

Women's Initiatives for Gender Justice

# 2022

## ANNUAL REPORT

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## Acknowledgements

We are proud to present the 2022 Annual Report of Women's Initiatives for Gender Justice. 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 who supported us in our work and made 2022 another impactful year.



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra



Ministry of Foreign Affairs of the  
Netherlands



An Roinn Gnóthaí Eachtracha  
Department of Foreign Affairs



Ministry for Foreign  
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PERMANENT MISSION  
OF THE PRINCIPALITY OF LIECHTENSTEIN  
TO THE UNITED NATIONS  
NEW YORK



**Den Haag**

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## Mission

The Women's Initiatives for Gender Justice (WIGJ, or Women's Initiatives) works to achieve global gender justice and equality in and through the law.

## Vision

A gender just world in which there is accountability for sexual and gender-based crimes (SGBC) and equality in, and through the law.

## Values statement

The Women's Initiatives for Gender Justice 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 International Criminal Court and promote 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, inter-related 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, 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.

## 2022 at a glance

This year Women's Initiatives worked with survivors of sexual and gender-based violence (SGBV), survivor activists, grassroots organisations, national and international legal practitioners, decision-makers, NGO colleagues from the field of international justice and other justice stakeholders.

During 2022 we:

- Coordinated input from civil society on the draft **ICC Strategy on Gender Equality and Workplace Culture**, and supported the ICC Gender Focal Point in launching the Strategy at the annual Assembly of States Parties to the Rome Statute (ASP);
- Advocated for **gender responsive budgeting** at the ICC, including by organizing an event on the topic;
- Concluded a Memorandum of Understanding for cooperation with the **Gender Budget Watchdog Network** on gender responsive budgeting;
- Provided input on the development of an ICC Office of the Prosecutor (OTP) **Policy on Gender Persecution**, and held a session with civil society at the 2022 annual ASP meeting to raise awareness about the policy;
- Advocated for **vetting** of candidates to ICC elections;
- Held a **training for Ukrainian practitioners** on the various aspects of accountability for conflict related sexual violence;
- Engaged with various actors working on **accountability for CRSV in Ukraine**;
- Engaged with the **ICC Prosecutor's Special Advisers** with a mandate related to accountability for sexual violence and the new OTP Head of the Gender and Children Unit;
- Co-organized an ASP **complementarity facilitation meeting on SGBC** at the ICC;
- Organised a session on advancing accountability for SGBC at the **November 2022 UK Preventing Sexual Violence Initiative (PSVI) conference**;
- Served on the **Advisory Board of the PSVI**;
- Hosted a side-event to the 2022 annual ASP meeting on CRSV in Ukraine;
- Presented **amicus curiae views on forced pregnancy** in the ICC case against Dominic Ongwen;
- **Reviewed all ICC SGBC jurisprudence** to date for a report to be launched in 2023;
- Facilitated a **training on Diversity, Equity, Inclusion** for international civil society organisations;
- Served as **interim host for the Secretariat of the Coalition for the International Criminal Court**;
- Served on the **Steering Committee** of the Coalition for the International Criminal Court.

## Social Media Metrics



**8,020** followers  
from **15+** countries



**+196** Twitter  
followers  
reaching **5,798**



**21,841**  
website  
views

## 2022 activities

In 2022, our activities including the Women's Initiatives' long-standing legal and institutional monitoring of the International Criminal Court, and our advocacy on gender-related issues. Some highlights include:

### Providing input on the development of an ICC gender strategy

In 2022, the ICC Gender Focal Point initiated the development of an ICC Strategy on Gender Equality and Workplace Culture. Women's Initiatives provided input and coordinated input from other NGO colleagues to make the strategy more inclusive and effective. In addition to working alongside the Focal Point to provide insight and input on a regular basis through bilateral meetings and email exchanges, in March 2022, Women's Initiatives submitted formal written observations. WIGJ advocacy on the strategy centred on the following key points:

- In the context of safe recruitment practices, WIGJ advocated for the inclusion of vetting measures to prevent the hiring of staff who do not meet (high) moral character standards, this being a crucial tool to both gender equality and improving the workplace culture at the ICC;
- On the Court's practices related to external counsel, Women's Initiatives advocated for improving the strategy's language by making it more specific and elevating conditions for external counsel to a similar status of Court staff;
- Women's Initiatives advocated for the inclusion of a reference to gender responsive budgeting (GRB) in the strategy, in order to ensure that staff time, financial and other resources are allocated to address gaps identified in a gender analysis of the Court's functioning; and
- Women's Initiatives advocated for a clearer overview of how stakeholders will be held accountable in the implementation of the Strategy.

The [Court-wide Gender Equality and Workplace Culture Strategy](#) (GEWC Strategy) was launched on 8 December 2022, on the margins of the 21<sup>st</sup> session of the Assembly of States Parties (ASP). Women's Initiatives joined the embassies of Australia, Canada, Finland, France, Mexico, the Republic of Korea, Sweden and Switzerland, as well as the Women in International Law (WIL) Network and the International Gender Champions Hub Den Haag in co-sponsoring the launch which took place during a side event, with the participation of the President of the Assembly of States Parties, Silvia Fernández de Gurmendi, ICC Principals and the ICC Focal Point for Gender Equality, as well as Ambassadors, representatives from States and intergovernmental organizations, as well as members from civil society.

The GEWC Strategy provides a way forward to address part of the findings and recommendations made by the Independent Experts Review (IER) in their Report related to gender equality and workplace culture, as well as the relevant gaps and needs identified in the ICC Staff Engagement Surveys in 2018 and 2021. These have also been incorporated in the ICC Strategic Plan (2019-2021), the OTP Strategic Plan (2018-2021), and the Strategic Plan of the Registry (2019-2021).

### Gender responsive budgeting

In 2022, WIGJ engaged with the ASP's Committee on Budget and Finance (CBF) as well as key Court representatives and state party representatives to advocate for the ICC to consider gender responsive budgeting (GRB). Presentations to the CBF, including followed by written submissions, were made on 10 May and 14 September 2022.

WIGJ engaged in bilateral conversations with the ICC Focal Point on Gender Equality and the ICC Chief of Budget Section to consider means of implementing GRB at the ICC. WIGJ facilitated discussions between these Court representatives and a GRB expert.

On 17 June 2022, WIGJ co-organised a panel discussion on GRB with Finland and Mexico featuring Marija Risteska, Director of the Gender Budget Watchdog Network (GBWN), and Osvaldo Zavala Giler, ICC Chief of Budget Section. The panel was moderated by Alix Vuillemin, WIGJ Advocacy Director, presented the concept



to key ICC and ASP stakeholders, and encouraged the Court to take it up. States Parties to the Rome Statute were invited to share best practices on this topic from their respective jurisdictions. Presentations were made by the Ambassadors of Finland, Mexico, South Africa, and Serbia. The event took place at the Finnish residence in The Hague.

WIGJ staff continued to gain knowledge on the topic of gender responsive budgeting and to engage with key actors. In January 2022, WIGJ signed a Memorandum of Understanding with the GBWN, aiming to inform each other of activities, initiatives and cooperation opportunities related to GRB, share knowledge and experience, and provide technical input, advice and collaboration on specific projects, project proposals, and outcomes.

In June 2022, WIGJ's Advocacy Director and Legal and Advocacy Officer attended a GRB Conference in Ohrid, North Macedonia, at the invitation of GBWN. At the conference, representatives of civil society from the Western Balkans, but also international NGOs such as the International Budget Partnership, shared their experience and best practices of how to introduce and advance GRB practices.

### Input on the development of an OTP policy on gender persecution

In January 2022, the ICC Office of the Prosecutor invited early comments on the nature, scope, elements and grounds to be included in a new OTP policy on gender persecution. WIGJ took several steps to encourage this initiative and engage with it, including:

- February 2022: encouraged States Parties to make submissions and engage with the process at the COJUR meeting;
- 17 March 2022: provided comments on the need to include discrimination based on sexual orientation and gender identity, against persons who are or are perceived to be LGBTIQ+, non-binary or gender-non-conforming in the definition (or at least understanding) of gender persecution;
- April 2022: joined more than 220 organisations to sign an open letter on the gender persecution policy;
- October 2022: participated at roundtable discussions on the policy paper, providing input on definitions and other aspects of the paper;
- December 2022: supported the Special Adviser on Gender Persecution with the launch of the paper at the ASP and hosted a session to raise awareness about the policy with civil society.

### Engaging with the ICC Prosecutor's Special Advisers with a mandate related to accountability for sexual violence

In light of the appointment by Prosecutor Khan of new Special Advisers and a new Head of the Gender and Children Unit, WIGJ reached out to the advisers whose portfolio is related to sexual violence, including Lisa Davis (gender persecution), Patricia Sellers (sexual slavery), Kim Thuy Seelinger (sexual violence in conflict) and Veronique Aubert (crimes against children), but also to Dianne Luping (Head of the Gender and Children Unit) to exchange on respective mandates and identify opportunities to collaborate.

On 7 October 2022, WIGJ joined Australia and Uganda, co-focal points for complementarity within the Hague Working Group of the Bureau, to hold a meeting on complementarity efforts related to SGBC. The meeting was chaired by Ambassador Neuhaus (Australia) and Ambassador Blaak (Uganda), and the panel speakers were Kim Thuy Seelinger, Special Adviser to the Prosecutor on Sexual Violence in Conflict, and Dianne Luping, Head of the Gender and Children Unit of the OTP. Professor Seelinger shared some key challenges faced by national systems in their efforts to prosecute SGBC, and Ms Luping focused her remarks on the mandate of her unit and on the importance of complementarity, thus of state parties' expertise and best practices, for the work of the OTP. Several states parties, including Germany, Ireland, France and Sweden, also shared national initiatives, best practices and lessons-learned relating to complementarity efforts to stop, prevent, and provide accountability for SGBC.

## WIGJ Panel at the PSVI conference

In November 2022, the WIGJ organized a panel discussion at the international PSVI conference taking place in London. This event, entitled 'A Reinvigorated Approach to Advancing Justice and Accountability for Conflict Related Sexual Violence at the International Criminal Court', highlighted new developments and initiatives within the ICC OTP, spearheaded by these newly appointed experts, aimed at advancing accountability for CRSV and strengthening justice for survivors. It also touched upon challenges and lessons learned in addressing CRSV, including against children, in cases before the ICC.

At the conference, WIGJ also presented its work on The Hague Principles on Sexual Violence by hosting an exhibition with advocacy materials including an advocacy guide, case studies package, flyers and others – available in English, French, Spanish, Arabic, Russian, Georgian and Ukrainian.

## Ukraine - CRSV and the ongoing invasion

Following the full-scale Russian invasion of Ukraine in February 2022, WIGJ worked with Ukrainian partners to support initiatives on accountability for CRSV. We circulated a list of useful SGBC resources<sup>1</sup> with colleagues and partners, including on how to engage with sexual violence survivors without causing further harm. Together with Global Rights Compliance, we issued a [statement](#) on International Women's Day highlighting the occurrence of SGBV in Ukraine.

### Training on conflict-related sexual violence

At the request of Ukrainian NGO partner Ukrainian Legal Advisory Group (ULAG), WIGJ conducted an interactive online training series on conflict-related sexual violence (CRSV) between May and August 2022. Topics included understanding pre-existing patterns of discrimination and violence; methodologies to safely interact with survivors; understanding different criminal justice mechanism jurisdictions; what makes acts of sexual violence international crimes; and the need for context-based investigations. The trainings were based on the premise that conflict-related sexual violence differs from domestic and other instances of sexual violence. Police officers, investigators, judges, NGOs and other actors had knowledge on how to handle sexual violence in peacetime. However, prosecuting conflict-related sexual violence and especially engaging with survivors of such violence, needs a different set of skills and expertise. Members of the 5AM Coalition who joined the training included: the Ukrainian Helsinki Human Rights Union, the Human Rights Centre ZMINA, the Regional Center for Human Rights, Truth Hounds, and individual experts.

As the training went on, more local actors joined, including members of the Parliament, Prosecutor's Office, various judicial authorities, academics, etc. The Chairperson of the Gender Policy of the Verkhovna Rada of Ukraine Committee on Foreign Policy and Inter-Parliamentary Cooperation reached out to seek advice on legal reforms to the Criminal and Criminal Procedure Codes and international best practices related to sexual violence crimes. We are coordinating with the Chairperson's team to provide support on various topics, including private/public prosecutions of sexual violence crimes, cyber harassment, reparations, implementation of the Istanbul Convention etc.

Other actors WIGJ collaborated with include: Global Rights Compliance, the Asser Institute, the EU Advisory Mission to Ukraine, Open Society Foundations, the Coalition for the International Criminal Court, Human Rights Watch, and the Center for Civil Liberties. We also engage and consult with: Representatives of States Parties to the Rome Statute; the ICC OTP Head of Gender and Children Unit; Special Advisers to the ICC Prosecutor, namely the Special Advisers on Sexual Violence in Conflict, Gender Persecution, and Crimes against Children; the UK Preventing Sexual Violence in Conflict Initiative team.

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<sup>1</sup> Including: the [eyeWitness to Atrocities](#) app; the [Global Rights Compliance BIS app](#); [Guidelines for journalists for reporting on SV in conflict](#); [The Murad Code](#); [Euromaidan SOS](#); the FIDH [Glossary on Sexual and Gender-Based Violence](#); and [The Hague Principles on Sexual Violence](#).



## Advocacy Efforts

In July 2022, WIGJ joined Ukrainian and international civil society organisations working on Ukraine in an NGO workshop in The Hague to discuss justice and accountability efforts undertaken in the context of Ukraine; to assess their efficiency and effectiveness and, drawing on the existing experience of other situations of armed conflicts and international crimes, and lessons learned; to propose possible solutions to the identified issues. These recommendations were presented within the context of the Ukraine Accountability Conference at ministerial level organized by the Netherlands, the ICC OTP and the European Commission, which took place on 14 July 2022 in the Hague.

In September 2022, WIGJ joined Equality Now, Center “Women’s Perspectives”, and the Ukrainian Women Lawyers Association “JurFem” in submitting comments to CEDAW on the challenges in the criminal justice system and the legislation of Ukraine in addressing sexual violence crimes and provides recommendations for improving access to justice for victims and survivors of sexual violence through improving legislation, policy and criminal justice procedures.

### ASP side-event: A sustainable model for responding to conflict-related sexual violence in Ukraine

On 7 December 2022, WIGJ, joined by Global Rights Compliance, FIDH, the Netherlands, Canada, the UK, Poland, and Australia, hosted a side event at the 21<sup>st</sup> session of the ASP presenting the Ukrainian Prosecutor General’s conflict-related sexual violence strategy and discussing its transformative potential to enhance access to justice entitled “A sustainable model for responding to conflict-related sexual violence in Ukraine”.

This side-event focused on the centrality of locally owned solutions to ending sexual violence and how international practices and standards may be helpful in that regard. The event featured discussions on: the need for multi-disciplinary, collaborative efforts in investigating, prosecuting, and supporting victims in sexual violence cases; the importance of community engagement and effective messaging by relevant actors to encourage reporting, and to end the stigma and negative stereotyping that surrounds sexual violence and to overcome the patriarchal, social norms that normalize and legitimize sexual violence; a presentation of the Ukrainian OPG’s new CRSV strategy; the context within which sexual violence in Ukraine is perpetrated; the importance of local understanding, input, and ownership in all aspects of this CRSV strategy, including by empowering survivor activists and understanding the central role of civil society in these efforts; and the need for context-based training for police forces on gender-sensitive, victim-centred practices in investigations and interviewing are important to allay those fears, and result in more effective investigations.

Speakers included: Iryna Didenko, Head of the Specialised CRSV Unit, War Crimes Department of the Ukrainian Office of the Prosecutor General; Iryna Dovgan, Survivor activist and Coordinator of SEMA Ukraine (Network of Victims and Survivors of Wartime Sexual Violence); Hrystyna Kit, Chairwoman of the Association of Women’s Lawyers of Ukraine “JurFem”; Kateryna Cherepakha, President of the CSO “La Strada-Ukraine”; Anna Mykytenko, Country Manager – Ukraine, Global Rights Compliance; Carolyn Edgerton, Legal consultant and mentor, former ICTY Trial Attorney; Kim Thuy Seelinger, Special Adviser to the ICC Prosecutor on Sexual Violence in Conflict; H.E. Henk-Cor van der Kwast, Ambassador of the Kingdom of The Netherlands; and Andrew Murdoch, Legal Director of the UK Foreign Commonwealth & Development Office. The event was moderated by Alix Vuillemin, WIGJ Advocacy Director.

### Moving the dial on forced pregnancy – the Ongwen case

Following the submission of an [amicus curiae brief](#) on the crime of forced pregnancy with Dr Rosemary Grey, the Global Justice Center and Amnesty International in December 2021, Women’s Initiatives and colleagues were one of ten out of 19 amici invited to present to the Court on 15 February 2021, on the legal elements of and the interests protected by the crime of forced pregnancy and on the interpretation of article 7(2)(f) of the Rome Statute when it provides that the definition of the crime of forced pregnancy “shall not in any way be interpreted as affecting national laws relating to pregnancy”. Presenting on behalf of the amicus group, President of the Global Justice Center Akila Radhakrishnan underscored that forced pregnancy is a distinct crime protecting the legal interest of personal, sexual and reproductive autonomy, and that political and cultural consideration are irrelevant for the Chamber’s consideration.

With 19 counts underlining 11 SGBC charges, the Ongwen trial was the first at the ICC with such a broad spectrum addressing SGBV. It was the first time that the crime against humanity of forced marriage was charged as an 'other inhumane act' was being prosecuted before the ICC, as well as the first time that the crime of forced pregnancy was prosecuted before an international court.

On 15 December 2022, the ICC Appeals Chamber confirmed the decisions of Trial Chamber IX on Ongwen's guilt and sentence. The Appeals Chamber accepted the arguments presented by WIGJ and colleagues in the amicus brief and recognized the crime of forced pregnancy as the incomparable violence done to women who are raped, forcibly made pregnant, and confined with the intent to keep them pregnant.

On 21 December 2022, WIGJ Advocacy Director Alix Vuillemin took part in a Asymmetrical Haircuts podcast [discussion](#) on the outcomes of the judgement.

### Taking stock on ICC SGBC jurisprudential developments to date

WIGJ thoroughly reviewed ICC Pre-Trial, Trial and Appeal Chambers written decisions to date to identify the key decisions covering SGBC related issues. These decisions were analyzed to identify consistency, divergence, patterns and trends. Next, we researched and identified the relevant human rights standards against which the jurisprudence will be assessed. Further, a review of jurisprudence from other international criminal tribunals, including the ICTY, ICTR, SCSL and ECC has been conducted and relevant decisions addressing SGBC identified.

Drawing upon this research and analysis, we developed an extensive report outline that identifies the topics that need to be addressed in the report. These include: the ICC Judges' role in safeguarding the spirit and purpose of the Rome Statute, including its gender provisions, and the importance of a 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 other forms of sexual violence, forced pregnancy, forced marriage, sexual slavery, 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. The report outline also includes initial findings and recommendations.

Planning is underway for peer-to-peer roundtable discussions between Judges on the report topics. Two roundtable discussions will be organized in 2023: one between ICC Judges and one between ICC Judges and Judges from other international and national jurisdictions addressing SGBC.

The full report with recommendations will be launched at the ASP in December 2023.

### Other developments

- In early 2022, WIGJ engaged in discussions with the UK PSVI team and other civil society organisations on an initiative to draft a new convention on CRSV. WIGJ was concerned that while this initiative will likely not gather the broad support of states, it might undermine current efforts in addressing CRSV, including those through the Crimes Against Humanity Draft Treaty. Together with Amnesty International, the Center for Reproductive Rights, and Global Justice Center, we issued a paper with feedback and recommendations to be taken into account by the PSVI. The recommendations focused on: the need for real effort around domestic implementation; comprehensive responses required also for prevention, reparations, rehabilitation and restitution (as opposed to only prosecution); the importance of centering responses on survivor needs; and the need to take a 'do no harm' approach;
- In January 2022, WIGJ enlisted the services of the organisation BetterManager to offer a three-module training to NGO colleagues working on ICC related issues, to enhance their capacity on working on workplace and gender related issues at the ICC. The modules covered the foundations of Diversity, Equity & Inclusion; discovering hidden bias; and how to create a culture of allyship.

- In February 2022, WIGJ joined other NGO colleagues in [calling](#) on States to include provisions on asset recover in a new multilateral treaty which seeks to improve international cooperation in the domestic prosecution of serious international crimes;
- 7 April 2022: WIGJ issued a letter with recommendations to the Co-facilitators for the Lessons Learnt Exercise on the Election of the Prosecutor Process, to include comprehensive due diligence measures in future elections;
- 19 May 2022: WIGJ Advocacy Director Alix Vuillemin moderated a discussion between members of the Coalition for the International Criminal Court on the importance of vetting in ICC and ASP elections, best practices and advocacy opportunities;
- May 2022 – WIGJ attended and engaged with a wide range of key international actors, government representatives and survivor activists working on CRSV during a three-day Wilton Park meeting: “Strengthening the international response to Conflict-Related Sexual Violence” organised by the UK government;
- On 2 September 2022, WIGJ Advocacy Director Alix Vuillemin presented on CRSV at a conference hosted by the Dutch National Public Prosecution Service on International Crimes;
- On 3 November 2022, WIGJ Advocacy Director Alix Vuillemin presented on safely engaging with CRSV survivors in a [webinar](#) hosted by the Global Investigative Journalism Network;
- On 24 November 2022, WIGJ Legal and Advocacy Officer Valeria Babără presented on WIGJ’s engagement with ICC at the annual meeting of the Dutch National Action Plan on Women, Peace and Security network.

## Hosting the Coalition for the International Criminal Court

In 2022, WIGJ continued to host the Secretariat of the Coalition for the International Criminal Court (CICC). During the reporting period, Women’s Initiatives 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 and victims’ rights.

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

The impact of the CICC can be measured through the integration of key advocacy points into decisions of the Assembly and positions of the Court and individual States Parties, including on topics concerning the allocation of resources to the Court, vetting and protection of human rights defenders. Further, the contributions of civil society, facilitated through the CICC, have been recognized in statements and reports by the President of the Assembly, ASP facilitators and focal points, States Parties and ICC organs. And as a result of the relevance of the fight against impunity through the Rome Statute system, the CICC membership has also grown in 2022.

## Annex

### *Legal and Organisational Structure*

The Women's Initiatives for Gender Justice was established on 7th of January 2004 in The Hague, 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 2022:

1. Gabrielle McIntyre, Chair (temporarily stepped down in June pending ICC Registrar election)
2. Steven Powles QC, Treasurer
3. Demetrius Wijesinghe, Secretary
4. Melinda Reed, Executive Director
5. Amy Dwyer, Member (since October)

In 2022, the Women's Initiatives for Gender Justice operated with the staff structure approved by the Board, with the following members:

1. Melinda Reed, Executive Director
2. Alix Vuillemin, Advocacy Director
3. Valeria Babără, Legal and Advocacy Officer
4. Diane Brown, Legal Director
5. Sandra Nabirye, Administration and Finance Consultant

### *CICC Secretariat team*

6. Matteo Tonella, Advocacy Officer
7. Yasmina Gourchane, Advocacy
8. Virginie Amato, Head of Advocacy
9. Elizabeth Evenson, Secretariat Director
10. Marina Riera, Communications Officer
11. Lorraine Smith van Lin, Consultant
12. Danya Chaikel, Consultant
13. Deborah Ruiz Verduzco, Secretariat Director

*Governance and Policy Framework*

The internal governance of the organisation is outlined in the Governance Manual and is further supported by a set of policies and standard operating procedures including:

- Standard Operating Procedures Manual
- General Policies
  1. WIGJ Values Statement
  2. WIGJ Statute
  3. WIGJ Governance Manual
  4. Quality Management Practices
  5. WIGJ Board of Directors Conflict of Interest Policy
  6. WIGJ Planning Monitoring and Evaluation System
  7. WIGJ Operational Theory of Change
  8. WIGJ Theory of Change
  9. Confidentiality Form
- Financial Policies and Protocols
  1. Financial Policies and Procedures Manual
  2. Reserve Policy - results are annually appropriated to the general reserve and appropriated reserves are formed if necessary.
  3. Payment Protocol
  4. Procurement Policy
  5. WIGJ Financial Monitoring Policy
- Risk Management
  1. Risk Management Framework
  2. Managing Programme Risks
- Memoranda of Understanding
- WIGJ Approval, Assessment and Reporting Forms
- Partner Request & Reporting Forms



*Budget and Finance*

Annual Budget: In 2022, the Women's Initiatives for Gender Justice, implemented our domestic and international programmes with a budget of €650,000.<sup>2</sup>

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. The key risks identified and assessed by the organisation include:

**Risk 1:** Risk of security to field operations and local partners

Risk description: Field operations and local partners are affected due to external and local insecurity issues. Field staff, consultants and local partners are endangered.

Risk type: Programmatic

**Risk 2:** Risk of insufficient funds

Risk description: Reduced funds or insufficient funds to implement our programmes and support institutional resilience.

Risk type: Financial and Institutional

**Risk 3:** Risk of loss of credibility

Risk description: Loss of credibility due to insufficient implementation of quality control standards or compliance challenges with implementing partners

Risk type: Operational and Institutional

**Risk 4:** The risk of our capacity not matching our mandate

Risk description: Personnel, structure and capacity to fulfil our mandate and related programmes and strategies

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<sup>2</sup> Figure pending final confirmation by auditors.

**Annual report 2022**

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

**'s-Gravenhage**

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## **Auditors' report**

We hereby offer you the report concerning the annual report 2022 for Stichting Women's Initiatives for Gender Justice, 's-Gravenhage.

## **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 2022***

#### ***Our opinion***

We have audited the financial statements 2022 of Stichting Women's Initiatives for Gender Justice, based in 's-Gravenhage.

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 2022, and of its result for 2022 in accordance with RJ 640 nonprofit organizations.

The financial statements comprise:

1. the balance sheet as at 31 December 2022;
2. the statement of activities for 2022; 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.



## ***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 management report;
- Other information as required by RJ 640 nonprofit organizations

Based on the following procedures performed, we conclude that the other information:

- is consistent with the financial statements and does not contain material misstatements;
- contains the information as required by RJ 640 nonprofit organizations.

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 RJ 640 nonprofit organizations and 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 management board's report in accordance with RJ 640 nonprofit organizations and other information as required by RJ 640 nonprofit organizations.

## ***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, 6 June 2023

Maas Accountants B.V.



G.J. Maas RA

## **Management Board's report**

## **Management Board's Report 2022**

### **Objective**

The Women's Initiatives for Gender Justice is an international women's human rights organisation that advocates for gender justice through the International Criminal Court (ICC) and through domestic mechanisms, including peace negotiations and justice processes.

### **Board of directors**

G.L. McIntyre, Chair

M.D. Reed, Executive Director (until 15/05/2023)

A.M.M. Vuillemin, Executive Director (starting 15/05/2023)

J.D. Wijesinghe, Secretary

S.S. Powles, Treasurer

R.S. Levy, Board member (until 15/09/2022)

Amy R. Dwyer Neigenfind (starting 15/09/2022)

### **Activities financial year 2022**

#### **Providing input on the development of an ICC gender strategy**

In 2022, the ICC Gender Focal Point initiated the development of an ICC Strategy on Gender Equality and Workplace Culture. Women's Initiatives provided input and coordinated input from other NGO colleagues to make the strategy more inclusive and effective. In addition to working alongside the Focal Point to provide insight and input on a regular basis through bilateral meetings and email exchanges, in March 2022, Women's Initiatives submitted formal written observations.

#### **Gender responsive budgeting**

In 2022, WIGJ engaged with the ASP's Committee on Budget and Finance (CBF) as well as key Court representatives and state party representatives to advocate for the ICC to consider gender responsive budgeting (GRB). Presentations to the CBF, including followed by written submissions, were made on 10 May and 14 September 2022. On 17 June 2022, WIGJ co-organised a panel discussion on GRB with Finland and Mexico featuring Marija Risteska, Director of the Gender Budget Watchdog Network (GBWN), and Osvaldo Zavala Giler, ICC Chief of Budget Section.

#### **Input on the development of an OTP policy on gender persecution**

In January 2022, the ICC Office of the Prosecutor invited early comments on the nature, scope, elements and grounds to be included in a new OTP policy on gender persecution. WIGJ took several steps to encourage this initiative and engage with it, including encouraging States Parties to make submissions; provided comments on the need to include discrimination based on sexual orientation and gender



identity, against persons who are or are perceived to be LGBTIQ+, non-binary or gender-non-conforming in the definition (or at least understanding) of gender persecution; joined more than 220 organisations to sign an open letter on the gender persecution policy; participated at roundtable discussions on the policy paper, providing input on definitions and other aspects of the paper; supported the Special Adviser on Gender Persecution with the launch of the paper at the ASP and hosted a session to raise awareness about the policy with civil society.

### **Engaging with the ICC Prosecutor's Special Advisers with a mandate related to accountability for sexual violence**

In light of the appointment by Prosecutor Khan of new Special Advisers and a new Head of the Gender and Children Unit, WIGJ reached out to the advisers whose portfolio is related to sexual violence, including Lisa Davis (gender persecution), Patricia Sellers (sexual slavery), Kim Thuy Seelinger (sexual violence in conflict) and Veronique Aubert (crimes against children), but also to Dianne Luping (Head of the Gender and Children Unit) to exchange on respective mandates and identify opportunities to collaborate.

### **WIGJ Panel at the PSVI conference**

In November 2022, the WIGJ organized a panel discussion at the international PSVI conference taking place in London. This event, entitled 'A Reinvigorated Approach to Advancing Justice and Accountability for Conflict Related Sexual Violence at the International Criminal Court', highlighted new developments and initiatives within the ICC OTP, spearheaded by these newly appointed experts, aimed at advancing accountability for CRSV and strengthening justice for survivors. It also touched upon challenges and lessons learned in addressing CRSV, including against children, in cases before the ICC.

### **Ukraine - CRSV and the ongoing invasion**

Following the full-scale Russian invasion of Ukraine in February 2022, WIGJ worked with Ukrainian partners to support initiatives on accountability for CRSV. We circulated a list of useful SGBC resources<sup>1</sup> with colleagues and partners, including on how to engage with sexual violence survivors without causing further harm. At the request of Ukrainian NGO partner Ukrainian Legal Advisory Group (ULAG), WIGJ conducted an interactive online training series on conflict-related sexual violence (CRSV) between May and August 2022. In July 2022, WIGJ joined Ukrainian and international civil society organisations working on Ukraine in an NGO workshop in The Hague to discuss justice and accountability efforts undertaken in the context of Ukraine; to assess their efficiency and effectiveness and, drawing on the existing experience of other situations of armed conflicts and international crimes, and lessons learned; to propose possible solutions to the identified issues. In September 2022, WIGJ joined Equality Now, Center "Women's Perspectives", and the Ukrainian Women Lawyers Association "JurFem" in submitting comments to CEDAW on the challenges in the criminal justice system and the legislation of Ukraine in addressing sexual violence crimes and provides recommendations for improving access to justice for victims and survivors of sexual violence through improving legislation, policy and criminal justice procedures.

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<sup>1</sup> Including: the [eyeWitness to Atrocities](#) app; the [Global Rights Compliance BIS app](#); [Guidelines for journalists for reporting on SV in conflict](#); [The Murad Code](#); [Euromaidan SOS](#); the FIDH [Glossary on Sexual and Gender-Based Violence](#); and [The Hague Principles on Sexual Violence](#).

### **Moving the dial on forced pregnancy – the Ongwen case**

Following the submission of an [amicus curiae brief](#) on the crime of forced pregnancy with Dr Rosemary Grey, the Global Justice Center and Amnesty International in December 2021, Women's Initiatives and colleagues were one of ten out of 19 amici invited to present to the Court on 15 February 2021, on the legal elements of and the interests protected by the crime of forced pregnancy and on the interpretation of article 7(2)(f) of the Rome Statute when it provides that the definition of the crime of forced pregnancy "shall not in any way be interpreted as affecting national laws relating to pregnancy". Presenting on behalf of the amicus group, President of the Global Justice Center Akila Radhakrishnan underscored that forced pregnancy is a distinct crime protecting the legal interest of personal, sexual and reproductive autonomy, and that political and cultural consideration are irrelevant for the Chamber's consideration. In December 2022, the ICC Appeals Chamber upheld the findings of the Trial Chamber, referring to and confirming the expertise provided in the WIGJ amicus submission.

### **Taking stock on ICC SGBC jurisprudential developments to date**

WIGJ thoroughly reviewed ICC Pre-Trial, Trial and Appeal Chambers written decisions to date to identify the key decisions covering SGBC related issues. These decisions were analyzed to identify consistency, divergence, patterns and trends. Next, we researched and identified the relevant human rights standards against which the jurisprudence will be assessed. Further, a review of jurisprudence from other international criminal tribunals, including the ICTY, ICTR, SCSL and ECC has been conducted and relevant decisions addressing SGBC identified.

Drawing upon this research and analysis, we developed an extensive report outline that identifies the topics that need to be addressed in the report. The full report with recommendations will be launched at the ASP in December 2023.

### **Hosting the Coalition for the International Criminal Court**

In 2022, WIGJ continued to host the Secretariat of the [Coalition for the International Criminal Court](#) (CICC). Women's Initiatives 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 and victims' rights.

**Important decisions or intentions for the year 2023**

In 2023, Women's Initiatives plans to continue ongoing efforts to highlight the issue of sexual and gender based violence in international law and will work to support advocacy efforts both in The Hague and in the broader Rome Statute system. Women's Initiatives has moved offices in March 2023 (from Saturnusstraat 9 to Parkstraat 82 in The Hague), as the landlord of the previous office has decided to terminate the contract with Mooof and use the building for other purposes.

Women's Initiatives appointed a new Executive Director on 15 May 2023 following an internal recruitment process.

**Description of the risks regarding continuity of funding**

Emerging risks is a continuation of shrinking 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 from Government's country based programs.

**Budget 2023**

As of 28 April 2023, WIGJ expects an annual budget of around 770,000 EUR, out of which 500,000 EUR estimated for the CICC project and 270,000 EUR for other Women's Initiatives projects. Of the total expected budget, 455,000 EUR are confirmed and 315,000 EUR pending. The estimated expenses are as follows: 550,000 EUR for staff costs (WIGJ and CICC), 16,000 EUR for finance services, 15,000 EUR for institutional costs, and 189,000 for programme costs (out of which 57,000 EUR for WIGJ projects and 132,000 EUR for CICC projects)

## **Financial statements**

## Balance sheet as at 31 December 2022

(After proposal distribution of result)

		<u>31 December 2022</u>		<u>31 December 2021</u>	
		EUR	EUR	EUR	EUR
<b>ASSETS</b>					
<b>Current assets</b>					
<b>Receivables</b>					
Accrued income and prepaid expenses	1		11.690		8.415
<b>Cash and cash equivalents</b>	2		538.967		392.498
			<u>550.657</u>		<u>400.913</u>
<b>EQUITY AND LIABILITIES</b>					
<b>Net assets</b>					
Appropriation reserves	3	5.848		6.723	
Appropriation funds	4	508.872		378.614	
Other reserve	5	<u>439</u>		<u>(1.031)</u>	
			515.159		384.306
<b>Current liabilities</b>					
Trade payables	6	2.727		7.484	
Payables relating to taxes and social security contributions		5.652		3.072	
Current other payables, liabilities and accrued expenses	7	<u>27.119</u>		<u>6.051</u>	
			35.498		16.607
			<u>550.657</u>		<u>400.913</u>



## Statement of activities for the year 2022

		2022	Budget 2022	2021
		EUR	EUR	EUR
<b>Income</b>	8	788.955	650.209	671.065
Spent on objectives	9	<u>(301.951)</u>	<u>(263.361)</u>	<u>(137.053)</u>
		487.004	386.848	534.012
<b>Expenses</b>				
Expenses work contracted out	10	100.976	101.082	29.800
Expenses of employee benefits	11	205.205	237.485	101.113
Housing expenses	12	4.283	4.283	1.775
Office expenses	13	27.015	19.672	12.353
General expenses	14	<u>17.792</u>	<u>21.253</u>	<u>11.047</u>
<b>Total of sum of expenses</b>		<u>355.271</u>	<u>383.775</u>	<u>156.088</u>
<b>Total of operating result</b>		131.733	3.073	377.924
Financial income and expense	15	<u>(1.754)</u>		<u>(567)</u>
<b>Total of net result</b>		<u>129.979</u>	<u>-</u>	<u>377.357</u>
<b>Appropriation of result</b>				
Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court			(875)	6.723
Appropriation funds received grants			129.384	370.588
Other reserve			<u>1.470</u>	<u>46</u>
			<u>129.979</u>	<u>377.357</u>

## 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 's-Gravenhage. Stichting Women's Initiatives for Gender Justice is registered at the Chamber of Commerce under number 27264260.

### GENERAL NOTES

#### General notes

#### The most important activities of the entity

The activities of Stichting Women's Initiatives for Gender Justice consist mainly of: An international women's human 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 's-Gravenhage.

### GENERAL ACCOUNTING PRINCIPLES

#### 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

#### 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

#### CURRENT ASSETS

##### Receivables

	<u>31-12-2022</u>	<u>31-12-2021</u>
	EUR	EUR
<b>1 Accrued income and prepaid expenses</b>		
Grants receivable	<u>11.690</u>	<u>8.415</u>
<b>2 Cash and cash equivalents</b>		
ING Bank N.V.	433.041	386.612
DFCU Bank Ltd	5.674	5.674
ING Bank N.V., savings account	99.999	-
Cash	<u>253</u>	<u>212</u>
	<u>538.967</u>	<u>392.498</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 in 2023. The bank balance has been confirmed by the bank.

## Equity and liabilities

	<u>31-12-2022</u>	<u>31-12-2021</u>
	EUR	EUR
<b>3 Appropriation reserves</b>		
Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court	<u>5.848</u>	<u>6.723</u>
	<u>2022</u>	<u>2021</u>
	EUR	EUR
<b>Appropriation reserve for institutional costs, professional development and activities of the Coalition for the International Criminal Court</b>		
Balance as at 1 January	6.723	-
Appropriation of result	<u>(875)</u>	<u>6.723</u>
Balance as at 31 December	<u>5.848</u>	<u>6.723</u>
	<u>31-12-2022</u>	<u>31-12-2021</u>
	EUR	EUR
<b>4 Appropriation funds</b>		
Appropriation funds received grants	<u>508.872</u>	<u>378.614</u>
	<u>2022</u>	<u>2021</u>
	EUR	EUR
<b>Appropriation funds received grants</b>		
Balance as at 1 January	378.614	8.026
Appropriation of result	129.384	370.588
Addition transfer from appropriation reserves	<u>874</u>	<u>-</u>
Balance as at 31 December	<u>508.872</u>	<u>378.614</u>
A detailed overview per fund is set out in the annex to these financial statements.		
	<u>2022</u>	<u>2021</u>
	EUR	EUR
<b>5 Other reserve</b>		
Balance as at 1 January	(1.031)	(1.077)
Appropriation of result	<u>1.470</u>	<u>46</u>
Balance as at 31 December	<u>439</u>	<u>(1.031)</u>

**CURRENT LIABILITIES**

	<u>31-12-2022</u>	<u>31-12-2021</u>
	EUR	EUR
<b>6 Trade payables</b>		
Accounts payable	<u>2.727</u>	<u>7.484</u>
<b>7 Current other payables, liabilities and accrued expenses</b>		
Audit fees	9.680	6.051
Consultants	<u>17.439</u>	<u>-</u>
	<u>27.119</u>	<u>6.051</u>

## Notes to the statement of activities

	2022	Budget 2022	2021
	EUR	EUR	EUR
<b>8 Income</b>			
Swiss Department of Foreign Affairs	185.001	137.479	115.000
Wellspring Philanthropic Fund - WIGJ	99.396	60.852	177.012
Ministry Foreign Affairs The Netherlands - WIGJ	6.690	-	-
UK PSVI Colombia	(875)	-	42.215
Canadian Department of Foreign Affairs	-	-	15.988
FCO United Kingdom	-	-	10.000
Municipality The Hague - CICC	5.000	5.000	5.000
Swiss Department of Foreign Affairs - CICC	-	7.526	25.000
Ministry Foreign Affairs Finland - CICC	150.000	150.000	75.000
Wellspring Philanthropic Fund - CICC	99.396	85.543	-
Alliance for Open Society International - CICC	71.888	2.480	-
Open Society Foundations - CICC	60.541	13.588	-
Ministry Foreign Affairs The Netherlands - CICC	95.000	102.453	95.000
Department Foreign Affairs Ireland - CICC	-	80.000	80.000
Liechtenstein - CICC	4.688	4.688	-
Austrian Federal Ministry for Europe, Integration and Foreign Affairs - CICC	10.600	600	5.000
Other donations	1.630	-	25.850
	<u>788.955</u>	<u>650.209</u>	<u>671.065</u>

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.

## 9 Spent on objectives

Consultants - CICC	223.918	191.258	76.958
ASP side events and other events - CICC	19.378	23.069	-
Travel expenses - CICC	10.199	8.401	-
Project costs - CICC	-	-	1.618
Consultants - WIGJ	-	-	13.856
ASP side events and other events - WIGJ	7.901	13.276	-
Travel expenses - WIGJ	28.317	26.706	-
Printing and promotional materials - WIGJ	651	651	-
Project costs - WIGJ	-	-	3.474
Democratic Republic of Congo	-	-	14.734
Consultants - Increase understanding of sexual violence Colombia	-	-	26.413
Training of trainers - National Accountability SGBC Ukraine	7.963	-	-
Translation fees training - National accountability SGBC Ukraine	3.624	-	-
	<u>301.951</u>	<u>263.361</u>	<u>137.053</u>

	<u>2022</u>	<u>Budget 2022</u>	<u>2021</u>
	EUR	EUR	EUR
<b>10 Expenses work contracted out</b>			
Management fees	<u>100.976</u>	<u>101.082</u>	<u>29.800</u>
<b>Management fees</b>			
Executive Director	30.472	30.578	29.800
Legal Director	49.504	49.504	-
Finance and administration assistant	<u>21.000</u>	<u>21.000</u>	<u>-</u>
	<u>100.976</u>	<u>101.082</u>	<u>29.800</u>
<b>11 Expenses of employee benefits</b>			
Wages and salaries	158.465	184.084	79.603
Social security charges and pensions cost	44.042	50.310	21.510
Other expenses of employee benefits	<u>2.698</u>	<u>3.091</u>	<u>-</u>
	<u>205.205</u>	<u>237.485</u>	<u>101.113</u>
<b>Wages and salaries</b>			
Salary staff	<u>158.465</u>	<u>184.084</u>	<u>79.603</u>
<b>Social security charges and pensions cost</b>			
Social security charges	32.275	37.490	14.537
Additions provisions for pension obligations	6.805	7.905	5.159
Sick pay insurance	<u>4.962</u>	<u>4.915</u>	<u>1.814</u>
	<u>44.042</u>	<u>50.310</u>	<u>21.510</u>
<b>Other expenses of employee benefits</b>			
Study and training expenses	<u>2.698</u>	<u>3.091</u>	<u>-</u>
<b>12 Housing expenses</b>			
Rent expenses	<u>4.283</u>	<u>4.283</u>	<u>1.775</u>
<b>13 Office expenses</b>			
Bookkeeping	13.846	7.548	8.085
Telephone and fax expenses	363	363	-
Office supplies	5.959	5.976	324
Automation expenses	6.555	5.485	3.675
Insurance premium	284	300	269
Postage expenses	<u>8</u>	<u>-</u>	<u>-</u>
	<u>27.015</u>	<u>19.672</u>	<u>12.353</u>



	<u>2022</u>	<u>Budget 2022</u>	<u>2021</u>
	EUR	EUR	EUR
<b>14 General expenses</b>			
Audit costs	13.310	9.680	6.050
Other general expenses	1.411	8.500	2.952
Bank expenses	<u>3.071</u>	<u>3.073</u>	<u>2.045</u>
	<u>17.792</u>	<u>21.253</u>	<u>11.047</u>
<b>15 Financial income and expense</b>			
Currency translation differences	<u>(1.754)</u>	<u>(3.073)</u>	<u>(567)</u>

## Analysis of difference realization with budget

x 1,000	2022		Budget 2022		Difference	
	EUR	%	EUR	%	EUR	%
<b>Income</b>	788.955	100,0	<b>650.209</b>	<b>100,0</b>	138.746	21,3
Spent on objectives	(301.951)	(38,3)	<b>(263.361)</b>	<b>(40,5)</b>	(38.590)	(14,7)
(A)	487.004	61,7	<b>386.848</b>	<b>59,5</b>	100.156	25,9
Expenses work contracted out	100.976	12,8	<b>101.082</b>	<b>15,5</b>	(106)	(0,1)
Expenses of employee benefits	202.507	25,7	<b>234.394</b>	<b>36,0</b>	(31.887)	(13,6)
Other expenses of employee benefits	2.698	0,3	<b>3.091</b>	<b>0,5</b>	(393)	(12,7)
Housing expenses	4.283	0,5	<b>4.283</b>	<b>0,7</b>	-	-
Office expenses	27.015	3,4	<b>19.672</b>	<b>3,0</b>	7.343	37,3
General expenses	17.792	2,3	<b>21.253</b>	<b>3,3</b>	(3.461)	(16,3)
Total of sum of expenses	355.271	45,0	<b>383.775</b>	<b>59,0</b>	(28.504)	(7,4)
Total of operating result	131.733	16,7	<b>3.073</b>	<b>0,5</b>	128.660	4.186,8
Financial income and expense	(1.754)	(0,2)	<b>(3.073)</b>	<b>(0,5)</b>	1.319	42,9
Total of net result	129.979	16,5	-	-	129.979	-

### 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 higher then the realized costs, due to the fact that one employee was first contracted as a consultant and later in the year employed. This explains also why the costs spent on objectives are higher than the budget.


The office expenses are higher as some additional administrative work was carried out, due to grants that were confirmed throughout the year.

's-Gravenhage, 6 June 2023

Stichting Women's Initiatives for Gender Justice



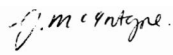
Alix Vuillemin  
Director



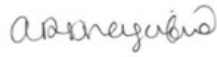
Steven Powles  
Treasurer



Demetrius Wijesinghe  
Secretary



Gabrielle McIntyre  
Chairman



Amy Ruth Dwyer Neigenfind  
Board member

## Appendices

1. Breakdown spent on objectives per project per funding

### Breakdown spent on objectives per project per funding

Coalition for the International Criminal Court										WIGJ projects, events, campaigns					Total
	Ministry Foreign Affairs Finland	Ministry Foreign Affairs Netherlands	Department Foreign Affairs Ireland	Wellspring Philanthropic Fund	Swiss Department of Foreign Affairs	Foundation to Promote Open Society USA	Liechtenstein	Municipality The Hague	Austrian Federal Ministry for Europe, Integration and Foreign Affairs	Swiss Department of Foreign Affairs 2020-2022	Swiss Department of Foreign Affairs 2022-2024	Alliance for Open Society International USA	Ministry Foreign Affairs Netherlands	Wellspring Philanthropic Fund	Other donations
<b>Funds received in 2022</b>	150.000	95.000		99.396		60.541	4.688	5.000	10.600	85.000	100.000	71.888	6.690	99.396	756
<b>Spent on objectives:</b>															
Work contracted out - Consultants	88.439	49.348	44.917	33.214		8.000									
Other costs	12.180	6.143	6.555	13.271	2.402	5.588	249	5.000	600	13.678	2.793	2.480	5.492	1.602	
<b>Overhead expenses</b>															
Staff expenses	32.571	34.953	19.267	25.709	2.374					60.086	16.435			13.810	
Management fee	12.800	8.904	7.779	7.177	2.395					17.449	2.660			41.812	
Housing expenses				2.028						1.753				502	
Office and general expenses	4.010	6.735	1.482	5.159	-379		4.439			19.927	3.016			2.013	159
<b>Total expenses</b>	150.000	106.083	80.000	86.558	6.792	13.588	4.688	5.000	600	112.893	24.904	2.480	5.492	59.739	159
<b>Balance of income and expenses</b>	-	-11.083	-80.000	12.838	-6.792	46.953	-	-	10.000	-27.893	75.096	69.408	1.198	39.657	597
<b>Appropriation of result</b>															
Addition to appropriated funds		74.667		99.396		46.953			10.000		75.096	69.408	1.198	99.396	
Withdrawal from appropriated funds		-85.750	-80.000	-86.558	-6.792					-27.893				-59.739	
Withdrawal from appropriated reserves															-875
Addition to general reserves															1.472
	-	-11.083	-80.000	12.838	-6.792	46.953	-	-	10.000	-27.893	75.096	69.408	1.198	39.657	597