

WE WOMEN FOUNDATION



Annual Report 2016

Preface

Dear supporters and friends,

This year we started with a new pilot project, Women Agents of Change. The project is working on a social economy by training dedicated women who run small businesses or are starting a business. It has been an honour to work with women who really want to make a difference in their communities through making social economic change. As developing a business training was new for us, we collaborated with experts in the field and were grateful for all the pro bono help we got. The reason we started this training was that after getting feedback from our students and research in the field, we found that there were many women who believed in social change, but also knew that the first concern of their community members was the struggle against poverty. "Without food in their bellies they cannot think about human rights, we need to build a society", Si Htong, alumni of We women stated.

Working on a social economy, by stimulating women to run their own businesses and to grow their work into more sustainable businesses, has been very rewarding. It is so great to see the women we worked with growing into agents of change by leading a business or teaching other women how to lead a business. It is not easy for women to lead in the workfield as only 38% of the total population of women are participating in the labour market and mostly as unskilled labourers. One of the aspects of the training, was to give insight into the issues women face when leading a business, so that they are prepared to stand up for themselves when they face gender related difficulties.

One of the participants, Kyi Kyi Win Shwe did the following after finishing our training: She trained forty people in sustainable business skills in collaboration with the chamber of Commerce in Sittwe. At the end of 2016, she started Kyi Kyi's House, which provides women with opportunities to learn leadership skills, business skills and English. She also supports them with legal consultation and vocational trainings. Since she opened Kyi Kyi's house, 288 women have been supported by her work.

I am proud to say that the results in the field are multiplying, as that was We women's goal all along, "educate one, empower thousands". Our women are empowering thousands and it is amazing to see how they do it. With passion, dedication and self knowledge they build projects, stand up for the minority people in their communities and fight for equal rights for all. We will keep on standing strong with you all, dear women in the field, we will keep dedicating our time to support your cause. Realizing Change Together.

With respect for all our women, friends and faithful supporters, I greet you warmly

Ursula Cats

Executive Director We women foundation

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1. Mission, Organization Structure and Developments

1.1 Mission statement

The *We women foundation* strives for equality for different groups of people in the world. *We women* helps women, refugees, ethnic minorities and disadvantaged groups with their questions and problems. We give people the space to formulate their own needs, without forcing our thoughts and beliefs upon them. Academic research is the first step of this process, as it creates insight into local beliefs, customs and aspirations. *We women* is committed to personal growth, social inclusion, (mental) health, education and encouraging creative initiatives, with the ultimate goal: equality for all.

1.2 Working method

All organizational activities contribute to the realisation of well-built projects that address the needs of our target groups. As described in our mission statement, academic research is the basis of our work. Not only during the startup phase of projects, but also thereafter. Ongoing research into the impact of our projects in relation to the needs of our target group makes that *We women* is a critical organization that actively reflects on her own work.

Besides research into the needs of the target group, *We women* also constantly looks at what projects other organizations in the field offer. By comparing this data to the needs of our target group, it becomes visible if there are any gaps to fill. In this way it is ensured that *We women* is active in only those places where it is most needed.

To create the perfect conditions for our work, *We women* also focuses on raising awareness on issues that concern our work. For the execution of projects, *We women* depends on the support of partner organizations, donors and volunteers. Awareness about the urgency of our work amongst these actors is fundamental to be able to make proper requests for support.

1.3 Organizational structure

All activities of our organisation are supervised by the board of the foundation. The three new board members that have been installed and the end of 2015, convened on a regular base throughout the year. The board members and their roles are:

- Ms Maartje Eigeman (chairman)
- Ms Maartje Meens (treasurer)
- Ms Cisca Jansen (secretary)

All of the organisation's activities are managed by the executive director: Ms Ursula Cats. In her work, she is advised by a think tank of women from the field of (international) development work. This think tank consists of several renowned women who are very familiar with the developments in Myanmar and the Southeast Asian region. Some of them live in Myanmar and are of ethnic descent, where others are foreigners who live or have lived in the region for longer periods of time. Some of them are active at the grassroots level, where others are or have been working with INGO's. Each

bring their own specific expertise and skills set and we are extremely lucky to be able to ask them for assistance and their insights when we need them.

The organisation's activities are realized by a team of employees and volunteers, supervised by the executive director. Over 2016, there was only one paid position in the organization; the country director of our Myanmar office. The executive director and fundraising & communications personnel all worked on a voluntary basis. The fundraising & communications officer supporting the organisation in the 2nd half of 2016 on a regular base, has received a compensation for her work (official volunteer fee).

The level of involvement of these supporters differs greatly; some have been active for several years already on a continuous basis, while others take on tasks for just one day. Our volunteers are from various parts of the world and from all walks of life.

1.4 Organisational developments

We women was established in 2010 in the Netherlands. Over the first five years, the organization has been primarily active in Thailand and since early 2014, the organization has an official registration in there. Later that year, the organization first became active in Myanmar with the implementation of the pilot of the *Gender Dialogues project* in Taunggyi, Shan State.

We women moved its projects into Myanmar in the course of 2015, by establishing a permanent office in Yangon, Myanmar. The office is a shared space with an organisation (BEAM) that also moved its projects from Thailand to Myanmar and with which *We women* has been working before. Sharing the office and knowledge and resources, creates a win-win relationship.

With the opening of the office in Yangon, the activities of the Thailand office have dwindled down to a level that in Thailand only an income generating function exists; the office space is now mainly used by other organisations to run trainings and a place for hosting volunteers. The Thai organization will remain active in a low key state.

2. Accomplishments 2016

2.1 Pilot project 'Women: Agents of Change, Social Enterprises by Women for a Social Economy in Myanmar'

Vision behind the project:

We women believes Myanmar should be a nation in which women are considered to be equal and a driving force behind economic, social and political reform. At every level, women from different ethnic backgrounds should be leading in shaping institutions, policies and values. To this end, the *Women: Agents of Change* project seeks to plant the seeds of a social economy in the women of Myanmar, aiming to build a critical mass of women leaders to serve as role models to all girls and women in Myanmar.

Project objective: To catapult women from disadvantaged communities into positions of leadership by empowering them with key business knowledge and capital to found social enterprises, enabling them to bring about sustainable change for themselves and their community.

- To expand the knowledge base of participants by providing training in basic business concepts and financing,
- To assist participants in translating their entrepreneurial ideas into concrete and viable business plans,
- To provide participants with the necessary capital to establish their social enterprises,
- To support participants with advice and coaching during the process of founding and expanding their social enterprises.

Results

The training comprised of twelve participants, eight women who owned businesses or were starting their own business and four train the trainer participants, of whom two also were business owners. After evaluation with the participants, they concluded that they had learned the following:

1. To be able to write a comprehensive Business Plan
2. To be able to organize the Book Keeping professionally
3. To train others in the Business Skills taught in the training
4. To identify business opportunities and developing a professional business plan
5. To understand the challenges of women in business and why it is important that women run businesses
6. To follow, understand and act towards changes in the business industry in Myanmar.
7. To do market research and identify necessary resources
8. To know that networking and sharing information are very beneficial for business development
9. To understand and know how to use marketing tools

Participants stories

Kyi Kyi Win Shwe:

After the training, Kyi Kyi Win Shwe trained 40 people in collaboration with the chamber of Commerce in Sittwe. At the end of 2016, she started Kyi Kyi's House, which provides women with opportunities to learn leadership skills, business skills and English. She also supports them with physical and psychological health consultations. Legal consultation and vocational trainings like floral training, yoga and baking classes are other parts of Kyi Kyi Win Shwe's work. Since she opened Kyi Kyi's house, 288 women were came to Kyi Kyi for discuss their problems with her.

Ah Mun:

In 2016 Ah Mun's organization is started a livelihood project with women survivors who were vulnerable from the conflicts and political instabilities. Her organization would like to support them for their livelihood. Before that, they only give the cash grant to those women to support their family and fulfill for their needs. But there were still some challenges for them on sustainability. That is why her organization would like to start the livelihood project with them through her organization co-partners. The WAC training was very useful for Ah Mun to evaluate the whole project and help her to think sustainable methods. Recently her organization organized one of the training for livelihood project for their partners and survivors to generate their ideas for the livelihood projects. When her organization make a training agenda, she have a chance to generate her knowledge, which was gained from Women Agents of Change Training and way more to think about how her organization would like to organize this training. This is one of her personal developments from being attended in Women Agents of Change training.

Before that training, her organization met with different organizations from Yangon, which is doing on social enterprise. They have met with Young Women Christian Association (YWCA) with the help of my colleagues Ms. Ja Ra who was together with her in Women Agents of Change Training. In addition, their organization is very please to meet with YWCA and inspire by the way that they are working around the countries which is one of their dream for the women survivors inspiration. She hopes that, her organization can work together in the future with YWCA. This is one of the outcome of being attended in Women Agents of Change training for Ah Mun and Ms. Ja Ra's organization.

Women Agents of Change training is very useful and effective for her as women who were working on the same field.

Anna:

Before she attended the Women agents of change training, she had weaving house at Chin state. Unfortunately, her work place was destroyed by a landslide and she had difficulty to restart her weaving house again. She heard about our Women agents of change training and applied for it. Anna is one of our brightest student from Women agents of change training. She got motivation from Women agents of change training and started her Aidi Chin Traditional Weaving House, a social enterprise initiated upon the dream of a group of Chin young people from Chin state. Her dream is to preserve essence of Chin traditional weaving. To empower women ,youth, disabled and to create job opportunities for Chin people and to balance the real value and price of Chin traditional clothes in both local and global market.

Noan Harn:

After attending we women business training, she enlightened to start a small shop for selling juices as her own business. In her mind, she planned how to start it with systematic strategies and approaches. Nevertheless, she was in her busy management of her family business (selling traditional textile) and didn't have a chance to implement her business yet.

In her family's weaving business, she tried to apply what she learnt from the training. One of her achievement from applying is "online marketing or online shopping". As an innovation, she advertised her available textile through online and distributed both near and far away shops from her town. What a surprise was that there were a lot of demanded customers and orders that could earn more money than before. She got new ideas and created new styles or designs from communicating and learning from other textile shops all over Myanmar.

She involved and created textile marketing in local traditional hand-made shows. There were some events like China ASEAN Expo in which she didn't involve directly but other Shan organizations bought her textile and exhibited them as traditional hand-made textile in those kinds of international events. Although she didn't increase number of employees for her business, she promoted her employees' interpersonal skills, health care, knowledge and awareness by giving trainings with the help of Shan Women Action (SWAN). She is trying to

start her juice business and she has also decided to extend her family business later by using effective ways like online shopping learned from training.

2.2 Awareness Raising

Wanted: Global Voices in Female Leadership

On the 8th of March We women foundation in the Netherlands, LOVA and OneWorld Love have organised an afternoon dialogue on inclusive female leadership in the development sector.

Together we reflected on the barriers that women from the global south face in terms of gaining access to leadership positions. We looked at the following questions:

1. How can we change power structures that prevent women from the Global South of gaining access to these positions?
2. How do organisations in the development sector become more diverse?

Our aim was to engage organisations, practitioners and activists on finding solutions for the lack of inclusiveness for women from the Global South in high ranking positions in the development sector.

Experts Amma Assante, Fatumo Farah, Marina Diboma and Ama van Dantzig who all work in the development sector were keynote speakers.

The Opening speech was given by We women Director Ursula Cats:

"In Myanmar a similar struggle takes place for ethnic women in the development sector as women internationally. They cannot access leadership positions very well. The lack in confidence and don't dare to come into such positions because of the power, as hierarchy is dividing the power structure. Western people are working in the top. Ethnic women are excluded. Think about your own ideas and capacities: contributing to inequality, we are all agents of change."

Keynote Speaker Fatumo Farah:

"I am from Somalia. I was young but always an activist. From a young age promoting young girls rights. In the Netherlands, I was victimised and oppressed. We have to show our quality as women. Strong women are named as iron woman, witch, a man (Margaret Thatcher). Angela Merkel: the Mother. We have to get rid of stereotyping female (political) leaders. As a woman to get a leadership role, you have to be very active to get these roles. In the white male dominated sector; women, especially migrant and coloured women, have to get space in the decision making arena. Often they are not included in policy making. There are so many barriers for migrant and coloured women: they have a language barrier, they have few networks and they don't get the support they need. Cultural background can be a very big obstacle towards a leadership position. There is also a lack of role models, we all need role models, so we should all have the courage and stand up and speak out potentiality of women so that we can be self made leaders, who can be role models for the coming generations.

2.3 Women Leadership Network Myanmar

Over the past year, fourteen Women Leadership Network meetings were held. Average ten women are attending our meetings. We can not accept more than fifteen women due the available space. According to their interest and expertise, women attending the network meetings, some

come multiple times and others once. Every meeting we have new women signing up, also some men join us on various meetings. The woman attending come from various disciplines: students, housewives, youth and women from non-government organizations join the meetings. The speakers invited are well known and experts in their field.

See below for some of our meeting topics in Yangon:

Topic	Speaker	Organization	Date	Place	Number of participants
Women law & rights	Daw Ni Ni Thein	Lawyer	May 2016	Yangon	10
Entrepreneur	Ma Hnin Wai	Myanmar women entrepreneur association	June 2016	Yangon	11
Sex Education	Dr. Daw Nwe Ni Wynn	iPACE	January 2016	Yangon	9
Apply Film Making and Radio programs for Women Affairs	Daw Nwae Zarchi Soe	Freelance Filmmaker	November 2016	Yangon	9

These were some of the meetings in Taunggyi, in total six leadership network meetings were held in here:

Topic	Speaker	Organization	Date	Place	Number of participants
Social entrepreneurship	Khun Saw Aung	K-SAN	August 2016	Taunggyi	9
Women and Politics	Nang Kham Cho	Pa-O Women's Union	July 2016	Taunggyi	12

Stories of our participants

Thazin:

'She came to our meeting about "women and law" with two of her friends. She said she didn't know anything about law before she attended our meeting as she wasn't interested in law. Her idea has changed after she attended the Women Leadership Network meeting. She believes now that everyone should know about the law, so that we can protect ourselves and that we know what we are allowed to do or not allowed to do. She will share her knowledge with her family and friends. Topics that she would like to see in the leadership network in the future are: Stress Release and Stress Management and How to become a leader as a young woman.'

Nway Nway:

She just arrived to Yangon for looking for a job. There are very few chances for her to go to these kind of meetings in their hometown. Youth and women are staying at their home to help their parents. Even if you are eager to expand your knowledge, there is no chance. She would like to know more about scholarship to continue her education in the near future.

2.4 Research

Research project: Access to higher education abroad for women from ethnic areas

Formal education has always been one of our major pillars in our work. In order to create a sustainable higher education project it was necessary to examine the needs of the ethnic women inside the country on what the best routes are towards positions of leadership in newly developing Myanmar. Research has shown that Myanmar largely lacks skilled workers to be able to keep up with rapid economic, social and political growth. It is now more important than ever that women from ethnic areas become part of- and have a voice in these important developments in building a new Myanmar. We women has expertise in training women to access higher education from years of working with unrecognised women refugees in Thailand, and we therefore plan to contribute this expertise to move our Higher Education Project to Myanmar. As we are working in a different context than the one in Thailand we find it extremely important to first research into the needs of women from ethnic areas living in Myanmar.

Goals of the research

This study will aim to find out firstly what short term solutions can be found for the lack of opportunities women face in terms of gaining access to higher education. These are both linked to funding and meeting high admission standard of getting into universities abroad. It will secondly focus on how to bring different actors working on higher education together so that organisations can work collectively towards common goals. In light of this two issues arise. How can NGOs and CBOs best assist women from ethnic communities in Myanmar to prepare them for higher education? And thirdly, how do women from ethnic communities in Myanmar get into higher education despite limited funding?

Field Report of the research

In 2016 long-term volunteer en researcher Annelies Christiani traveled to Myanmar for a 3-month fieldwork period. This was her experience:

“For people in Myanmar going abroad to study is not just about gaining international experience. It is essential for those who want to enjoy quality education. Myanmar’s higher education system has suffered decades of disinvestment, and the government’s strategy to prevent its citizens from becoming critical citizens has led to an education system that is centred around memorising facts in order to pass exams, instead of a teaching-style that encourages students to apply, analyse and think about what they have learned. This is especially the case for women who aspire to become leaders. In a country where women are largely held back by traditional gender prescribed roles, and women have little voice in decisions-making process, women need a foreign degree not just to gain meaningful skills and knowledge, but also to be taken seriously. In addition women from ethnic areas face double challenges because of the marginalised position people from ethnic areas hold in Myanmar society.

I travelled across the country as part of a 2,5 months fieldwork period, and spoke to a wide range of actors in Yangon and in Myanmar's major ethnic area cities. I spoke to many women ranging from young university students whose dream of once being able to study abroad seemed no more than a dream, to women who were preparing for their IELTS or TOEFL exam or those busy applying for scholarships and whose dream to study abroad seemed somewhat more reachable, to those who had already studied abroad.

The second group of interviewees were organisations who offer university preparation training, or general training that teaches students skills they would need if they would apply for a foreign university. I was also able to speak to a number of women's organisation who could shed light on the situation of women from Myanmar's ethnic areas.

As I found out very soon doing practise based research is not just about speaking to people and organisations to obtain data for this project. It was also about the chance to increase We women's network. As such I also found myself giving presentations to English language students about We women's activities and giving them tips on how to apply for scholarships. I was also able to establish many meaningful contacts with organisation and individuals who could possibly partner with We women in the future."

The research report will be published in 2017.

2.5 We women scholarship project

Meet Our incredible alumni Saam Htwe!

"I see education as one of the most important tools with which we can upgrade our lives, and this is why I am determined to improve the education system in Burma"

Saam Htwe was separated from her parents at a very young age and raised by her Aunt and Grandmother in Southern Shan State. Confronted with an education system in which classrooms were overcrowded and questions discouraged, Saam Htwe remained determined to learn and graduated with a BA in Economics. However, she was dissatisfied with the poor schooling system she had encountered, as students relied on memorisation and were unable to develop critical thinking skills. Motivated by a strong desire to change and improve this education system, Saam Htwe decided to try to get to Thailand in search of better opportunities.

She arrived in a refugee camp and completed a learning program in Mae Sot, after which she returned to the camp and taught English to the large number of children there. She then worked in an orphanage and continued to teach in the evenings. Listening to the dreams and aspirations of these children, Saam Htwe became even more determined to work towards creating a better education system for future generations.

After spending two and a half years at the camp, Saam Htwe was keen to continue her studies and applied for the We women Pre University Project, after three years of studying and working, she received a We women university scholarship. Through this program, Saam Htwe was able to work and study at the same time and successfully completed a Masters degree in Education Administration. "Influenced and inspired by the methods of We women", Saam Htwe now feels she is able to use the practical skills and theoretical knowledge gained from her Masters degree to make a genuine and positive difference within the education system of Myanmar.

At the moment, Saam Htwe is working at Child's Dream, an organisation that empowers marginalised communities through education and healthcare. As the University Scholarship Coordinator, Saam Htwe is actively pursuing her long-term goal of increasing the quality and accessibility of education for the people of Myanmar. Saam Htwe provides support for underprivileged scholarship students and this program now has over 100 alumni and 80 active students studying in Thailand. Her long term aim is to give access to education to all underprivileged children in Myanmar and she will steadily work to reach this goal together with her fellow activists.

2.6 Campaign

This Year's campaign "Educate One Empower Thousands", was very successful and supported by many people around the world. Twenty volunteers worked hard on awareness raising and fundraising. This year we raised €5300 through 60 people who donated. 350 people have joined the cause via our social media outlets.

Thanks to our campaign ambassadors we were able to create more awareness. We are proud that the following established women leaders joined our cause:

Dr Cynthia Maung

has worked tirelessly for over 20 years, providing critical health care to the people of Burma. She has received Southeast Asia's Ramon Magsaysay Award for community leadership and she was listed as one of 2003 Time Magazine's Asian Heroes. Altogether she has received six international awards for her work.

In Myanmar, there are very few women in positions of leadership and decision making. There are also widespread systematic human rights violations that target women – gender-based violence, trafficking, sex workers and rule of law. All of these violations are related to issues of justice and without justice we can never have peace. Therefore women need to be empowered in order to take up leadership and decision making roles in society on issues that directly affect them. To have the confidence to step up women need to have access to higher level education to cultivate their minds and exposing them more experiences and a wider sphere of knowledge enabling them to be true leaders that represent their sisters in society achieving equity and justice.

"Education, safety and dignity for women should be a priority and women should be part of this process. People should support We women foundation because through focusing on gender equity we can help to make a more balanced society in Myanmar."

Cheery Zahau

a human rights educator and long-time advocate for Burma's Chin community/Member Chin progressive party.

"Women comprised of half of the population in Burma and yet they are holding less than 14% of power positions in the formal decision making body like the parliament and there is no accurate data on women's decision making power in other sector like private sector, entertainment, sport and media etc. Women are active in providing services in the war torn areas in ethnic states and yet they are not given roles and opportunities on how to solve the problems. Women in Burma have been always active in the civic movement across the country. Now its time to allow women to take the lead from community level to the national level and even beyond."

“Women make peace not war. Women negotiate rather than using confrontation. Women think with a clear head and consider with an empathic heart. Join this campaign to let women in Burma break the traditional bearers and help ending the protracted civil war.”

Tin Tin Nyo

is the General Secretary of the Women’s League of Burma. A spirited women’s rights advocate, Tin Tin has spent the past 17 years working for a more equitable and peaceful society in Burma.

“Women leadership is important because they can fill up not only half of the human resources that is left blank but also they can make a shift from a materialistic centered world to a more human centered side of leading by adding motherly love, kindness and matta. Women lead with big hearts and at the same time they offer rational and logical contribution since they are more persuasive, assertive and willing to take the risk. In addition, they are more sympathetic, flexible and emphasize on good interpersonal relationships. As to say one short answer, women leadership can show the humanly perspective and therefore, this is essential for men to join hand with women to rule the world for a better, prosperous and peaceful society.”

“I am calling for everyone to join "Because she's a leader" campaign that WE Women is launching, simply to show your support to the women that every women are born with leadership skills and these skills are developed from their day to day fulfillment to their family and they are good manager, leader, mother, sister, they are everything that the family, community and the nation need them. With your support, you can change women who are victimized, used as sexual objects to women as agent of change for a better society.”

3. Finances

3.1 Revenues & expenditures

Revenue (in €)

Donations monthly private donors	1.715,00
Donations fundraising campaigns & events	10.140,47
Donations foundations	17.876,30
Volunteers Renting Rooms	3.500,00

Total revenue **33.231,77**

Expenditure (in €)

Program costs	24.085,63
Outsourced fundraising	510,31
Telephone & website hosting	541,16
Banking charges	187,23
Other	109,50

Total expenditure **25.433,83**

3.2 Balance

Balance 1-1-2016

Triodos Bank	14.412,46	Accounts payable	-
		Allocated reserves	4.000,00 (WAC Project*)
			6.000,00 (Scholarships)
		Continuity reserve	4.412,46
	14.412,46		14.412,46

Balance 31-12-2016

Triodos Bank	22.210,40	Allocated reserves	1800 (WLN**)
			6000 (Scholarships)
		Continuity reserve	14.410,40
	22.210,40		22.210,40

*Women Agents of Change

**Women Leadership Network

Acknowledgements

I can't say enough how grateful I am and I hope all of you who worked with us know what it means to the women in Myanmar to get a chance to grow into their leadership positions.

And to all the women we work with from Myanmar, I also would like you to know that I have a deep respect for all of you, it is a privilege to be working with you, I learn so much from you all. I want to thank you for your courage to stand up and grow and to have ambitions that serve many more women in Myanmar and around the world. You are the much needed role models in our society.

I want to thank Num Aye, who is our leading example in Myanmar, running the We women office by herself. Thanks to her strong dedication -as it is not easy to run an office with only volunteers to assist you- our projects in Myanmar are still going strong. On a weekly basis, I have the luck to work with you and that means a lot to me, to be able to learn from you and to see you grow and to grow together.

To all our partners in the field I want to say, thank you for believing in collaboration, thank you for sharing your resources, knowledge and friendship. Specific gratitude to BEAM (Bridging Education Access To Migrants) and Kyaw Kyaw Min Htut, who is always there for We women, to share resources and to collaborate. Kyaw Kyaw without your everlasting support, We women could not have grown into the foundations it is nowadays. Joanne Power a big thank you for all your energy, knowledge, time and resources that you spend on the Women Agents of Change Project. Without your expertise and resources, we would not have been able to execute the project, I hope we will keep on working together for a long time, as your friendship and your passion for the work in Myanmar means a lot to me and the foundation.

To our dedicated volunteers in Myanmar a very big thank you, as we know that you all do it in your scarce free time, I am always moved by the time invested by you our Myanmar volunteers, as you have very little resources yourselves and you all have the strong desire to make changes in Myanmar. So again thank you for your time invested volunteers in Yangon: Hsu Hnin Htet (WLN organizer), John Ring (WLN organizer), Tamara (Office assistant), Htet Hsu Yee (communication officer), Shiba (WLN organizer), May Phyo Thinzar Kyaw (WLN organizer). And our volunteers in Taunggyi, who are without very close support, as we have no office in Taunggyi and can only visit them occasionally, so all of the contact we have goes by telephone and internet. It is heartwarming to see your dedication: Kham Beh (WLN organizer), Su Su (WLN organizer) and May Han Thu (WLN organizer).

In the Netherlands, we could not have been running our activities without the help of Dinnia who has been a very powerful leader in our campaign, it has been an honour to work with you, as you really understood We women as a whole and that without ever going to Myanmar. Dinnia I hope we keep collaborating in the future as you are a role model to me and many others and a big inspirator.

Annelies who tirelessly has worked with us for many years now, has been very supportive in many activities of We women, the research, the debate held on women's day, the annual campaign, advising on project content and management and most of all being critical, so that we could all stay very close to the core of our work. I thank you deeply Annelies.

Since the start of We women Stef has been supporting our work, he is always there for me when I need him, with advice that is very valuable. For me working on my own most of the time this means a lot, when I can't find the bigger picture anymore, Stef is there to get it into a framework that works. It has been and always will be a great pleasure to work with you, your sharp mind and down to earth vision make all the difference for me, Num Aye and the women we work with. Our team of volunteers who help whenever they can and especially during campaign time, it is always great to be together with so many likeminded people, who have a passion for women's rights, Myanmar, equality and justice for all. Maaïke, Nathalie, Rianne, Fennelien, Kathy, Wendelij, Aye Thin Thin, Mehri, Phyu and all the people who contribute in any way they can to support We women.

To all our volunteers around the world I want to say, that I am moved by the bond that we have, time and space do not matter in your case, as you all keep on fighting alongside the women of Myanmar: Meaghan, Janice, Nidhi, Sarah, Anabelle, Erin, Caroline, Chris, Hilary, Ronit, Karina, Pam, Gade, Ali, Lyndall, Carol, Janet, Travis, Martyna, Aleks, Margarida and every one who has been helping along the way in every possible way.

Marisa you get a place separate from all, as I can't thank you enough for all the support you keep on giving to We women, it is an amazing experience working together with you, as you are always full of energy, hope, ideas and passion, I am grateful to know you and to have you on our team as a senior advisor and you do much more than advising alone, whenever you need to play an active role, you are there, don't know what we would do without you!

To all our donors, sponsors and partners, it has been a great year to be able to work together with you, thanks so much for all your support. Let's keep up the good work together! Curves and in specific a big thank you to Margreet. Lova and One World thanks for organizing our panel debate together, let's keep raising awareness for a more equal and just world and share our knowledge together.

Our board members: Maartje Meens, Maartje Eigeman and Cisca Janssen, a very warm thank you to you, a dedicated team of expert women, who always support We women and me in the process of growth and change.

Ursula
Founder & Director