonymous contributors who supported us in our work and made 2023 another impactful year.



An Roinn Gnótháí Eachtracha
Department of Foreign Affairs



Ministry for Foreign
Affairs of Finland



Schweizerische Eidgenossenschaft
Confédération suisse
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Confederaziun svizra



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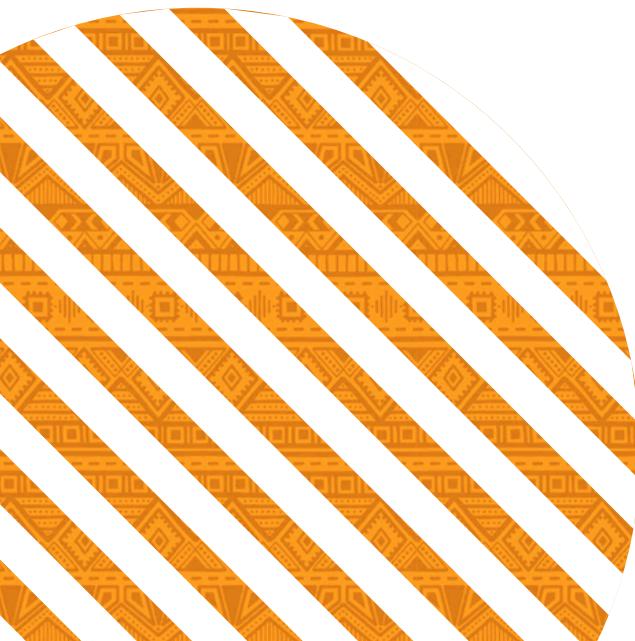




Table of Contents

<u>DIRECTOR'S MESSAGE</u>	<u>1</u>
<u>ABOUT US</u>	<u>2</u>
<u>2023 AT A GLANCE</u>	<u>3</u>
<u>REPORT ON JUDICIAL APPROACHES ON SGBC AT THE INTERNATIONAL CRIMINAL COURT</u>	<u>4</u>
<u>ACCESS TO JUSTICE FOR UKRAINIAN CRSV SURVIVORS</u>	<u>6</u>
<u>PROMOTING GENDER INCLUSIVITY IN POLICY DEVELOPMENT AND IMPLEMENTATION</u>	<u>9</u>
<u>OTHER ADVOCACY EFFORTS</u>	<u>12</u>
<u>HOSTING THE COALITION FOR THE ICC</u>	<u>14</u>
<u>FINANCIALS</u>	<u>15</u>
<u>OUR PEOPLE</u>	<u>16</u>

DIRECTOR'S MESSAGE



Dear Friends, Partners, and Supporters,

A multitude of emotions and achievements have colored 2023. Stepping into the role of Executive Director in April was a moment of profound responsibility and honor for me. It offers the opportunity to continue building on the Women's Caucus for Gender Justice vision of a gender just world in and through the law.

This year, the shadows cast by the full-scale war in Ukraine have been particularly dark, highlighting the pervasive issue of sexual violence in conflict. The stories of suffering and resilience have galvanized our commitment to making a difference through our continued collaboration with our Ukrainian partner ULAG (the Ukrainian Legal Advisory Group) to improve access to justice for conflict-related sexual violence survivors.

A significant milestone of 2023 was the culmination of two years of rigorous in-depth research and advocacy focusing on Judicial Approaches to Sexual and Gender-Based Crimes (SGBC) at the International Criminal Court (ICC). This endeavor, enriched by discussions with a spectrum of practitioners including ICC judges, unveiled crucial insights. Our findings advocate for a judiciary that sees through an anti-discrimination lens, embracing intersectionality beyond the singular focus on gender. We have called for the adoption of more inclusive language, the acknowledgment of the aggravating circumstances of SGBC charges, and a jurisprudence that is both established and progressively aligned with relevant human rights law.

Our dedication to gender inclusivity in policy development and implementation has kept us engaged with ICC representatives, driving forward the agenda for a more equitable justice system. This work underscores our belief in policies that respect and protect every individual's dignity.

As we step into 2024, we take with us the profoundly rewarding spirit of collaboration that defines our staff, partners, donors and the communities we seek to serve.

With heartfelt gratitude and renewed determination,

ALIX VUILLEMIN
EXECUTIVE DIRECTOR





ABOUT US

VISION

A gender just world in which there is accountability for SGBV and equality in, and through the law.

MISSION



Our mission is to ensure that survivors have access to justice, advancing gender justice worldwide through legal advocacy and the creation of supportive networks. We are committed to a practice that is sensitive to survivors, centered on human needs, and intersectional in its approach.

VALUES STATEMENT

Women's Initiatives is dedicated to achieving gender equality, women's human rights and international justice. We work to ensure justice for women and communities affected by armed conflict through an independent and effective ICC and promote the use of the Rome Statute to advance women's rights.

Our shared values help us to achieve this. These values include:

- **Human Rights** - Human rights are indivisible, interrelated and universal and as such we will work towards the eradication of all discrimination based on gender, sexuality, religion, race, age, ability, ethnicity, nationality, class or other factors. We will work towards the full application of the rights enshrined in the Universal Declaration of Human Rights, the Convention for the Elimination of all forms of Discrimination against Women, and other international human rights and humanitarian law. We will actively challenge any fundamentalisms that threaten these rights.
- **Justice and Peace** - We strive towards a world free from violence and an end to war and conflicts. We work towards a world based on principles of justice, interdependence, equality, solidarity and respect. We promote the rule of law and international legal standards to ensure accountability for perpetrators and the end to all forms of violence, discrimination and oppression.
- **Self-Determination** - We stand in solidarity with those dispossessed of their land, livelihood, language and cultural identity and support gender equality within movements towards self-determination. We also promote a woman's right to determine and choose her relationships, sexuality, identities, goals and dreams.
- **Diversity** - We will work together as feminists and gender justice advocates, respecting and learning from each other's diverse backgrounds, beliefs, abilities and experiences. Openness to diversity is integral to advancing women's rights and creating just and equitable societies.
- **Responsibility** - We will strive for fairness and respect in our relations, responsible and effective use of our resources, transparency in our processes, accountability, integrity and excellence in all our work.

These values guide our work as actors in the international movements of advocates for women's human rights and gender justice.

INTERNATIONAL CO-OPERATIONS

Women's Initiatives are also part of the Steering Board of the Preventing Sexual Violence in Conflict Initiatives (PSVI), Women's Human Rights Defenders International Coalition ([WHRDIC](#)) and the Steering Committee of the Coalition for the International Criminal Court (CICC).

2023 AT A GLANCE



Thanks to our community of supporters, we have been able to achieve many successes in 2023, as this report highlights. Some of the most exciting are that we:

- Launched the report "[**Judicial Approaches on SGBC at the ICC**](#)" revealing structural shortcomings, critical improvements, and future opportunities of intersectional justice, with key recommendations to the ICC Judiciary;
- Held trainings for Ukrainian practitioners on the various aspects of **accountability for conflict-related sexual violence in Ukraine**;
- Joined other international organizations in [advocating](#) for a gender-progressive, survivor-centric, and intersectional **Crimes Against Humanity** treaty;
- Provided [comments](#) on the **ICC Office of the Prosecutor's (OTP) Policy Paper on Gender-Based Crimes**;
- Promoted **gender inclusivity** in ICC policy development and implementation;
- Advocated for **victims' meaningful participation** at the ICC through its [legal aid reform](#);
- Advocated for **vetting** of candidates to ICC and Assembly of States Parties (Assembly/ASP) elections;
- Urged for [transparency and accountability](#) at the ICC;
- Advocated for better understanding of the crime of **forced pregnancy**;
- Supported partners in **Georgia** on **advocacy with the Trust Fund for Victims**;
- Supported our **national partners' advocacy efforts in the DRC**;
- Co-organized training sessions on survivor-focused documentation of **SGBV in the DPRK**;
- Joined the **Steering Group of the International Gender Champions** - The Hague;
- Served as **interim host** for the Secretariat of the Coalition for the ICC (Coalition/CICC);
- Served on the **Steering Committee** of the CICC.



+204 X (previously Twitter) followers,
reaching 6,002 followers



26,405 website views



REPORT: JUDICIAL APPROACHES ON SGBC AT THE ICC



Following a thorough review of all ICC pre-trial, trial and appeals decisions on SGBC to date and of other jurisprudential developments on SGBC from the broader ICL system (including from other international criminal tribunals)¹ in 2022, a report outline was developed highlighting topics to be addressed, including: the ICC Judges' role in safeguarding the spirit and purpose of the Rome Statute, including its gender provisions; the importance of using gender analysis in decision-making in combating impunity for SGBC; the Chambers' decisions on admissibility and cumulative charges; Chambers' interpretation of the elements of specific SGBC including rape, forced pregnancy, forced marriage, sexual slavery, other forms of sexual violence, and gender-based persecution; Chambers' assessment of modes of liability as applied to SGBC; the state of jurisprudence on reparations for victims of SGBC; a review of existing jurisprudence on SGBC against men and boys; and a review of procedures as applied in SGBC cases.



In 2023, WIGJ proceeded with the drafting of the report and, based on initial research and the report outline, engaged in bilateral consultations with ICC Judges to gain insights from their expertise and experience. The consultations were conducted under Chatham House rules and took place throughout summer 2023. Insights from the consultations were incorporated in the analysis of the issues rather than through direct quotes or references and helped in the formulation of more informed recommendations. The consultations also allowed us to learn about the recently formed Judicial Committee on Gender Equality and some of the members' perspectives on what the Committee's mandate and scope of work could be.

¹ International Criminal Tribunal for the former Yugoslavia (ICTY), International Criminal Tribunal for Rwanda (ICTR), Special Court for Sierra Leone (SCSL), and Extraordinary Chambers in the Courts of Cambodia (ECCC).

The report, titled "Judicial Approaches to SGBC at the ICC" was launched on 8 December 2023 in the margins of the 22nd annual session of the ASP to the Rome Statute, in New York, USA.

The launch event was co-hosted by the Permanent Missions to the UN of Canada and Chile, as well as the International Gender Champions and included Judge Luz del Carmen Ibañez Carranza, ICC First Vice-President; Nazhat Shameem Khan, ICC Deputy Prosecutor; Lorraine Smith van Lin, International Justice Consultant & Founder/Executive Director of Tallawah Justice for Women; Alexandra Lily Kather, International Justice Consultant and Co-Founder of the Emergent Justice Collective; Kolbassia Haoussou MBE, Director of Survivor Empowerment, Freedom from Torture; and Alix Vuillemin, our Executive Director in the line up of Speakers.

The discussion can be re-watched on UN Web TV at this link: <https://webtv.un.org/en/asset/k1b/k1bar8xp2e>

Among the recommendations included in the report are an encouragement to: conduct judicial work through an anti-discrimination lens (moving from a single axis, i.e. gender, to an intersectional approach); use more inclusive language; consider SGBC charges in light of their aggravating circumstances; combine established jurisprudence with a progressive understanding of relevant human rights law; recognise the multitude of forms of sexual violence; address inadequate characterisation of SGBC charges by the Prosecution; and continuously develop both gender and anti-discrimination competence.

These recommendations will form the basis of further advocacy with Judges and other stakeholders (OTP, Special Advisors to the Prosecutor, Trust Fund for Victims, States Parties, civil society, academia etc.) and can be applied to advance accountability for SGBC also at the national level.





ACCESS TO JUSTICE FOR UKRAINIAN CRSV SURVIVORS

WIGJ continues to support and enhance the capacity of local civil society organisations supporting survivors of SGBC that occurred or is occurring on Ukrainian territory since 2014 and in the context of the ongoing invasion by the Russian Federation. We work specifically with our partner ULAG, but also with the Ukrainian Women Lawyers Association “JurFem”, the Interagency Working Group on Investigating Crimes Committed in the Armed Conflict of the Prosecutor General’s Office (OPG) of Ukraine, Global Rights Compliance (GRC), and the Dialogue Group on Accountability for Ukraine.

TRAINING OF TRAINERS

From May to August 2023, we coordinated with ULAG and GRC to deliver [16 online sessions of training](#) on incorporating international standards and best practices in addressing CRSV. The topics of training included: trauma resilience; acts of a ‘sexual’ nature; sexual violence in conflict; difference between domestic and international crimes; elements of crimes; crimes of sexual violence; consent and coercion; online legal research; planning an investigation; strategies for interviewing victims of CRSV; understanding the European law enforcement network for international crimes; modes of liability; linking perpetrators to CRSV and pattern evidence; do no harm; and preventing/avoiding stigma.



From 5 to 7 September 2023, we organised a [3-day in person training in Kyiv](#). Participants had the opportunity to exercise their skills on interviewing and planning an investigation, including through role play exercises developed based on real case facts but fictionalised. A total of 28 legal practitioners (including from ULAG), other 5AM Coalition members, UN agencies and EU Advisory Mission) participated.

Participants received a package of materials relevant to the training and in their further work. The in-person training provided a good opportunity to network, exchange experiences and perspectives from different sides of a common work process and gain a holistic understanding of the survivor's path through services and the justice system.

TRAINER'S GUIDE

To complement the hybrid training and to encourage trainees to become trainers and share their acquired knowledge and skills with peers, a Trainers' Guide was prepared. The Trainers' Guide was developed based on a needs assessment (through an online survey) of the Ukrainian legal practitioners who indicated (1) a lack of practical understanding how to implement international standards in their work as victims' representatives; an(2) need for better understanding of the interconnection of national and international practice and standards. Considering this, the Guide features practical case-studies, including examples adapted to the national context.

The Guide includes all the modules discussed during the hybrid training, with additional resources, tips and notes on delivery of future training. It also features links to recordings of all training sessions delivered so far and training materials (i.e., presentations).

MENTORSHIP

A [mentorship program](#) is underway between 4 Ukrainian legal representatives of CRSV victims in national cases and 5 ICL experts.

The mentees are each representing 1 client, all from different regions of Ukraine. Each case has specific strategic issues. This approach not only provides direct support to the mentees, but also helps build a system of national experts who will be educated on different aspects of war crimes which may arise specifically in the Ukrainian context.

The work between mentees and mentors includes sharing mentors' experience from relevant cases and developing a description of international standards for further inclusion into legal procedural documents, such as notices of suspicion and indictments in the mentees' cases. This works to build a better practice of investigation and representation of CRSV survivors – based not only on procedures prescribed for general criminal offences but also on best practices from other jurisdictions.

During the reporting period, and with the assistance of their mentors, mentees have started research for legal expert opinions on problematic issues relevant to the Ukrainian justice system - which will be finalised and published on Ukrainian local media channels in 2024.



SUPPORTING ADVOCACY EFFORTS

WIGJ coordinates with key stakeholders working on CRSV in Ukraine to advocate for and offer expertise on all forms of sexual violence in conflict. Specifically, we provided expertise on international standards for the crime of forced pregnancy, invasive medical examinations, sexual slavery, genital mutilation, and compulsion to engage in sexual intercourse with another person to inform the draft guidelines developed by the Interagency Working Group on Investigating Crimes Committed in the Armed Conflict of the Ukrainian OPG.

WIGJ supported ULAG in its advocacy for legislative amendments needed to include survivors' perspectives and improve access to justice. During the reporting period, ULAG developed around 50 posts (shared on LinkedIn, Twitter, and Facebook) related to accountability for grave crimes, including CRSV.

WIGJ is also supporting advocacy on the ratification and implementation of the Rome Statute in its role as member of the CICC. As a result of continuous Coalition advocacy for the ratification of the Rome Statute by Ukraine and following the March 2023 ICC arrest warrants against Vladimir Putin and Maria Lvova-Belov and the opening of an ICC field office in Kyiv, Ukrainian government officials, including the Minister of Foreign Affairs, have expressed public support for ratification. With the ICC investigation advancing and producing results one year after it was opened, it has become more difficult for Ukrainian authorities to explain why they have not ratified the Rome Statute.

Future coordinated advocacy by Coalition members working in/on Ukraine will include promoting an understanding of the merits and support for ratification and role of the ICC and incentivising authorities through calls and support for ratification by Ukraine's allies. In particular, the Coalition plans to develop a 24-month strategy for coordinated advocacy based on the Ukrainian CSOs' Shared Guiding Principles on Accountability for Grave Crimes Committed in Ukraine published in April 2023, its first priority being to achieve Ukraine's full membership of the Rome Statute.



PROMOTING GENDER INCLUSIVITY IN POLICY DEVELOPMENT AND IMPLEMENTATION

In 2023, WIGJ continued its advocacy with the ASP, the Review Mechanism, and the Committee on Budget and Finance on various gender responsive budgeting and intersectional structural approaches.

INDEPENDENT EXPERT REVIEW MECHANISM

WIGJ has continuously advocated during Review Mechanism meetings for a meaningful implementation of the Independent Expert Review (IER) recommendations on gender mainstreaming. Our recommendations highlighted among others: the need for sustainable funding and improved recruitment for the positions of Focal Point for Gender Equality and Ombudsperson; the need to consider gender-responsive budgeting practices for a more equitable allocation of resources; and the need to eradicate workplace misconduct and introduce measure of due diligence and good governance.

To maximize the effectiveness of these initiatives and advance the principles of gender equality across all organs of the Court, we encouraged robust coordination between the organs, with the One-court principle in mind, to ensure that all employees benefit equally. WIGJ also participated in joint civil society advocacy on wider IER issues in its role as a member of the CICC Review Team.

ICC AND ASP ELECTIONS

WIGJ participated in joint civil society advocacy to inform best practices in ICC registrar and judicial elections, including on due diligence processes, in its role as member of the CICC and, in particular, as member of the Coalition Elections Team.





WIGJ provided input for:

- questionnaires sent to candidates for the registrar position and for judicial candidates;
- questions by civil society for the public roundtables with candidates for the registrar position and judicial candidates;
- the development of the ad hoc due diligence procedure for the election of the registrar; and
- the development of a permanent vetting mechanism for ICC and ASP elections.²

In June 2023, WIGJ helped publicize the information about a confidential channel for submission of potential complaints in the election of the registrar in an effort to strengthen the ad hoc due diligence process adopted by the ASP Bureau.

As a result of continuous advocacy on elections:

- 5 of 12 shortlisted registrar candidates were women (41,7%);
- 6 of 14 judicial candidates were women (42,8%);
- Questionnaires for candidates for the registrar position featured a description of skills and experience on effective management of human resources including in addressing allegations of discrimination, harassment (including sexual harassment), bullying and/or abuse of authority on the part of staff members; in addressing the chronic imbalance in geographical representation and that of women in senior management positions; as well as addressing issues that disproportionately affect women, minorities and people of colour. Also, the questionnaire featured questions about the experience in addressing gaps in gender equality and working conditions in external teams and the experience of working in gender-responsive budgeting.
- Questionnaires for judicial candidates featured a description of experience and skills on the adjudication of SGBC and included a gender perspective in adjudication and interpretation of crimes.
- At the public roundtables in November 2023, judicial candidates will additionally be asked about their experience in using intersectional approaches in adjudication.

ICC STRATEGY ON GENDER EQUALITY AND WORKPLACE CULTURE

Following the recruitment of a new ICC Focal Point for Gender Equality and Workplace Culture in July 2023, WIGJ made itself available to provide expertise, support with advocacy and devise a joint plan of action for the meaningful implementation of the GEWC. More comprehensive engagement is planned for early 2024, after the new Focal Point has had a chance to do an internal scoping of the internal ICC actors and commitments.

² CICC, [Vetting in ICC Elections, Quo Vadis?](#), 13 July 2022.

GENDER RESPONSIVE BUDGETING

On 6 September 2023, WIGJ delivered a [statement](#) to the Court and the ASP's Committee on Budget and Finance (CBF) recommending among others:

1. the inclusion of more disaggregated data on various intersecting aspects including but not limited to gender and geographical representation;
2. in terms of gender representation, improving inclusivity by considering not only the binary framework of men and women but also other gender identities;
3. in areas where available statistics already show significant under-representation, such as the lack of gender diversity at higher level positions and the lack of geographical diversity overall but especially for more senior positions, considering more drastic measures in terms of recruitment and promotion policies, flexible work arrangements and regular reporting by using diversity metrics to correct current imbalances.

Central to the implementation of the GEWC Strategy, including the integration of gender-responsive tools, is the position of the court's Focal Point for Gender Equality. Following sustained advocacy by WIGJ and joined by other stakeholders, the ICC for the first time decided to develop an "Office of the Focal Point for Gender Equality", which received the green light from the ASP's Committee on Budget and Finance, with the approval of a 30.000 EUR budget on training (Report of the Committee on Budget and Finance on the work of its forty-second session, The Hague, 4-15 September 2023, CBF/42/5, 13 October 2023).

In October 2023, WIGJ Legal and Advocacy Officer participated in the Gender Responsive Budgeting Forum in Skopje, North Macedonia, organised by the [Gender Budget Watchdog Network](#).



At the forum, WIGJ expanded its knowledge of GRB tools and processes, including learning from the network members' analysis of GRB initiatives by the UNDP, World Bank and the European Commission. WIGJ also shared its lessons learned about including gender perspectives in the response to a conflict from its work in Ukraine.

At WIGJ's initiative, the new ICC Focal Point for Gender Equality and Workplace Culture was invited and actively participated in the forum.

OTHER ADVOCACY EFFORTS

INCORPORATING INTERNATIONAL STANDARDS IN GEORGIA

The ICC's Office of the Prosecutor (OTP) concluded the investigation phase on 16 December 2022 into the alleged war crimes committed in South Ossetia, Georgia, in June 2022, after issuing 3 arrest warrants. This marks the first time the OTP has concluded an investigation phase, which they claim is crucial to implementing an effective prosecutorial strategy.² However, upon consultation with local civil society,³ we learned that this decision by the OTP was regrettable as only war crimes have been charged, despite preliminary evidence suggesting crimes against humanity were committed. Many also hoped for an arrest warrant for Eduard Kokoit, the former self-proclaimed president of South Ossetia.

In April 2023, the ICC Trust Fund for Victims announced the launch of its transformative reparation programme in Georgia, focusing on providing the most vulnerable victims with medical treatment, counselling and psychosocial support, as well as livelihood and socio-economic initiatives to address conflict-related harm.⁴ The duration of the programme was set for 3 years and the initial allocation of funds at EUR 600,000.

Local partners indicated that since the above-mentioned developments, resources for advocacy on ICC engagement on the Georgia situation have been scarce and that Georgian civil society is mostly conducting advocacy on a volunteer basis. In their view, the programme launched by the Trust Fund is a welcome development although it only addresses a very limited number of victims (hundreds out of an estimated total of 28,000 internally displaced persons).

We are in consultation with partners to determine advocacy towards the Trust Fund for Victims for the expansion of resources, particularly for women IDPs given that they suffer more institutional and societal barriers to access justice and reparations than men. Also, we will support our local partner (GYLA) in an ongoing project to assess the whole chain of reaction to gender-based violence, from reporting to providing justice, including responses of the police, prosecutors, other law enforcement agencies, and legal aid.

² ICC, [The Prosecutor of the International Criminal Court, Karim A.A. Khan KC, announces conclusion of the investigation phase in the Situation in Georgia](#), 16 December 2022.

³ The Georgian Young Lawyers Association (GYLA), also the coordinator of the Georgian Coalition for the International Criminal Court.

⁴ ICC, [Trust Fund for Victims to Launch Programme in Georgia](#), 6 April 2023

TOWARDS REPRODUCTIVE AUTONOMY: THE ONGWEN CASE

WIGJ continued its advocacy on better understanding and interpreting the crime of forced pregnancy in light of developments in the Ongwen case, including through the following initiatives and activities:

- In April 2023, WIGJ's Executive Director presented our [amicus curiae brief](#) on the crime of forced pregnancy in the Ongwen case at the "Intersectional Feminist Practice in International Justice: Sexual and Gender Based Crimes in Ongwen" conference.⁵
- In October 2023, WIGJ supported joint civil society advocacy on forced pregnancy and the broader category of reproductive violence for the development of the draft Crimes Against Humanity Treaty through the submission of a [brief](#) on strengthening protections for reproductive autonomy.



Panel on the feminist amici briefs submitted in the Ongwen case at the conference "Intersectional Feminist Practice in International Justice: Sexual and Gender-Based Crimes in Ongwen". Copyright: [Global Justice Centre Twitter Account](#), April 2023.

SUPPORTING PARTNERS IN THE DRC

During the reporting period, on 23 May 2023, the ICC OTP received a second referral from the Government of the DRC regarding alleged crimes committed in North Kivu from 1 January 2022. To date, however, this (second) self-referral has not led to the ICC Prosecutor making a determination on the opening of an investigation.

We cooperated mainly on sharing information about ICC developments with our long-standing Goma-based partner Ligue pour la Solidarité Congolaise (LSC), headed by Director Joséphine Malimukono; with our Bukavu-based partner Initiatives Alpha, headed by Executive Secretary Stella Yanda Bililo; and with our Uvira-based partner Actions des Femmes pour les Droits et le Développement (AFD), coordinated by Emérite Tabisha Mongelwa and Safi Douce. Our work with LSC and AFD included support for the transit houses coordinated by the respective organisations.

During the reporting period, we also supported our partners' provision of holistic support for survivors (including medical, psychosocial, legal, and through stigma reducing advocacy with national authorities) through providing support to their community outreach program, with a focus on psycho-social support.

⁵ The brief was submitted to the International Criminal Court in December 2021 in collaboration with Dr. Rosemary Grey, the Global Justice Center, and Amnesty International.



HOSTING THE COALITION FOR THE ICC

In 2023, WIGJ continued to host the Secretariat of the CICC. During the reporting period, WIGJ ensured that the Secretariat continues its long-standing track record of engaging with civil society to ensure its strong participation in the Rome Statute system, including by keeping member organizations informed about ICC developments through a wide dissemination of relevant updates; coordinating opportunities for joint advocacy; ensuring adequate interpretation and translation; maintaining civil society access to ICC and ASP structures; amplifying and representing civil society voices in important discussion and processes at the ICC; creating consultation opportunities between NGOs and various relevant stakeholders; and supporting members in strategizing and developing advocacy. In addition, consultants were hired for a short-term period to advance on the thematic issues of elections.

The Coalition Secretariat team consisted of the Secretariat Director, two Advocacy Officers under the supervision of the Director of Advocacy, and a Communications Officer. Project implementation was monitored by WIGJ's Executive Director, by means of regular bilateral meetings with the CICC Director of Advocacy and Secretariat Director. The administrative and financial overview was conducted by WIGJ Administration Assistant and Finance Officer, with oversight from WIGJ's Executive Director.

The impact of the CICC can be measured by how well key advocacy points are incorporated into the decisions of the Assembly and the positions of the Court and individual State Parties. This includes topics related to the allocation of resources to the Court, vetting, and protection of human rights defenders. Additionally, the contributions of civil society through the CICC have been acknowledged in statements and reports by the President of the Assembly, ASP facilitators and focal points, States Parties, and ICC organs. Furthermore, the number of members in the CICC continuously increased in 2023.

COALITION
FOR THE INTERNATIONAL
CRIMINAL COURT



FINANCIALS



ANNUAL BUDGET

In 2023, Women's Initiatives, implemented our domestic and international programmes with a budget of € 642.217.

RISK MANAGEMENT

We have a robust risk management framework with respect to three key areas - institutional, financial and programmatic risks. These are reflected in our Risk Management Framework and the Managing Programme Risks protocol.

An emerging risk is the continued shrinking of government funding for civil society working on international criminal accountability. As such, Women's Initiatives is increasingly discussing with its government donors strategies to raise funds from the respective governments' Women Peace and Security programs, or the Government's country based programs.



OUR PEOPLE

Women's Initiatives was established on 7th of January 2004 in The Hague, The Netherlands and is established for an unlimited period of time. The organisation was created with the goal to promote the integration of a gender perspective into international humanitarian and criminal laws and institutions.

The Board is responsible for the governance of the organisation with the following members in 2023:

Gabrielle McIntyre

Chair

Demetrius Wijesinghe

Secretary

Steven Powles

Treasurer

Amy Dwyer

Member

In 2023, Women's Initiatives has the pleasure of working with the following people:

Alix Vuillemin

Executive Director

Valeria Babără

Legal and Advocacy Officer

Angelica Wahono

Administration Assistant

Sofía Bavaresco

Finance Officer

Carolyn Edgerton

Consultant

Lorraine Smith van Lin

Consultant

Alexandra Lily Kather

Consultant

Melinda Reed

International Advisor

Fayha Najeeb

Legal Intern

Annual report 2023

**Stichting Women's Initiatives for
Gender Justice**

The Hague

Table of contents

	Page
AUDITORS' REPORT	
Independent auditor's report	3
MANAGEMENT BOARD'S REPORT	
	7
FINANCIAL STATEMENTS	
Balance sheet as at 31 December 2023	13
Statement of activities for the year 2023	14
Notes to the financial statements	15
Notes to the balance sheet	17
Notes to the statement of activities	21
APPENDICES	
1. Breakdown program related expenditure per funding	27

Auditors' report

Independent auditor's report

To: The board and board of directors of Stichting Women's Initiatives for Gender Justice

Report on the audit of the financial statements 2023

Our opinion

We have audited the financial statements 2023 of Stichting Women's Initiatives for Gender Justice, based in The Hague.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Women's Initiatives for Gender Justice as at 31 December 2023, and of its result for 2023 in accordance with RJ 640 nonprofit organizations.

The financial statements comprise:

1. the balance sheet as at 31 December 2023;
2. the statement of activities for 2023; 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. 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 Women's Initiatives for Gender Justice 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.

Description of responsibilities regarding the financial statements

Responsibilities of the board and board of directors for the financial statements

The board is responsible for the preparation and fair presentation of the financial statements in accordance with RJ 640 nonprofit organizations. 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 misstatements, whether due to fraud or error.

As part of the preparation of the financial statements, the board is responsible for assessing the entity'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 the board either intends to liquidate the entity 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 entity'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 engagement 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 this 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 skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- Identifying and assessing the risks of material misstatements 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 misstatements 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 entity'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 the board'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 entity'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 company 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 represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board 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.

The Hague, 23 May 2024

Maas Accountants B.V.

A handwritten signature in blue ink, appearing to read 'G.J. Maas RA'.

Management Board's report

Management Board's Report 2023

Objective

Women's Initiatives dedicated to achieving gender equality, women's human rights and international justice. We work to ensure justice for women and communities affected by armed conflict through an independent and effective International Criminal Court and promote the use of the Rome Statute to advance women's rights. The Vision of the organization is a gender just world in which there is accountability for sexual and gender-based crimes (SGBC) and justice worldwide through legal advocacy and the creation of supportive networks. We are committed to a practice that is sensitive to survivors, centered on human needs, and intersectional in its approach.

Board of directors

G.L. McIntyre, Chair

M.D. Reed, Executive Director (until 09/05/2023)

A.M.M. Vuillemin (from 09/05/2023)

J.D. Wijesinghe, Secretary

S.S. Powles, Treasurer

Amy R. Dwyer Neigenfind, Board member

Activities financial year 2023

Highlights of the Year:

- Launch of the report "Judicial Approaches on Sexual and Gender-Based Crimes at the International Criminal Court" revealing structural shortcomings, critical improvements, and future opportunities of intersectional justice, with key recommendations to the ICC Judiciary;
- Held trainings for Ukrainian practitioners on the various aspects of accountability for conflict-related sexual violence in Ukraine;
- Joined other international organizations in advocating for a gender-progressive, survivor-centric, and intersectional Crimes Against Humanity treaty;
- Provided comments on the ICC OTP's Policy Paper on Gender-Based Crimes; Promoted gender inclusivity in ICC policy development and implementation; Advocated for victims' meaningful participation at the ICC through its legal aid reform;
- Advocated for vetting of candidates to ICC and ASP elections; urged for transparency and accountability at the ICC;
- Advocated for better understanding of the crime of forced pregnancy.

Gender responsive budgeting

On 6 September 2023, WIGJ delivered a statement to the Court and the ASP's Committee on Budget and Finance (CBF) with recommendations. Following sustained advocacy by WIGJ and joined by other stakeholders, the ICC for the first time decided to develop an "Office of the Focal Point for Gender Equality", which received the green light from the ASP's Committee on Budget and Finance, with the approval of a 30.000 EUR budget on training.

In October 2023, WIGJ Legal and Advocacy Officer participated in the Gender Responsive Budgeting Forum in Skopje, North Macedonia, organised by the Gender Budget Watchdog Network.

Promoting gender inclusivity in policy development and implementation

INDEPENDENT EXPERT REVIEW MECHANISM

WIGJ has continued advocating during Review Mechanism meetings for a meaningful implementation of the IER recommendations on gender mainstreaming. Our recommendations highlighted the need for sustainable funding and improved recruitment for the positions of Focal Point for Gender Equality and Ombudsperson; the need to consider gender-responsive budgeting practices for a more equitable allocation of resources; and the need to eradicate workplace misconduct and introduce measure of due diligence and good governance.

ICC AND ASP ELECTIONS

WIGJ participated in joint civil society advocacy to inform best practices in ICC registrar and judicial elections, including on due diligence processes, in its role as member of the Coalition for the International Criminal Court and, in particular, as member of the Coalition Elections Team.

In June 2023, WIGJ helped publicize the information about a confidential channel for submission of potential complaints in the election of the registrar in an effort to strengthen the ad hoc due diligence process adopted by the ASP Bureau.

As a result of continuous advocacy on elections:

- 5 of 12 shortlisted registrar candidates were women (41,7%);
- 6 of 14 judicial candidates were women (42,8%);
- Questionnaires for candidates for the registrar position featured a description of skills and experience on effective management of human resources. Also, the questionnaire featured questions about the experience in addressing gaps in gender equality and working conditions in external teams and the experience of working in gender-responsive budgeting.
- Questionnaires for judicial candidates featured a description of experience and skills on the adjudication of SGBC and included a gender perspective in adjudication and interpretation of crimes.
- At the public roundtables in November 2023, judicial candidates will additionally be asked about their experience in using intersectional approaches in adjudication.

Ukraine – access to justice for CRSV survivors

WIGJ continues to support and enhance the capacity of local civil society organisations supporting survivors of SGBC that occurred or is occurring on Ukrainian territory since 2014 and in the context of the ongoing invasion by the Russian Federation. We work specifically with our partner ULAG (the Ukrainian Legal Advisory Group), but also with the Ukrainian Women Lawyers Association “JurFem”, the Interagency Working Group on Investigating Crimes Committed in the Armed Conflict of the Prosecutor General’s Office (OPG) of Ukraine, Global Rights Compliance (GRC), and the Dialogue Group on Accountability for Ukraine.

From May to August 2023, we coordinated with ULAG and GRC to deliver 16 online sessions of training on incorporating international standards and best practices in addressing CRSV. The topics of training included: trauma resilience; acts of a ‘sexual’ nature; sexual violence in conflict; difference between domestic and international crimes; elements of crimes; crimes of sexual violence; consent and

coercion; online legal research; planning an investigation; strategies for interviewing victims of CRSV; and preventing/avoiding stigma.

From 5 to 7 September 2023, we organised a 3-day in person training in Kyiv. A total of 28 legal practitioners (including from the Ukrainian Legal Advisory Group (ULAG), other 5AM Coalition members, UN agencies and EU Advisory Mission) participated.

Towards Reproductive Autonomy: the Ongwen Case

WIGJ continued its advocacy on better understanding and interpreting the crime of forced pregnancy in light of developments in the Ongwen case, including through the following initiatives and activities:

In April 2023, WIGJ's Executive Director presented our *amicus curiae* brief on the crime of forced pregnancy in the Ongwen case at the "Intersectional Feminist Practice in International Justice: Sexual and Gender Based Crimes in Ongwen" conference.

In October 2023, WIGJ supported joint civil society advocacy on forced pregnancy and the broader category of reproductive violence for the development of the draft Crimes Against Humanity Treaty through the submission of a brief on strengthening protections for reproductive autonomy.

Report: Judicial approaches on SGBC at the International Criminal Court

Following a thorough review of all ICC pre-trial, trial and appeals decisions on SGBC to date and of other jurisprudential developments on SGBC from the broader ICL system (including from other international criminal tribunals) in 2022, a report outline was developed highlighting topics to be addressed.

In 2023, WIGJ proceeded with the drafting of the report and, based on initial research and the report outline, engaged in bilateral consultations with ICC Judges to gain insights from their expertise and experience. The consultations were conducted under Chatham House. Insights from the consultations were incorporated in the analysis of the issues rather than through direct quotes or references and helped in the formulation of more informed recommendations.

During the 2023 ASP sessions in New York, WIGJ launched the report "Judicial Approaches on Sexual and Gender-Based Crimes at the International Criminal Court". The launch event was co-hosted by the Permanent Missions to the UN of Canada and Chile, and included, among others, Judge Luz del Carmen Ibañez Carranza, ICC First Vice-President and Alix Vuillemin, our Executive Director in the line up of Speakers.

Other Advocacy efforts

INCORPORATING INTERNATIONAL STANDARDS IN GEORGIA

The ICC's Office of the Prosecutor (OTP) concluded the investigation phase on 16 December 2022 into the alleged war crimes committed in South Ossetia, Georgia, in June 2022, after issuing 3 arrest warrants. This marks the first time the OTP has concluded an investigation phase, which they claim is crucial to implementing an effective prosecutorial strategy. However, upon consultation with local civil society, we learned that this decision by the OTP was regrettable as only war crimes have been charged, despite preliminary evidence suggesting crimes against humanity were committed. Many also hoped for an arrest warrant for Eduard Kokot, the former self-proclaimed president of South Ossetia.

In April 2023, the ICC Trust Fund for Victims announced the launch of its transformative reparation programme in Georgia. The duration of the program was set for 3 years and the initial allocation of funds at EUR 600,000. Local partners indicated that since the above-mentioned developments, resources for advocacy on ICC engagement on the Georgia situation have been scarce.

We are in consultation with partners to determine advocacy towards the Trust Fund for Victims for the expansion of resources, particularly for women IDPs given that they suffer more institutional and societal barriers to access justice and reparations than men. Also, we will support our local partner (GYLA) in an ongoing project to assess the whole chain of reaction to gender-based violence, from reporting to providing justice, including responses of the police, prosecutors, other law enforcement agencies, and legal aid.

SUPPORTING PARTNERS IN DRC

During the reporting period, on 23 May 2023, the Office of the Prosecutor of the ICC received a second referral from the Government of the DRC regarding alleged crimes committed in North Kivu from 1 January 2022. To date, however, this (second) self- referral has not led to the ICC Prosecutor making a determination on the opening of an investigation. We cooperated mainly on sharing information about ICC developments with our long- standing Goma-based partner Ligue pour la Solidarité Congolaise (LSC), headed by Director Joséphine Malimukono; with our Bukavu-based partner Initiatives Alpha, headed by Executive Secretary Stella Yanda Bililo; and with our Uvira-based partner Actions des Femmes pour les Droits et le Développement (AFD), coordinated by Emérite Tabisha Mongelwa and Safi Douce. Our work with LSC and AFD included support for the transit houses coordinated by the respective organisations.

Freely disposable capital

By the end of 2023, the appropriated reserves amounted to EUR 5.800. These serve as available capital for any shortfall in the performance of the various activities. The other reserves amount to EUR 5.600 and serve as a buffer for continuity of the foundation.

Hosting the Coalition for the International Criminal Court

In 2023, WIGJ continued to host the Secretariat of the Coalition for the International Criminal Court (CICC). During the reporting period, WIGJ ensured that the Secretariat continues its long-standing track record of engaging with civil society to ensure its strong participation in the Rome Statute system, including by keeping member organizations informed about ICC developments through a wide dissemination of relevant updates; coordinating opportunities for joint advocacy; ensuring adequate interpretation and translation; maintaining civil society access to ICC and ASP structures; amplifying and representing civil society voices in important discussion and processes at the ICC; creating consultation opportunities between NGOs and various relevant stakeholders; and supporting members in strategizing and developing advocacy. In addition, consultants were hired for a short-term period to advance on the thematic issues of elections.

The Coalition Secretariat team consisted of the Secretariat Director, two Advocacy Officers under the supervision of the Director of Advocacy, and a Communications Officer. Project implementation was monitored by WIGJ Executive Director, by means of regular bilateral meetings with the CICC Director of Advocacy and Secretariat Director. The administrative and financial overview was conducted by WIGJ Administration Assistant and Finance Officer, with oversight from WIGJ's Executive Director.

Important decisions or intentions for the year 2024

As part of our strategic expansion, Women's Initiatives is pleased to announce that we will be enhancing our team by hiring two new staff members to better serve our mission. This growth reflects our commitment to increasing our impact and capacity. Additionally, this year marks the beginning of implementing a significant project funded by the European Commission. This consortium grant, which spans four years, will bolster our resources and enable us to extend our reach and deepen our impact across our key programs.

In our continuous effort to strengthen the organization and its governance, Women's Initiatives will undertake a comprehensive review of all policies and Standard Operating Procedures (SOPs) in 2024. This initiative is designed to ensure that our frameworks remain robust and reflective of best practices, thereby enhancing our operational effectiveness and aligning with our strategic objectives.

Description of the risks regarding continuity of funding

We have a robust risk management framework with respect to three key areas - institutional, financial and programmatic risks. These are reflected in our Risk Management Framework and the Managing Programme Risks protocol.

An emerging risk is the continued shrinking of government funding for civil society working on international criminal accountability. As such, Women's Initiatives is increasingly discussing with its government donors strategies to raise funds from the respective governments' Women Peace and Security programs, or the Government's country based programs.

Budget 2024

As of 17 April 2024, WIGJ expects an annual budget of around 1.768.000 EUR, out of which 1.113.000 EUR estimated for the CICC project and 655.000 EUR for other Women's Initiatives projects. Of the total expected budget, 1.520.500 EUR are confirmed and 247.500 EUR pending. The estimated expenses are as follows: 816.000 EUR for staff costs (WIGJ and CICC), 41.000 EUR for finance services, 130.000 EUR for institutional costs, and 736.000 for programme costs (out of which 346.000 EUR for WIGJ projects and 390.000 EUR for CICC projects). The organisation aims to raise 45.000 EUR for General reserves in the following years.

Financial statements

Balance sheet as at 31 December 2023

(After proposal distribution of result)

		31 December 2023	31 December 2022
		EUR	EUR
ASSETS			
Fixed assets			
Property, plant and equipment	1	1.075	-
Current assets			
Receivables			
Other receivables, prepayments and accrued income	2	20.849	11.690
Cash and cash equivalents	3	280.518	538.967
		<u><u>302.442</u></u>	<u><u>550.657</u></u>
EQUITY AND LIABILITIES			
Net assets			
Appropriation reserves	4	5.848	5.848
Appropriation funds	5	261.565	508.872
Other reserve	6	<u><u>5.565</u></u>	<u><u>439</u></u>
		272.978	515.159
Current liabilities			
Trade payables	7	11.820	2.727
Payables relating to taxes and social security contributions		4.301	5.652
Current other payables, liabilities and accrued expenses	8	<u><u>13.343</u></u>	<u><u>27.119</u></u>
		29.464	35.498
		<u><u>302.442</u></u>	<u><u>550.657</u></u>

Statement of activities for the year 2023

			Budget	
		2023	2023	2022
		EUR	EUR	EUR
Income	9	642.217	876.249	788.955
Program related expenditure	10	(352.067)	(308.825)	(301.956)
		290.150	567.424	486.999
Expenses				
Expenses work contracted out	11	38.464	36.000	100.976
Expenses of employee benefits	12	440.483	465.850	205.205
Depreciation of tangible fixed assets	13	537	-	-
Rent costs	14	15.003	20.000	4.283
Office expenses	15	23.150	28.700	27.015
General expenses	16	15.506	10.801	17.787
Total of sum of expenses		533.143	561.351	355.266
Total of operating result		(242.993)	6.073	131.733
Financial income and expenses	17	812		(1.754)
Total of net result		(242.181)	6.073	129.979
Appropriation of result				
Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court			-	(875)
Appropriation funds received grants		(247.307)		129.384
Other reserve		5.126		1.470
		(242.181)		129.979

Notes to the financial statements

ENTITY INFORMATION

Registered address and registration number trade register

The registered and actual address of Stichting Women's Initiatives for Gender Justice is Parkstraat 83, 2514 JG in The Hague. Stichting Women's Initiatives for Gender Justice is registered at the Chamber of Commerce under number 27264260.

GENERAL NOTES

The most important activities of the entity

The activities of Stichting Women's Initiatives for Gender Justice consist mainly of: An international human's rights organisation that advocates for gender justice through the International Criminal Court (ICC) and through domestic mechanisms, including peace negotiations and justice processes.

The location of the actual activities

The actual address of Stichting Women's Initiatives for Gender Justice is Parkstraat 83, 2514 JG in The Hague.

GENERAL ACCOUNTING PRINCIPLES

The accounting standards used to prepare the financial statements

The financial statements are drawn up in accordance with the provisions of Title 9, Book 2 of the Dutch Civil Code and the Dutch Accounting Standards, as published by the Dutch Accounting Standards Board ('Raad voor de Jaarverslaggeving').

Assets and liabilities are generally valued at historical cost or production cost less depreciation at the time of acquisition. If no specific valuation principle has been stated, valuation is at historical cost.

ACCOUNTING PRINCIPLES

Accounting principles applied to the valuation of assets and liabilities

Property, plant and equipment

Tangible fixed assets are valued at acquisition costs or production costs plus additional costs less straight-line depreciation based on the expected life, unless stated otherwise. Impairments expected on the balance sheet date are taken into account.

Subsidies on investments will be deducted from the historical cost price or production cost of the assets to which the subsidies relate.

Receivables

Receivables are carried at their nominal value, less any provisions deemed necessary to mitigate the risk of bad debt. These provisions are determined on the basis of an individual assessment of the receivables. Unless stated otherwise, the receivables have a maturity of less than 1 year.

Cash and cash equivalents

Cash at banks and in hand represent cash in hand, bank balances and deposits with terms of less than twelve months. Overdrafts at banks are recognised as part of debts to lending institutions under current liabilities. Cash at banks and in hand is valued at nominal value.

Current liabilities

On initial recognition current liabilities are recognised at nominal value.

Accounting principles applied to the valuation of the statement of income and expenses

Accounting principles for determining the result

The result is the difference between the realisable value of the income and expenses and other charges during the year. The results on transactions are recognised in the year in which they are realised.

Income

Income comprises the income received in the financial year from grants and donations.

Other operating expenses

Costs are determined on a historical basis and are attributed to the reporting year to which they relate.

Notes to the balance sheet

Assets

FIXED ASSETS

	31-12-2023	31-12-2022
	EUR	EUR
1 Property, plant and equipment		
Furniture, fixtures and fittings	<u>1.075</u>	-
Property, plant and equipment		
	Furniture, fix- tures and fit- tings	
	EUR	
Balance as at 1 January 2023		
Cost or manufacturing price	7.231	
Accumulated depreciation	<u>(7.231)</u>	
Book value as at 1 January 2023	-	
 Movements		
Additions	1.612	
Depreciation	<u>(537)</u>	
Balance movements	<u>1.075</u>	
Balance as at 31 December 2023		
Cost or manufacturing price	8.843	
Accumulated depreciation	<u>(7.768)</u>	
Book value as at 31 December 2023	<u>1.075</u>	
 CURRENT ASSETS		
Receivables		
	31-12-2023	31-12-2022
	EUR	EUR
2 Other receivables, prepayments and accrued income		
Other amounts receivable	850	-
Accrued income and prepaid expenses	<u>19.999</u>	<u>11.690</u>
	<u>20.849</u>	<u>11.690</u>
 Other amounts receivable		
Guarantee deposit	<u>850</u>	-

	31-12-2023	31-12-2022
	EUR	EUR

Accrued income and prepaid expenses

Accruals and prepaid expenses	731	-
Grants receivable	19.268	11.690
	<u>19.999</u>	<u>11.690</u>

3 Cash and cash equivalents

ING Bank N.V.	35.018	433.041
Glacier Bank, USA	8.363	-
DFCU Bank Ltd	5.674	5.674
ING Bank N.V., savings account	231.161	99.999
Cash	302	253
	<u>280.518</u>	<u>538.967</u>

The bank account at DFCU Bank Ltd in Uganda is dormant and access is temporarily restricted. Efforts to get full access to the funds are being made. The bank balance has been confirmed by the bank.

Equity and liabilities

	<u>31-12-2023</u>	<u>31-12-2022</u>
	EUR	EUR
4 Appropriation reserves		
Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court	<u>5.848</u>	<u>5.848</u>
Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court		
Balance as at 1 January	5.848	6.723
Appropriation of result	-	(875)
Balance as at 31 December	<u>5.848</u>	<u>5.848</u>

5 Appropriation funds

Appropriation funds received grants	<u>261.565</u>	<u>508.872</u>
Appropriation funds received grants		
Balance as at 1 January	508.872	378.614
Appropriation of result	(247.307)	129.384
Addition transfer from appropriation reserves	-	874
Balance as at 31 December	<u>261.565</u>	<u>508.872</u>

A detailed overview per fund is set out in the annex to these financial statements.

	<u>2023</u>	<u>2022</u>
	EUR	EUR
6 Other reserve		
Balance as at 1 January	439	(1.031)
Appropriation of result	5.126	1.470
Balance as at 31 December	<u>5.565</u>	<u>439</u>

CURRENT LIABILITIES

	<u>31-12-2023</u>	<u>31-12-2022</u>
	EUR	EUR
7 Trade payables		
Accounts payable	<u>11.820</u>	<u>2.727</u>
8 Current other payables, liabilities and accrued expenses		
Audit fees	9.679	9.680
Current accruals and deferred income	3.664	-
Consultants	<u>-</u>	<u>17.439</u>
	<u>13.343</u>	<u>27.119</u>

CONTINGENT ASSETS AND LIABILITIES

The organisation renewed 2 rental contracts in 2024 for office space until February/March 2025. The monthly costs are EUR 1.535.

Notes to the statement of activities

	Budget		
	2023	2023	2022
	EUR	EUR	EUR
9 Income			
Swiss Department of Foreign Affairs - WIGJ	100.000	125.000	185.001
Wellspring Philanthropic Fund - WIGJ	90.620	114.725	99.396
Ministry Foreign Affairs Finland - CICC	150.000	150.000	150.000
Wellspring Philanthropic Fund - CICC	90.621	114.725	99.396
Ministry Foreign Affairs Canada - WIGJ	92.677	92.677	-
Alliance for Open Society International - CICC	-	69.407	71.888
Open Society Foundations - CICC	-	46.983	60.541
Ministry Foreign Affairs The Netherlands - CICC	10.000	97.732	95.000
Department of Foreign Affairs, Ireland - CICC	80.000	50.000	-
Liechtenstein - CICC	-	-	4.688
Korea Future Initiative CIO - WIGJ	8.500	-	-
Municipality The Hague - CICC	5.000	-	5.000
Ministry Foreign Affairs The Netherlands - WIGJ	-	-	6.690
Austrian Federal Ministry for Europe, Integration and Foreign Affairs - CICC	10.000	15.000	10.600
UK PSVI Colombia - WIGJ	-	-	(875)
Other donations - WIGJ	4.558	-	1.630
Other donations - CICC	241	-	-
	642.217	876.249	788.955

The income comprises the income from grants and donations which have been received in the financial year. The budget comprises the income which was budgeted to cover the budgeted expenses.

10 Program related expenditure

Consultants - CICC	72.384	77.825	223.918
Translations - interpretations - CICC	18.872	30.000	20.936
ASP side events and other events - CICC	19.730	2.500	19.378
Travel expenses - CICC	26.147	21.000	10.199
Consultants - WIGJ	106.998	50.000	-
Training of trainers - National Accountability SGBC			
Ukraine - WIGJ	56.399	85.600	7.963
Translation fees training - National Accountability SGBC			
Ukraine - WIGJ	6.100	-	3.624
Supporting DRC - National Accountability SGBC - WIGJ	7.203	6.900	-
ASP side events and other events - WIGJ	18.367	14.000	7.901
Travel expenses - WIGJ	8.958	8.500	7.386
Printing and promotional materials - WIGJ	2.085	-	651
Publication SGBC report - WIGJ	624	-	-
Program costs Georgia - WIGJ	-	2.000	-
Website costs	3.949	1.500	-
Project access to justice - publication costs	4.251	9.000	-
	352.067	308.825	301.956

		Budget		
	2023	2023	2022	
	EUR	EUR	EUR	
11 Expenses work contracted out				
Management fees	<u>38.464</u>	<u>36.000</u>	<u>100.976</u>	
Management fees				
Executive Director	2.568	-	30.472	
Legal Director	-	-	49.504	
Finance and administration assistant	<u>35.896</u>	<u>36.000</u>	<u>21.000</u>	
	<u>38.464</u>	<u>36.000</u>	<u>100.976</u>	

12 Expenses of employee benefits

Wages and salaries	365.570	383.350	158.465
Social security charges and pensions cost	69.955	75.000	44.042
Other expenses of employee benefits	<u>4.958</u>	<u>7.500</u>	<u>2.698</u>
	<u>440.483</u>	<u>465.850</u>	<u>205.205</u>

We are committed to transparency and accountability in all our operations, including the remuneration of our Executive Director. We believe that a fair and competitive remuneration package is essential to attract and retain talented individuals who can lead our organization towards achieving its mission.

The Executive Director's salary in 2023 was EUR 92.839 Gross, calculated on an annual basis for a full-time position. This salary is in line with the "Remuneration Guidelines for Directors of Charitable Organisations" of Goede Doelen Nederland. These guidelines take into account the size, complexity of the organization and set a maximum limit for the annual income. This led to a Basic Score for Management Positions (BSD), score of 425 points with a maximum annual income of EUR 136.639 on a full-time basis.

Disclosure of salaries

	Number of employees	Total costs
Salaries between EUR 60.000 and 70.000	1	60.128
Salaries between EUR 70.001 and EUR 80.000	1	78.363
Salaries between EUR 80.001 and EUR 90.000	<u>1</u>	<u>84.396</u>
Total	<u>3</u>	<u>222.887</u>

The salaries between EUR 60.000 and EUR 90.000 concern the executive director (working at 0.8 FTE), legal and advocacy officer CICC and advocacy director CICC. These costs include the social security charges.

			Budget
	2023	2023	2022
	EUR	EUR	EUR
Wages and salaries			
Salary staff	365.570	383.350	158.465
Social security charges and pensions cost			
Social security charges	63.113	67.650	32.275
Additions provisions for pension obligations	-	-	6.805
Sick leave insurance	6.842	7.350	4.962
	<u>69.955</u>	<u>75.000</u>	<u>44.042</u>
Other expenses of employee benefits			
Study and training expenses	1.428	3.000	2.698
Other allowances	3.530	4.500	-
	<u>4.958</u>	<u>7.500</u>	<u>2.698</u>
13 DEPRECIATION OF TANGIBLE FIXED ASSETS			
Depreciation of property, plant and equipment	537	-	-
Depreciation of property, plant and equipment			
Inventory	537	-	-
14 Rent costs			
Rent expenses offices	15.003	20.000	4.283
15 Office expenses			
Bookkeeping	13.589	18.200	13.846
Telephone expenses	59	100	363
Office supplies	1.623	2.500	5.959
Automation expenses	7.631	7.450	6.555
Insurance premium	237	250	284
Postage expenses	11	200	8
	<u>23.150</u>	<u>28.700</u>	<u>27.015</u>
16 General expenses			
Subscriptions	125	-	-
Audit costs	12.102	8.000	13.310
Other general expenses	876	1.200	1.406
Bank expenses	2.403	1.601	3.071
	<u>15.506</u>	<u>10.801</u>	<u>17.787</u>

		Budget
	2023	2023
	EUR	EUR

17 Financial income and expense

Other interest and similar income	1.162	-	-
Currency exchange differences	(350)	-	(1.754)
	<u>812</u>	<u>-</u>	<u>(1.754)</u>

Other interest and similar income

Received bank interest	<u>1.162</u>	<u>-</u>	<u>-</u>
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Budget variance analysis

	2023		Budget 2023		Difference	
	EUR	%	EUR	%	EUR	%
Income	642.217	100,0	876.249	100,0	(234.032)	(26,7)
Program related expenditure	(352.067)	(54,8)	(308.825)	(35,2)	(43.242)	(14,0)
	290.150	45,2	567.424	64,8	(277.274)	(48,9)
Expenses work contracted out	38.464	6,0	36.000	4,1	2.464	6,8
Expenses of employee benefits	435.525	67,8	458.350	52,3	(22.825)	(5,0)
Depreciation of tangible fixed assets	537	0,1	-	-	537	-
Other expenses of employee benefits	4.958	0,8	7.500	0,9	(2.542)	(33,9)
Rent costs	15.003	2,3	20.000	2,3	(4.997)	(25,0)
Office expenses	23.150	3,6	28.700	3,3	(5.550)	(19,3)
General expenses	15.506	2,4	10.801	1,2	4.705	43,6
Total of sum of expenses	533.143	83,0	561.351	64,1	(28.208)	(5,0)
Total of operating result	(242.993)	(37,8)	6.073	0,7	(249.066)	(4.101)
Financial income and expense	812	0,1	-	-	812	-
Total of net result	(242.181)	(37,7)	6.073	0,7	(248.254)	(4.087)

Disclosure of analysis of differences between the budget and actuals

The realized income comprises the actually received grants in the financial year, where as the budgeted income comprises the income to cover the budgeted expenses.

The budgeted expenses employee benefits are lower then the realized costs, due to the fact that one employee was first employed and later in the year hired as a consultant due to relocation. This explains partly why the costs program related expenditure are higher than the budget. In general the costs program related expenditure were higher than budgeted due to inflation and increased activities.

The housing expenses are lower than budgeted as rental contracts have been kept as flexible as possible.

The office expenses are lower as budgeted as the administration costs did not increase as expected in the budget, but kept at the same level as last year.

The general expenses are higher than budgeted, mainly because the budgeted audit costs were too low. The cost level is the same as previous year.

The Hague, 23 May 2024

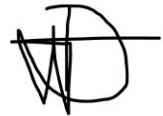
Stichting Women's Initiatives for Gender Justice



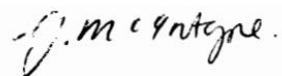
Alix Vuillemin
Executive Director



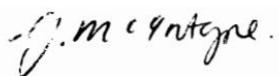
Steven Powles
Treasurer



Demetrius Wijesinghe
Secretary



Gabrielle McIntyre
Chairperson



Amy Ruth Dwyer Neigenfind
Board member

Appendices

1. Breakdown program related expenditure per funding

Breakdown program related expenditure per funding 2023

THANK YOU



Website

WWW.4GENDERJUSTICE.ORG

Email

INFO@4GENDERJUSTICE.ORG

