



Impact Report 2024



Letter from our Chair



As we publish our Annual Report in the spring of 2025, we, like many around the world, are witnessing a concerning rollback of democratic institutions and deep cuts to funding for civil society. In these uncertain times, we are holding onto our 'why' more firmly than ever: to keep investing in and standing alongside those working toward an inclusive Europe where gender equality becomes a reality for all.

At the Alliance for Gender Equality in Europe, we want to share hope. Because without hope, there is no action, and without action, there is little hope. We find it in the strength, courage, and determination of women, marginalised communities, and grassroots organisations who continue to lead the way towards a brighter future. Their stories – some of which you will find in this report – remind us that positive change is always possible, even when the odds seem insurmountable.

For the Alliance, 2024 was a profound year of reflection and consolidation. Committed to being a learning organisation, we took stock of our contributions since our launch in 2021 and listened closely to our members, partners, and the broader movement to understand how best to evolve our role.

As we passed the threshold of €4 million invested in women-led and LGBTQ-led organisations, we were encouraged by how far we have come as the first and only donor collaborative dedicated to supporting progress for gender equality in Europe.

In just three years, we doubled our membership to seven foundations, grew the budget five-fold, and expanded

our programme team. We are immensely proud of this impact, as it has allowed us to expand our reach across the EU and the UK, increase grant sizes and durations, and launch new capacity strengthening initiatives.

This reflective process was as much about understanding our past contributions as it was about planning a path forward. United by shared values of equality, trust and collaboration, our member foundations reaffirmed their commitment to pooling our strengths and ensuring that resources are channelled where they are needed most. This commitment is reflected in our newly adopted [strategic framework](#), which sets the course for the next phase of our fund.

At the same time, we acknowledge that the interconnected challenges we face today require us to explore new approaches together. Alongside our continued focus on economic inclusion – which has already started delivering on its promise of expanding rights and opportunities for women and gender minorities, as you will see in this report – we are introducing two new priority areas to our grant-making: movement building as well as gender and democracy.

By strengthening movements, we aim to support frontline organisations, communities, and activists to connect, strategise, and act collectively across borders and issues. Meanwhile, our focus on gender and democracy is designed to equip organisations to withstand destabilising pressures and seize new opportunities for

wider impact. The need for both funding approaches has become especially critical: to protect the hard-won gains of previous decades and counteract the millions being poured into anti-gender and anti-rights groups in Europe.

Over the past year, we have seen so many civil society organisations doing so much good, from Martynka in Poland, which is serving immediate needs of refugee survivors of violence, to GirlDreameer in the UK, which helps young women of colour kickstart their dream social impact businesses. This is the incredible power of supporting the grassroots. Yet, we know much more remains to be done.

As we look towards the rest of 2025, we are eager to continue nurturing meaningful, trusting, and long-term partnerships in philanthropy. We will be rolling up our sleeves to do the important work of connecting, sharing, advocating, and learning with other donors to advance our ambitious goal of unlocking new funding and accelerating progress towards real gender equality. That's because we believe that lasting change happens when we recognise that we are a part of a larger collective effort and work together.

We don't yet know all the brilliant (s)heroes who will innovate, organise, research, inspire and build the just and fair Europe of tomorrow. But we are committed to supporting as many of them as possible, every step of the way.

Before I close, I want to leave you with one final thought – a quote that someone dear to me recently shared, and that has stayed with me: “Ships are safe in the harbour, but that’s not what they’re built for.” Our Alliance was never meant to stand still. It was built to brave the open seas, to navigate the challenges and uncertainties of life in the pursuit of something better. By pushing beyond our limits, we can unlock our full potential, even in choppy waters. We invite you to join us.



Marion Schaefer

FONDATION CHANEL

Chair of the Alliance for Gender Equality in Europe

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Who we are

The Alliance for Gender Equality in Europe is a philanthropic initiative, supported by a variety of specialised, generalist, and private foundations with the ambition for more to join.



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Steering Committee

The Steering Committee provides the strategic orientation and approves final grant decisions. Chaired by the Fondation CHANEL, the current members are the Bodossaki Foundation, Fondation de France, Fondation Raja-Danièle Marcovici, JPMorgan Chase, King Baudouin Foundation and L'Oréal Fund for Women.





Advisory committee

The Alliance integrates the perspectives of gender equality experts from diverse backgrounds, including civil society representatives, through advisory bodies.

The Advisory Committee advises the Steering Committee on strategic decisions. The members for the period between November 2022 and December 2025 are:

- **Caroline Brac de la Perrière**,
Director of Mediterranean Women's Fund
- **Jana Stardelova**,
Grants and Engagement Manager at Ariadne
- **Sana Afouaiz**,
Founder and CEO of Womenpreneur-Initiative
- **Sotiris Laganopoulos**,
Sector Officer for Civil Society at EEA
& Norway Grants
- **Xenia Kellner**,
Cofounder of Young Feminist Europe

Selection committees are created ad-hoc for each call for proposals, gathering experts relevant to the focus of every call, to provide the Steering Committee with grant recommendations.

Operations

Established under the auspices of the Network of European Foundations (NEF), the Alliance is coordinated by a Program team, which supports the steering committee in its strategic decisions and manages day-to-day operations.

- **Nadège Lharaig**,
Lead, Senior Program Manager
- **Maria Cipriani**,
Program Officer
- **Iva Petkovic**,
Senior Communications
and Learning Manager



What we believe in

Equality

We believe that all individuals should be treated with respect and be able to achieve their full potential, independent of their gender and background. To achieve gender equality in all areas of life, we aim to address the multiple injustices that shape the lives of women, girls, trans, nonbinary and gender nonconforming people.

Trust

We trust our grantee partners to do what best serves their communities, because they are closer to the issues they are working on than we are. We build trust, respecting the visions, knowledge, and leadership of marginalised women, girls, trans, nonbinary, and gender nonconforming people.

Collaboration

Collaboration is at the heart of our approach as a pooled fund, as no individual, organisation, or donor can solve all structural issues alone. Alliance members align on funding objectives and collectively steer our work. We also seek to build positive, long-term partnerships with and among grassroots organisations, feminist movements, communities with lived experience of inequality, gender equality experts, as well as other donors.

Transparency and accountability

We aim to be open and transparent about our goals, decisions, investments, and the impact of our work. We always seek to hold ourselves accountable for our actions and their effect on our partners and their wider communities.

Learning

We strive to continuously improve our work. We listen, learn, pilot new ideas, and adapt our own practices by actively seeking feedback on how we can do better from our grantee partners – and then implementing it. We also foster peer learning among our members and grantees, creating safe and brave spaces for them to share insights and strengthen their impact.

Where we stand



Challenging systems

We acknowledge that inequality is rooted in systems of oppression that have historically disadvantaged people based on their gender and identity. Through our funding to those who have been most affected, we work to challenge issues of discrimination, injustice, and exclusion across all aspects of life.



Driving gender-transformative change

Our resources support organisations that empower individuals while also addressing the systems and norms that uphold gender inequality. By using gender-transformative approaches, our grantee partners address root causes and drive lasting change.



Supporting the grassroots

We make sure that our resources reach grassroots activists and organisations who are best positioned to create long-lasting change. Our role is to support their efforts, amplify their voices, and foster connections between them to strengthen their impact.



Embedding intersectionality

We understand that people are affected by gender inequality differently based on various aspects of their identity and background – whether it be gender, sexuality, migration background, race, income, disability, or other factors – without hierarchy. We are committed to ensuring that no one is left behind. Our intersectional approach to grant making uplifts women and marginalised people with diverse needs and addresses multiple challenges simultaneously.



Championing human rights

We are committed to upholding the fundamental human rights of all individuals. Given that we focus on gender equality, we are especially committed to:

- **Reproductive rights**

We believe in reproductive healthcare for all. Reproductive rights – including access to contraception, abortion, fertility treatments, and gender care – are fundamental human rights and a pillar of democracy where individuals live free, safe, and self-determined lives.

- **Trans rights**

Equality for all gender identities and expressions is central to human rights. We also support organisations working with and for trans, non-binary, and gender non-conforming people, championing their rights and amplifying their voices to ensure their inclusion and protection.

Learning
Collaboration
Accountability Trust
Equality

The year in numbers

In 2024, the Alliance continued to grow its reach, deepen its impact, and strengthen grassroots organisations working towards gender equality across Europe. The impact of the Alliance is also in the lives transformed by the work of our grantee partners.

Our impact

34

ORGANISATIONS SUPPORTED
in 18 countries with impact
across 28 countries (EU and UK)

4 969 175€

OF COMMITTED GRANTS
since launching in 2021

➤ **Distribursed in 2024:**
1 209 188,90 €

➤ **Average grant amount:**
135 067€

How funding was used :

60%

to cover core costs

60%

to organise activities
that otherwise would not have happened

43%

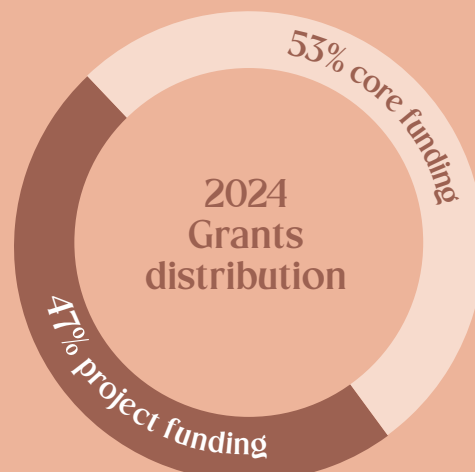
to design a new programme
or to pilot a new idea

34%

to scale a programme
or model

22%

to hire new staff



Our grantees' impact

9 424
people reached directly.

Of which:

95%
are self-identified
women and girls

5%
are trans, non-binary
and gender nonconforming

53% are low income

44% are perceived as young or old

37% are victims or survivors of violence

29% are from a migration background

25% are from rural areas

21% have an ethnic minority background

3% are in a situation of disability

Greater rights:

Advocacy by our grantee partner
led to greater rights
and protections for

4 million
working women



Expanded opportunities:

5 103 gained skills
for employment

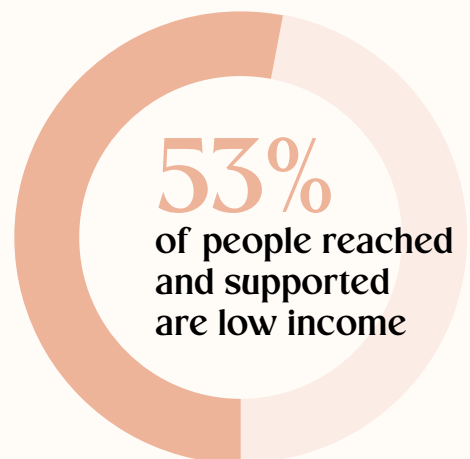
5 537 were supported
into quality employment

725 were supported
into further education

2 167 were supported
on financial independence

48 entrepreneurs
received business support

6 new businesses were registered



Activities in numbers

4

steering
committee
meetings

1

convening
in Greece
with
41 participants

8

philanthropic
events
attended
as participants
or speakers

9

Site visits:
Sweden, France, Netherlands,
Belgium, Czech Republic,
Hungary, Greece,
Spain and Germany

Stories behind the numbers

Across Europe, grassroots gender equality organisations are achieving long-lasting change and transforming lives by addressing some of today's most pressing challenges head-on. Here are a few examples of some of our grantee partners' wins from last year and the uplifting stories behind the numbers.

01 Improving working conditions amidst an uneven economic recovery

All Europeans deserve to live and work in an inclusive economy. The lingering effects of the pandemic, combined with Russia's devastating invasion of Ukraine, drove up the cost of living for European households, leaving 21% of the population at risk of poverty and social exclusion. Persistent gender inequality in income and wealth further weaken women's and marginalised communities' ability to respond to economic and financial stressors. Amidst the slow and uneven economic recovery, our grantee partners improved working conditions, provided business assistance, expanded opportunities, and tackled workplace stress and discrimination.

Securing fair wages

In Czech Republic, ALICE successfully negotiated a collective agreement with the largest employer in the care sector, Alzheimer Home. As a result, wages increased for **3 070 employees** from €760 per month (close to the minimum wage) to €1,120 per month. For social and care workers, mostly women, who have long been undervalued and underpaid, this increase brings relief and greater financial stability.





More business know-how

With our support, Common Zone and their partner Impact Hub launched Croatia's **first-of-its-kind network for LGBTQI+ entrepreneurs**. The idea for this community was born out of the recognition that not all business environments are equally safe for everyone, and its launch came at a time of intensifying of negative discourse surrounding the so-called 'gender ideology'. The QueerBeez Network now provides a much-needed safe and supportive space for **43 entrepreneurs** to connect and develop their businesses. Through monthly meetups, thematic lectures, free consultations, and mentorships, participants have addressed common challenges like planning, branding, marketing and burn out prevention. At the Vox Feminae Festival, six QueerBiz women presented their new startups, ranging from book publishing to psychotherapy.



New job opportunities

The Alliance supports AMICOS' Pioneras project in rural Galicia, boosting employment opportunities for **women in situations of disability**. By September 2024, AMICOS had delivered 258 hours of individual coaching, held three meetings with local employers to promote equity and inclusion, and provided tailored trainings on operating forklifts, IT skills, working in the food industry, and sustainable tourism based on the needs and wishes of the women themselves. Their model has already proven successful as **78% of the participants have found jobs**, giving the young women autonomy and self-reliance, which are key to advancing gender equality.

II



Expanding workplace inclusion

ShoutOut is advancing economic opportunities for LGBTQI people. In the past year, they delivered **107 workshops in workplaces** to over **3,200 participants**. This included sessions for leadership teams, designed to foster more inclusive companies and counteract the spread of misinformation and negative stereotypes from online spaces into real life. They also conducted 18 specialised workshops addressing trans and nonbinary inclusion, which is a pressing issue as around half of trans people in Ireland remain unemployed. In addition, they review and develop internal policies for organisations ranging from multinational companies to universities, creating safer and more equitable workplaces in the long term.

01. Workers celebrate a successfully negotiated agreement resulting in salary raises. Photo by ALICE. / **02.** Workshop in action. Photo by Common Zone - Nina Djurdjevic. / **03.** Young women participate in a training session as part of Pioneras project. Photo by AMICOS. / **04.** Three resources developed by ShoutOut on LGBTQ+ rights and inclusion. Photos by ShoutOut.

02

Combatting gender-based violence as data shows its continued prevalence

Nearly a third of women in the EU have experienced violence at home, at their work, or in public. Last year, the EU adopted a landmark directive on violence against women and domestic violence – an achievement that didn't happen overnight but was years in the making thanks to the tireless advocacy by specialist women's services and women's rights organisations, including some of our grantee partners.

Nearly

1/3



have experienced
PHYSICAL
OR SEXUAL VIOLENCE
WOMEN

12



06

Harassment-free workplaces

In Romania, Association for Liberty and Gender Equality – A.L.E.G coordinated the national “Employers for Respect” campaign, leading to the country's **ratification of the ILO Convention No. 190** on the elimination of harassment and violence in the world of work, making around 9 million workers – and over **4 million working women** more specifically – safer wherever they work. With this convention, victims will also have greater access to remedies and support. Since then, A.L.E.G. has also played a key role in **government consultations** to align national laws to these new protections, with the goal of ensuring safer, harassment-free workplaces for all.

03

Mobilising public support for reproductive rights and counteracting democratic decline

Europe is witnessing democratic backsliding across the continent. Within this context, the rights of women, LGBTQ+ individuals, and marginalised people are under a coordinated attack. Poland's restriction on the ‘morning after’ pill, Italy's move to allow anti-abortion activists inside clinics, and Hungary's ban on adoption by same-sex couples are some recent developments. Despite millions being poured into anti-gender and anti-democracy groups, public support for human rights remains strong. Over 75% of Europeans support legal access to abortion, and 69% believe LGBTIQ people should have equal rights.



07

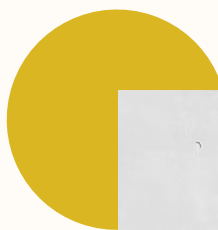
Huge show of support for reproductive rights

In response to the reality that over 20 million women in the EU lack access to safe abortion care, our grantee partner My Voice, My Choice, a movement of hundreds of gender equality organisations, mobilised with a public campaign. Through in-person actions, viral TikToks, high-profile endorsements, and widespread press coverage, they successfully gathered over 1 million signatures for a European Citizens' Initiative, urging the European Commission to propose concrete measures ensuring access to reproductive rights for all, regardless of who they are or where they come from.



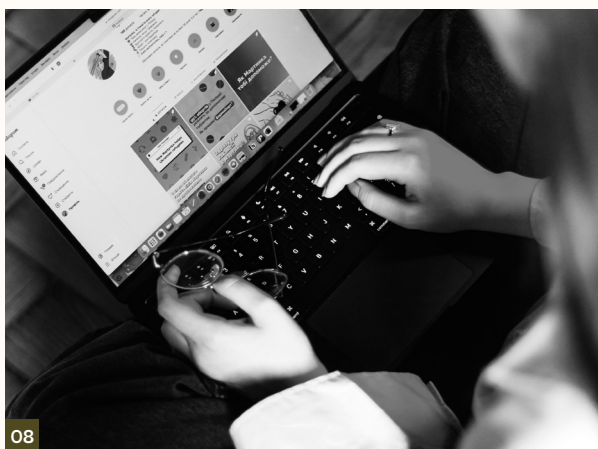
04 Supporting marginalised refugees in response to ongoing invasion of Ukraine

Russia's invasion of Ukraine has forced millions of people to leave their homes and seek refuge in the EU.



09

13



08

Supported refugee survivors of violence

Martynka operates a 24/7 Telegram hotline for Ukrainian evacuees in Poland. They assist around 1 200 victims of sexual violence or other crimes yearly to obtain legal, medical, and psychological support – and there is a growing need for this kind of help as the war continues. It also offers emergency accommodation to refugee survivors of violence, while ensuring their safety in the shelters.

New skills for LGBTQI refugees

ORAM partnered with Lambda Warszawa to support LGBTQI+ persons coming from Ukraine to Poland and Germany. Through our funding, 175 women, trans, gender non-conforming, and non-binary refugees and asylum seekers have participated in workshops on navigating the local job markets and a variety of job skills that some participants have already been able to use after finding quality jobs in IT (data and tech) and sales. Lambda also provided much-needed psychological health support, which participants found valuable. As the project evolved, both organisations also partnered with other actors specialised in meeting other needs of their clients, such as housing.

06. ALEG participating in the governmental working group. Photo by ALEG.

07. The My Voice, My Choice team in front of the Slovenian parliament. Photo by My Voice, My Choice.

08. Martynka's Instagram page raising awareness about health and rights for Ukrainian refugees. Photo by Martynka.

09. Project participant. Photo by ORAM.

05 Leading the local response to climate change

Last year was the warmest year on record for Europe. It was also the first year that the average global temperature exceeded 1.5°C above its pre-industrial level.

Ecofeminist practices

With climate change severely impacting the Puglia region of Italy, our grantee partner Tracanelupa is committed to respecting the environment, and all living beings within it. For them, this means deepening their understanding of innovative and sustainable farming methods that can withstand rising temperatures and decreasing rainfall. As part of an informal regional **network of regenerative agriculturists**, Tracanelupa exchanges knowledge on climate adaptation while bringing ecofeminist principles to the forefront, making them more accessible to the wider community.

Farming by and for marginalised women

Tracanelupa extends its care to marginalised women, as the project brings together **10 women who have experienced violence**, providing them with compensation for their work in cultivating a vegetable garden in a way that prioritises collective care and healing. Together, through this work, they are strengthening their self-esteem – an essential but often missing piece of the puzzle for survivors of violence – by building their agricultural and business acumen, while also creating a new sense of belonging. They are also learning new relationship dynamics based on collaboration rather than control, an important shift for survivors of violence. Tracanelupa also donates some of the vegetables from its garden to the local anti-violence centre to guarantee a healthy and sustainable source of food for the residents.

This is how their organic garden has become a safe, green oasis: for nature; for the women who cultivate it; and the wider community that benefits from its harvest.



11



10

10. Project participants cultivating the vegetable garden. Photo by Tracanelupa.

11. Project participants in an agricultural training. Photo by Tracanelupa.

Grantee partners

We invest in organisations led by and working with marginalised women, trans, non-binary and gender non-conforming people that experience inequality.

Our focus is on those who face compounded barriers, including:

- People with a migration background and/or ethnic minorities
- Racialised communities
- Victims and survivors of violence
- People from rural or disadvantaged areas
- Those living with disabilities
- Individuals perceived as young or old
- Those with low incomes

15



AkiDwa: Akina Dada wa Africa

Location : Ireland
Amount : 120 000€
Type : project support

akidwa.ie



ALICE

Location: Czech Republic
Amount: 150 000€
Type: core support

aliceuzo.cz/en



AMICOS Foundation

Location : Spain
Amount : 135 882€
Type : project support

amicos.org



Arab Women's Solidarity Association Belgium (AWSA-Be)

Location: Belgium
Amount: 150 000€
Type: core support

www.awsa.be/en/page



Association for Liberty and Gender Equality – A.L.E.G.

Location: Romania
Amount: 149 760€
Type: core support

aleg-romania.eu/en



Bilitis Resource Center Foundation

Location: Bulgaria
Amount: 123 540€
Type: core support

bilitis.org/en



BIWOC* Rising

Location: Germany
Amount: 120 000€
Type: core support

biwoc-rising.org



Contemporaines

Location: France
Amount: 100 000€
Type: core support

contemporaines.fr



Expanse of Gender and Media Culture 'Common Zone'

Location: Croatia
Amount: 136 000€
Type: project support

voxfeminae.net/udruga-k-zona



FAIR SHARE of Women Leaders

Location: Germany
Amount: 50 000€
Type: project support

<https://fairsharewl.org/>



GirlDreamer

Location: United Kingdom
Amount: 134 400€
Type: project support

<https://girldreamer.co.uk/>



International Women* Space

Location: Germany
Amount: 150 000€
Type: core support

<https://iwwspace.de/>



Internationella Kvinnoföreningen I Malmö – IKF

Location: Sweden
Amount: 141 983€
Type: core support

www.ikf.se/t-en



Lallab

Location: France
Amount: 150 000€
Type: project support

www.lallab.org



LevFem

Location: Bulgaria
Amount: 65 336€
Type: core support

levfem.org/blog/category/english



Martynka

Location: Poland
Amount: 100 000€
Type: core support

www.instagram.com/martynka_help/?hl=en



MedFemiNiswiya. Network

Location: Croatia, Greece, France, Italy, Spain
Amount: 150 000€
Type: core support

levfem.org/blog/category/english



MozaiQ LGBT Association

Location: Romania
Amount: 149 550€
Type: project support

www.mozaiqlgbt.ro/en



My Voice, My Choice

Location: Europe
Amount: 100 000€
Type: core support

www.myvoice-mychoice.org



NANE Association

Location: Hungary
Amount: 150 000€
Type: core support

nane.hu/?lang=en



ORAM gGmbH

Location: Germany, Poland
Amount: 150 000€
Type: project support

www.oramrefugee.org



Organisation for the professional empowerment of women | Women On Top

Location: Greece
Amount: 150 000€
Type: project support

womenontop.gr



Per Esempio Onlus

Location: Italy
Amount: 150 000€
Type: project support

peresempionlus.org



Romaversitas Foundation

Location: Hungary
Amount: 150 000€
Type: core support

romaversitas.hu/en



ShoutOut

Location: Ireland
Amount: 145 400€
Type: project support

www.shoutout.ie



SOS Racismo Madrid

Location: Spain
Amount: 139 960€
Type: project support

www.sosracismomadrid.es



Stichting Single SuperMom

Location: The Netherlands
Amount: 148 000€
Type: project support

singlesupermom.nl



The Sororum

Location: United Kingdom
Amount: 100 320€
Type: core support

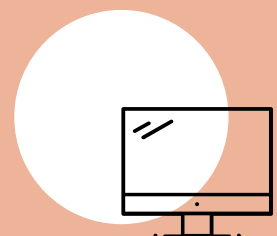
thesororum.org



Tracanelupa APS

Location: Italy
Amount: 60 000€
Type: project support

www.facebook.com/Tracanelupa



For a full list of our current grantee partners, please visit our website.

Activities

01

January

- Check-in calls with 5 grantees that received seed funding
- Recruitment of Communications and Learning Manager

03

March

- Steering Committee meeting
- Recruitment of Program Officer
- Participation at On The Right Track event organised by women's funds
- Participation at the Journalism Funders Forum by Philea

05

May

- Organisational Development grant applications open
- Participation in the Philea Forum

07

July

- Mid-term reporting for Economic Opportunities Sub-Fund
- Site visit to Czechia and Hungary
- Site visit in Belgium

09

September

- Site visit to Spain
- Digital audit

11

November

- Grantee convening
- Steering Committee meeting
- Opinion article in Alliance Magazine
- Site visit in Germany

February

- Opinion article in Philea

April

- External evaluation of the Alliance
- Q&A webinar about the Organisational Development grants
- Site visit to Sweden
- Publication of 2023 Annual Report
- Speaking at Ariadne and Human Rights Funder Network conference

June

- Steering Committee meeting
- Site visit to France
- Site visit to the Netherlands
- Opinion article in Euronews
- Speaking at Mozzfest organised by Mozilla Foundation and our sister fund European AI & Society Fund
- Speaking at PEX gender circle

October

- Approval of two Opportunity and Emergency Grants
- Safeguarding review

December

- Steering Committee meeting
- Approval of Strategic Framework 2025-2027
- Publication of external evaluation findings
- Commissioned research on gender equality funding in Europe

02

04

06

10

12

Our impact and learnings

Strategic Approach 1:

Seed and strengthen the grassroots gender equality movement in Europe.

20



Results

Marginalised communities supported

Our resources support organisations that empower women, trans, non-binary and gender-nonconforming people, while also addressing the systems and norms that uphold gender inequality. By using gender-transformative approaches, our grantee partners address root causes and drive lasting change.

Our grantees focus particularly on those with a migration background, racialised or ethnic minority groups, victim of violence, those living in rural or disadvantaged areas, individuals with disabilities, and those perceived as young (entering the job market) or old (closer to retirement). By the mid-term reporting for the first Economic Opportunities cohort, 9 424 individuals directly benefited from grantee programs.

Expanded economic opportunities

Grantee partners conducted a wide range of activities to expand economic opportunities and inclusion. This included: job skills training, incubators and digital platforms for social entrepreneurs, networking and community-building events, peer-learning circles, educational programs on systemic issues like gender-based violence and discrimination, psycho-social support, and collaborations with public and private sector employers.

By mid-term reporting:

- 5,000+ people gained new job skills such as CV writing, interviewing, IT skills, marketing, branding, fundraising, and financial management.
- 5,000+ secured quality employment, supported through various grantee initiatives like salary raises, job fairs, mentorships, and coaching sessions.
- 700+ individuals advanced into further education like university programs.
- 2,000+ participants achieved financial independence, another 400+ reached a financial goal, and another 400+ were able to pay their bills on time for the first time.
- 6 new businesses were registered, including women-led social enterprises.



- 48 entrepreneurs received high-quality technical assistance, including business planning and other support.
- In the UK, 15 young women of colour received 2 500 GBP to support their entrepreneurial and social change aspirations.
- In Germany and Italy, entrepreneurial projects like soup kitchens and sustainable vegetable gardens have been successfully operating.

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Better workplaces

Some grantees positively influenced company hiring and workplace practices as a way of addressing structural drivers of economic inequality.

- In Ireland, LinkedIn improved their online recruitment processes to meet needs of migrant women.
- In Spain, a network of 15 companies that have signed an anti-racism manifesto, with 7 offering internships to young women of colour.
- Meetings with local companies in Spain raised awareness about hiring women in situations of disability, while in Ireland, over 100 workshops with more than 3 000 employees and managers of companies focused on how to create more equal workplaces, including for trans and non-binary people.
- Others launched initiatives for underrepresented entrepreneurs, including the first co-working space for women of colour in Berlin, the first working hub for women with childcare in Greece, as well as the first Croatian network of LGBTQI entrepreneurs.

12. Project participants in an agricultural training. Photo by Tracanelupa. / **13.** Participant takes part in a mock interview. Photo by Women On Top. / **14.** Grantee partner AkiDwa, in partnership with LinkedIn, held a conference themed "Inclusion Without Borders." Photo by AkiDwa.

Greater rights and protections

In Romania, advocacy by our local grantee led to the signing of the ILO treaty on the prevention of workplace harassment and violence, benefiting over 4 million women workers in the country with new legal protections.

In the Czech Republic, care workers successfully negotiated agreements with two major employers, resulting in pay raises for thousands of mostly women employees, addressing structural wage inequality.

benefeting over
4 million
working women
in Romania
WITH NEW LEGAL
PROTECTIONS

Increased capacity of grassroots gender equality organisations

53% of the grants were core funding, and 47% were project funding, which means that compared to last year, we slightly increased the proportion of funding covering core costs. For project grants, the overhead costs are limited to 20% and there is no limit to staff costs.

Almost two thirds of the grantees that contributed to the evaluation survey reported using the funding to cover core structure (60%) and to fund activities that otherwise would not have happened (60%). Almost half (43%) have used the funds to design a new programme or to pilot a new idea, while 34% said it allow them to scale a programme and to strengthen the organisation. 22% have hired new staff with this funding.

"[The support from the Alliance for Gender Equality in Europe] is the absolute best! Seriously. A big challenge for any organisation is the lack of time.

The biggest impact of the Alliance's support is that it has allowed us to "buy time" by hiring a community organiser and partly hiring some of our team members. We have grown so much over the last year!"

— Tereza Táborská from ALICE

Mobilised public support

Our new Opportunity and Emergency grantee, the My Voice, My Choice campaign, successfully collected over 1 million signatures across the EU for a European Citizens' Initiative, calling on the European Commission to propose concrete measures ensuring that everyone in the EU has access to safe abortion care.





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15. Lallab's POWER programme, funded by the Alliance.
Photo by Dalal Tamri.

Increased sustainability with new organisational development grants

The Alliance offered grants for organisational development of up to 15 000€ per organisation, available to all the grantees and their partners. Grantees consulted during the evaluation were particularly excited by the launch of these grants as well as their flexibility.

The Alliance held a Q&A webinar to answer any questions grantees had about how to apply for them and which types of activities and costs would be eligible. Grantees were

also reminded about the possibility of accessing this funding during the mid-term reporting and again during the grantee convening. This contributed to more than half of the cohort applying by the end of the year and many more plan to do so in 2025.

Recipient grantees were supported on a wide variety of capacity and sustainability strengthening activities including: the development of strategic plans, reviews and updates of internal policies, team retreats, therapy sessions for staff, staff trainings, website overhauls, and much more.

Two new opportunity and emergency grants

Two new Opportunity and Emergency Grants were awarded last year to provide targeted, short-term grants with critical support to organisations addressing urgent challenges or seizing emerging opportunities to sustain or advance gender equality (more details can be found in the New strategy for 2025-2027 section on page 31).

Less burdensome reporting

During the mid-term reporting, grantees appreciated the oral narrative reporting as it was less burdensome. On the other hand, many grantees struggled to fill in their target group data trackers. The mid-term reporting also took several months to complete due to grantees requiring a lot of clarifications.

Pilot funding for 7 women's funds

In December 2024, we awarded a pilot grant to 7 women's funds, which started in January 2025. This exploratory grant will allow the Alliance to collect emergent findings and inform future calls for proposals on movement building in Europe (more details can be found in the New strategy for 2025-2027 section on page 31).

"I had one of the best experiences of reporting to a funder in my 25 years of working in the civil society: a verbal narrative report. We only had to submit a table with indicators and a financial report in writing. I had anticipated it would be like an oral exam for a degree, but it turned out to be a friendly, hour-and-a-half conversation based on questions sent in advance. They wanted to understand our successes, our challenges, what we want to adjust from the initial plan, and how they can better support us as donors. We concluded with a feeling of mutual gratitude. It was a simple, genuine interaction that left us energized."

— Camelia Proca, founder and director of Association for Liberty and Gender Equality



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Valuable grantee convening

In November, the Alliance convened 32 grantee partners, alongside its Steering and Advisory Committee members, for a two-day gathering in Athens, Greece. In the post-event survey, grantees said they were extremely satisfied with the convening and gave it an overall rating of 9.35/10.

Encouragingly, 100% of respondents reported that the convening was valuable for their work. Co-creating the agenda with a grantee committee helped ensure that the convening was useful, and a majority reported that the peer-led sessions held during the convening improved their awareness of strategies and practices that they can integrate into their work. One participant shared, “Attending the feminist leadership World Café session made me realise how important this topic is and how much our organisation could benefit from engaging with it.”

Responsive and supportive program team

In the evaluation survey, grantee partners found the Alliance team to be responsive, transparent, and supportive throughout grant implementation. One respondent said, “*The team is focused on knowing us personally and understanding our daily work and understanding the challenges we face.*”

“The team is focused on knowing us personally and understanding our daily work and understanding the challenges we face.”

— Grantee partner

Sweden
Netherlands Hungary
Belgium France
Spain Czech Republic
Greece Germany

More site visits

In 2024, the team visited grantee partners in Sweden, the Netherlands, Belgium, France, Czech Republic, Hungary, Spain, Greece, and Germany.

Learnings

Inflation hinders gender equality efforts

Grantees highlighted the damaging impact of inflation, particularly on women and trans people, reducing their purchasing power and increasing job insecurity. Some grantees reported funding challenges, with three losing public funding and another experiencing financial strain due to the closure of a foundation's women's rights programme.

Growing hostility threatens progress

The limited funding available, coupled with the growing influence of anti-gender actors, pose real dangers to human rights already in place, and create a hostile environment that restricts what grassroots gender equality organisations can achieve. This context is not getting any easier. Almost all grantees cited concerns over attacks on their organisations and communities, as well as backsliding on hard-won rights and the rise of anti-rights, anti-migrant, and anti-democratic narratives.

Oral narrative reporting reduces burden

We have learned that oral narrative reporting facilitates the exchange of concrete, useful information in a time-efficient manner. Grantees provided positive feedback on this process, noting that it is less burdensome than traditional written reports and encourages the sharing of qualitative insights that might otherwise be omitted. Moving forward, we will continue to prioritise oral narrative reporting over written reports wherever possible.



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Core funding makes organisations resilient

Grantee partners have most appreciated the provision of core support. Covering core operational costs delivers real, tangible benefits, enabling organisations to hire or retain staff, enhance their resilience and capacity, and co-fund essential activities. In an increasingly restricted European funding landscape, these grants provide grassroots gender equality organisations with the autonomy and independence to advance their work.

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Many grantees also praised the flexibility of applying for either project or core support, making funding more accessible to diverse organisations.



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16. Grantee Convening in Athens in November 2024 ©Vasso Paraschi / **17.** The Silent Witness March organised by NANE Association to remember the stories of women who died in the previous 12 months from abuse. Photo by NANE Association - Csengele Horn-Barta. / **18.** Grantee partners and member foundations engage in discussions during the Convening ©Vasso Paraschi.

Streamlining organisational development grants is necessary

Grantees appreciated the opportunity to apply for organisational development grants, with most having already applied or planning to apply soon. Many reported that the Bodossaki Foundation's NGO Capability Map has been a valuable tool for assessing their needs prior to submitting their application.

After applications were submitted, the Alliance team followed up with grantees to ensure sufficient information was gathered about proposed activities and their impact on organisational capacity and sustainability. One grantee noted during a site visit that this iterative process was beneficial, as it allowed them to strengthen their proposal rather than facing outright rejection.



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However, the back-and-forth between grantees, the Alliance team, and the assessment committee significantly delayed the review process, sometimes taking up to eight weeks instead of the targeted four to six weeks. To address this, the Alliance team developed a checklist for applications and conducted due diligence before submission. Nonetheless, further streamlining remains necessary.

Participatory agenda-setting strengthens grantee convenings

A key takeaway from last year's grantee convening was that our participatory approach was central to its success. Four grantee partners joined a newly formed grantee committee, ensuring the agenda reflected grantee perspectives and included relevant, practical, and valuable content.

By incorporating feedback from last year's convening, the session formats and topics aligned with the needs and expectations of our participants. As one grantee noted, *"I felt like our feedback from the last convening was considered."*

We also learned that to make convenings accessible and powerful, they need to balance plenary sessions and small-group discussions with sufficient time for individual reflection and opportunities to network and exchange informally. Participants left feeling informed yet energised: *"I left feeling full of information but not exhausted by the schedule."*

"I felt like our feedback from the last convening was considered."

— Grantee partner

Another key to success was engaging facilitation by Joanna Maycock, an award-winning feminist organiser and campaigner, which not only enriched the event itself but also inspired participants to carry this collaborative energy forward into their own work. For many participants, who often work under financial strain or in politically hostile environments, this convening provided a rare chance to step back, bond with peers, and find strength in solidarity. Next year, we will deepen these connections even further.



Site visits deepen understanding of grassroots organisations

Last year, we saw firsthand how visiting grantees fosters trust and improves communication, leading to more effective collaboration with the program team. Engaging with other local organisations during site visits has also enabled the team to map gender equality efforts across Europe and gain deeper insights into the evolving challenges faced by grassroots gender equality organisations.

Clearer guidelines and training needed for impact measurement

During mid-term reporting, some grantees partners shared that they did not know what to measure and report in the data trackers submitted to the Alliance as part of their reporting. From this, we have learned that reporting instructions could be clearer. Additionally, our online application and reporting platform was found to be confusing, partly due to limitations in customising the reporting submission page. To address these challenges, we will host impact measurement webinars ahead of final reporting for the Economic Opportunities cohort, which will take place from July to September 2025.



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Feminist Leadership Hub

Several grantees reported that the Feminist Leadership Hub is a valuable resource, helping them translate feminist leadership principles from theory into practice. However, others noted that due to their workload, they lacked the time to engage with the platform as fully as they would like. Another obstacle for some grantees is the fact that the hub is a separate platform, making it more cumbersome to sign in to yet another platform.

19. *Girl Dreamer's DreamFund Masterclass in session. Photo by Girl Dreamer.*

20. *Alliance programme team member visits a workshop by Per Esemplio Onlus.*

Strategic Approach 2:

Mobilise the philanthropic community to support the grassroots gender equality movement in Europe.



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Results

Critical role of the Alliance in the European funding landscape

To assess the impact of our pilot phase, the Alliance commissioned an external evaluation led by consultants Giulia Barnhisel and Marta Arranz. Their in-depth review included an analysis of programme documents, a survey completed by 23 grantees, and over two dozen interviews with members, grantees, advisors, experts, and other stakeholders.

The findings reinforced the critical role of the Alliance in the European funding landscape, especially as financial support for gender equality in Europe continues to shrink. From grassroots organisations to leading experts, stakeholders see the Alliance as a vital mechanism for directing resources where they are most needed: small, grassroots organisations working to advance gender equality across Europe.

“By international standards, we’re kind of a small foundation. ...So, our own funds for gender equality are always going to be somewhat limited. By joining [the Alliance], this collective enables us to increase our impact.”

— Member foundation

Many interviewees also emphasised that the demand for an initiative like the Alliance is greater than ever, as it can increase visibility of key challenges and opportunities, and advocate for sustained investment in the field.



21. Pictured: Group photo from the Brave Spaces Summit I. Photo by: BIWOC* Rising.

22. Steering Committee member exchanges with grantee partners. ©Vasso Paraschi.



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Myriad of value-adds for member foundations

Well beyond the administrative efficiencies inherent to any re-granting organisation, members of the Alliance shared a myriad of value-adds that they get from their participation, including:

- **Peer learning:** Peer exchange and learning on gender equality and philanthropic best practices.
- **Greater reach and ability to fund differently:** Joining the Alliance allows members to fund in new geographies, expand their knowledge about the field, and connect with new organisations that they would have otherwise been unable to support directly.
- **Potential for greater impact:** Since the whole is greater than the sum of their parts, joining forces and pooling resources increases the potential for impact compared to what individual funders would have been able to achieve on their own, particularly for smaller funding organisations.

Continued commitments from current member

In 2024, all seven member foundations in our donor collaborative have continued their support, both in engagement and financial contributions. We are grateful to Fondation CHANEL, the Bodossaki Foundation, Fondation de France, Fondation Raja-Danièle Marcovici, JPMorgan Chase, King Baudouin Foundation and L'Oréal Fund for Women for their renewed commitments, which makes it possible to fund and support grassroots gender equality organisations, ensuring that those on the frontlines of change have the resources they need to create lasting transformation.

- **Risk mitigation and delegation:** For many, the Alliance's re-granting mechanism lessens the administrative burden on foundation staff. In addition, by working together, potential risks are mitigated. Working with NEF also provides a sense of security, both in terms of staffing as well as general oversight, reputation and risk management.
- **Flexibility and inclusivity:** Some members celebrated the Alliance's flexibility in adapting to individual funders' needs.

"Through the Alliance, we could support organisations we otherwise wouldn't have been able to. Now we can engage with these organisations and build a connection [with them]."

— Member foundation



Deeper learning among members

Among members, internal peer-learning was the most commonly cited value-add. What made learning and exchange most valuable was the mix of views and approaches from both gender-focused and generalist foundations.

In several conversations, members highlighted the potential for impact on their own internal practices as a result of their engagement in the Alliance, which relates specifically to trust-based practices, capacity strengthening, and flexible funding. One member said: *"The biggest added value for us to engage is its potential to impact our own foundation's practices for the better."*

"The biggest added value for us to engage is its potential to impact our own foundation's practices for the better."

— Member foundation

New bridges with philanthropic sector

The Alliance is deepening its connection and collaboration with other actors in the field, namely other NEF funds and generalist donors. Last year, the program team met 46 organisations for the first time, 21 of which were foundations and other types of donors.

The Alliance
featured
grantees
8 times
ON OUR WEBSITE

Increased grantee visibility

The Alliance promotes the stories and voices of its grantee partners, increasing their visibility via press editorials, social media, newsletter, etc. The Alliance featured grantees 8 times on our website and 26 times on LinkedIn over the past year. With our support, two grantees, ORAM and GirlDreamer, published opinion articles in Alliance Magazine, Euronews, and Brussels Morning.

Increased Alliance visibility

The Alliance exceeded its goal, speaking at 5 philanthropy events, and attending another 3 major conferences, in 2024.

We also secured more press coverage than planned, with 6 published opinion articles: 3 in philanthropic and 3 in mainstream outlets.

Our online community has also grown:

- LinkedIn followers grew by a whopping 199%, while newsletter subscribers increased by 13%.
- LinkedIn engagement grew by over 20% except in December.
- Last year, we launched our newsletter, with the first 4 newsletters sent to our subscribers, averaging a 68% open rate and 17% click-through rate.
- Website views increased by 45%.

New strategy for 2025-2027

Responding to the recommendations of the external evaluation, the Alliance developed a new strategic framework that sets out what our donor collaborative aims to achieve over the next three years and how it will get there.

The steering committee refined the Alliance's vision and mission, streamlining four objectives into two strategic approaches and developing a North Star for our fund – an attainable goal that is within our grasp, yet will take time, resources, and collective effort to get there.

Additionally, we identified six strategic tactics (three per approach), which will be implemented through a range of activities in this next phase. These were further translated into six expected outcomes or 'changes we want to see' that will bring us closer to an inclusive Europe where gender equality is achieved for all.

This strategy also clarified the Alliance's three cross-cutting thematic priorities, expanding on our existing focus on economic opportunities by adding two new areas of focus: movement building and gender and democracy. These three priorities align with the three sub-funds the Alliance plans to rollout and run in the next phase.

Shaped by input and suggestions from members, grantees, advisors, and experts during our external evaluation, the strategy also includes co-developed statements about what we believe in and stand for (see page 15-18 for a full list). These statements make our positions clearer on systems of oppression, intersectionality, reproductive rights, trans rights, and other issues relevant to gender equality.

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23.
*Steering Committee
meeting in Paris
in June 2024.*

24.
*Grantee partners
co-develop response to
growing backlash
to human rights.*



Expanded programme team

In 2024, the Alliance strengthened its programme team with the addition of two new staff members: Iva Petković, Communications and Learning Manager, and Maria Cipriani, Programme Officer, who joined Nadège Lharaig, Lead and Senior Programme Manager.

This not only increased our capacity to deliver planned activities but also brought fresh energy, expertise, and new ideas. With a dedicated team in place, the Alliance is now better positioned than ever to advance gender equality through grantmaking, capacity strengthening, and awareness-raising.

Process for strengthening safeguarding

In late 2024, the Alliance launched a process to strengthen its safeguarding policy – a set of guidelines to protect vulnerable individuals from harm of any kind that may be caused due to their coming into contact with the Alliance or its grantee partners.

A team of two consultants was hired to conduct a comprehensive review and training sessions. By year-end, they had interviewed the Alliance, NEF, and grantee partners, reviewed key documents, and surveyed grantees.

The findings highlighted gaps in safeguarding knowledge and lack of internal policies within the Alliance and its partners. While grantee knowledge and formal policies vary, most organisations recognise its value and integrate it informally through feminist-informed approaches.



Accessibility gaps in communications tools

Last year, di:ga communications agency carried out an in-depth analysis of our channels to establish how effectively we are connecting with our target audiences and meeting organisational objectives. The digital audit found:

- The current website is not structured intuitively, has confusing user journeys and falls short of accessibility standards. It will be redeveloped, and the new website will launch in the spring of 2025.
- Communications channels fail to uphold high accessibility standards. We will take measures to make our communications more accessible.



Learnings

Philanthropic advocacy requires an 'all hands-on deck' approach

The external evaluation confirmed the importance of philanthropic outreach and advocacy for the Alliance. This will continue to be a priority over the coming years.

In 2024, we held one-on-one meetings with 21 foundations and other donors, and a key takeaway was that introductions from member foundations significantly improve access to new funders. To strengthen this approach, member foundations suggested setting clearer objectives and strategies for funder mobilisation and integrating them into a shared work plan.

Given the increasing public and private funding cuts for gender equality – both in Europe and globally – we need to reassess our strategy. Moving forward, we will:

- Engage more actively within philanthropic networks to learn, strategise, and advocate in partnership with others.
- Explore tapping into new potential funders, including corporations, banks, socially responsible companies, and high-net-worth individuals.
- Be more strategic at philanthropic events by ensuring we have a clear action plan with objectives and targets.
- Be more open to creative outreach ideas.

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Data needed on gender equality funding in Europe

Conversations with foundations, especially those working in the broader fields of democracy, social issues, and sustainability, revealed another barrier to donor mobilisation: without a clear picture of current funding levels and gaps, it is challenging to demonstrate the extent to which the sector is underfunded and then make a compelling case for more targeted support.

In response to this emergent learning, we have commissioned research to identify gaps and disparities in gender equality funding in Europe. The consultancy Organisational Development Support (ODS) has started carrying out this research in January 2025.

25: *GirlDreamer team.*
Photo by GirlDreamer.



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26.
*ShoutOut participates
in a local radio show.
Photo by ShoutOut.*

Importance of communicating our impact transparently

Last year, member foundations recommitted to being transparent and accountable, and showing that we are 'walking the talk'. For this reason, the Alliance proactively shared results from last year's external evaluation of our first three years of the Alliance for Gender Equality in Europe. As final reporting for the first Economic Opportunities cohort approaches, the focus remains on capturing tangible stories of impact at the organisational and systemic levels in an accurate and transparent manner.

Simple language is more effective

While developing our new strategic framework, we reflected on the need for simple, jargon-free language. Going forward, we will prioritise clarity to ensure our key messages are as accessible, understandable, and inclusive as possible for a variety of external audiences.

Improving accessibility strengthens our communications

Updating our website is an opportunity to offer clearer user journeys, more impact-oriented copy, and meet higher accessibility standards.

To ensure all our communications channels are accessible going forward, we will also introduce alternative text for images and graphics as standard, so users with screen readers can understand the content. Additionally, we will improve colour contrast across our communication assets and switch to a more accessible font, so that the Alliance's brand is truly inclusive.

Clarity
Storytelling
Accessibility Inclusive
Hope-based
Accuracy
Transparency

Our plans for 2025

01

January

- Launch pilot funding with women's funds on movement building
- Safeguarding training for Alliance team

05

May

- New MEL (Monitoring, Evaluation and Learning) Framework

09

September

- Launch of opportunity and emergency grants
- Final reporting for 2023 Economic Opportunities grants completed

12

December

- Steering Committee meeting

April

- Steering Committee meeting
- New website
- Renewals applications
- Participation in Ariadne conference

04

June

- Steering Committee meeting
- Webinars on Monitoring, Evaluation and Learning for our grantees
- Participation at Philea Forum

06

October

- Steering Committee meeting
- Grantee convening
- Renewal of our advisory committee members
- Publication of research on funding for gender equality in Europe

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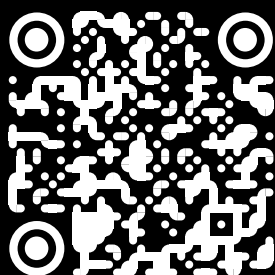
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