

FRAUENRECHTS-
ORGANISATIONEN
UNTERSTÜTZEN!



FRAUENRECHTS-
AKTIVIST*INNEN
IN AFGHANISTAN
SCHÜTZEN!

ANNUAL REPORT 2021

SOLIDARITY WITH
WOMEN'S RIGHTS ACTIVISTS!

THE YEAR IN FIGURES



WE WORKED
TOGETHER WITH
**40 PARTNER
ORGANISATIONS**
IN **13 COUNTRIES.**

MORE THAN
18,000 PEOPLE
MADE DONATIONS
TO US, TOTALLING
**5.7 MILLION
EUROS.**



THANKS TO
**5.8 MILLION
EUROS IN FUNDING**

WE WERE ABLE TO SUPPORT
61 PROJECTS AND 4 MULTI-
COUNTRY PROGRAMS.



WE PROVIDED
APPROX. **12,000
WOMEN AND GIRLS**

AFFECTED BY
SEXUALISED OR GENDER-
SPECIFIC VIOLENCE
WITH INTEGRATED
OFFERS OF SUPPORT.



FROM AUGUST 2021
TO MARCH 2022,
WE SUPPORTED THE
EVACUATION OF
94 ACTIVISTS AND
ALMOST **300 FAMILY
MEMBERS** FROM
AFGHANISTAN TO GERMANY.



ON SOCIAL MEDIA, MORE THAN
16,000 PEOPLE ARE
FOLLOWING US – AN INCREASE OF
50% SINCE THE PREVIOUS YEAR.

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Women's rights in Afghanistan



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p. 14
Strong partners in West Africa



© Emma

p. 24
Feminist solidarity and support



Around the world, women's rights activists are being threatened for their important work. In Serbia, too, the remembrance work of our partners Women in Black was met with threats and verbal abuse.

WORKING TOGETHER TO DEFEND OPPORTUNITIES

Sybille Fezer on the situation for women's rights in Afghanistan and other conflict regions in 2021

How has the situation developed for women's rights in the past year?

Sybille Fezer: Around the world we have observed attacks on women's rights. Activists who campaign for the rights of women and girls are being threatened and obstacles are being put in the way of their work. The Taliban seizing power in Afghanistan was a particularly upsetting low point but in other conflict regions, too, women's rights activists are being targeted.

We are following these developments with great concern. Women's rights activists and civil society organisations

are the ones working day in and day out to stabilise their societies and build peace. So now they particularly deserve our solidarity!

In Summer 2021 the Taliban seized power in Afghanistan. What does that mean for the work of *medica mondiale*?

These developments in Afghanistan were one of the greatest challenges we have ever faced as an organisation. For 20 years we have been supporting women affected by violence together with our Afghan partner organisation but as the Taliban seized power, our

partners' lives were suddenly in acute danger. We set up a crisis committee which worked around the clock for weeks to help them reach safety. Successfully!

Of course, it was a severe setback to our longstanding work in the country, but one thing is clear: We will continue supporting women and girls in Afghanistan.

The regime change in Afghanistan was not the only crisis of the past year...

As a women's rights organisation that works in conflict regions, we are accus-

tomed to crises and setbacks. Nonetheless, the last couple of years placed great demands on us. The Covid-19 pandemic meant we were frequently called upon to adapt projects, all while dealing with our own staff absences due to illness. Then there were natural disasters such as the volcanic eruption in DR Congo.

Of course, we also feel the consequences of political developments. Many countries are placing restrictions on civil society, with activists losing opportunities to take action and have an impact.

How are *medica mondiale* and its partner organisations responding to these developments?

In spite of all the stress, burdens and hostilities, our partners are demonstrating enormous strength. They are seeing huge successes from their work, defending their freedom to act and creating new opportunities. In Germany, too, we have made progress together with our allies. For instance, the new government has firmly placed a responsibility for women's rights into its coalition agreement, in both foreign and domestic policy.

We experience a lot of solidarity with and among women's rights activists, at our partner organisations and also from our supporters. This empowers and encourages us to continue our work.

Does the war in Ukraine have an influence on the work of *medica mondiale*?

With almost 30 years of experience in war and crisis areas, we know that the



Sybille Fezer
Executive Member of the Board for Programmes and Strategies at *medica mondiale*

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“ Women’s rights activists and civil society initiatives are the ones working day in and day out to stabilise their societies and build peace. So now they particularly deserve our solidarity! ”

situation in Ukraine is one where there is an increased risk of sexualised violence for the women and girls there.

The women and girls in the country and those who have fled to seek refuge are in need of protection and support. We are in contact with women's rights organisations throughout Europe and in Ukraine: we are sharing with them our expertise in psychosocial support for women affected by violence, and since May 2022 we have been offering them appropriate training courses.

What is the outlook for 2022?

One priority will be the continuation of our work in Afghanistan. We are in close contact with our Afghan colleagues and

other activists inside and outside the country who continue to work for women's rights. In West Africa, South-east Europe and the African Great Lakes Region, 2022 will see an even stronger focus on multi-country programs, promoting networking among our partners.

And we are pleased that business trips are slowly becoming possible again. Even though digital platforms have now become a routine part of our daily work, an online meeting cannot deliver everything we gain from a face-to-face exchange with our partners.

Our partner organisations MEMPROW (Uganda), medica Liberia, EMMA (northern Iraq).





Even though we suffered a severe setback, *medica mondiale* remains clear in its determination to continue supporting women and girls in Afghanistan.

© Z. K./medica mondiale

SUDDENLY EVERYTHING CHANGES

Our work in Afghanistan

August 2021. After the hasty withdrawal of NATO troops, the Taliban move in. They take over the country in full view of the international community. *medica mondiale* is very concerned about the lives of their Afghan colleagues. A look back at the past year – and a cautious look forward.

In Spring 2021, international troops are preparing for their withdrawal from Afghanistan. Just a few months later, the Taliban have already advanced into many regions of Afghanistan. *medica mondiale* is alarmed: for 20 years we have been carrying out projects in the country together with our Afghan partner organisation,¹ supporting survivors of sexualised violence. Now there is a very real threat to this work.

The Taliban seize power

As ever more cities fall to the Taliban, our Afghan colleagues in Mazar-i-Sharif and Herat are destroying anything that could pose a risk to them or the women and girls they support: personnel records, client files, legal defence papers. They flee to Kabul. On August 15, 2021, the Taliban enter the capital.

Tireless commitment to protection and security

After the Taliban assume power in Afghanistan, the daily work routine at *medica mondiale* in Germany is also turned upside down. Around the clock we work to try and ensure our Afghan colleagues and their families can escape the dangers they face. We seek advice from international security experts. Day and night we lobby the German Foreign Office to secure the required acceptance confirmations that will permit them to leave the country.

However, the evacuation efforts drag on for months. Where the politicians and government are overwhelmed and creating obstacles, it is civil society that is taking action. Together with the activists in Kabul Luftbrücke ('Kabul Airlift') and their network, we finally manage to

support the majority of our colleagues in their efforts to flee the country.

Arrival in Germany...

A majority of the activists and their immediate family have now managed to reach safety. At *medica mondiale* a staff member is employed especially to support the new arrivals in Germany and take charge of setting up support and welcoming structures.

We are very grateful that more than 90 colleagues are now safe – and can slowly begin to think about the next steps.

¹ Since the takeover of power by the Taliban, we no longer use the name of our long-standing Afghan partner organisation in order to avoid any further risks to our colleagues or former allies who are still in the region.

... and plans for the future

We are in close contact with our Afghan colleagues and other activists inside and outside Afghanistan who continue to work for women's rights in their country. Together we develop ideas for future women's rights work in Afghanistan. The security situation prevents us from continuing the regular projects in the country, but we are determined to continue our work. Already we have begun to help smaller projects, including a safe house where women's rights defenders can find protection.

Soraya Sobhrang, former Director of our Afghan partner organisation, remains optimistic:



© Rendel Freude/medica mondiale

Soraya Sobhrang, former Director of the Afghan partner organisation of *medica mondiale*

“ We want to build a bridge between the local activists and those outside the country, continuing our efforts to uphold women's and human rights in Afghanistan. A network of women for women – that is our aim for the future. ”



The evacuation of our Afghan colleagues took place by air or overland. In many cases, the first step was to reach Islamabad, Pakistan.

For *medica mondiale* one thing is certain: We will continue supporting women and girls in Afghanistan. In 20 years of involvement to assert women's rights in Afghanistan together with courageous and committed local activists there have been many achievements which we and the Afghan women and girls will not simply abandon.



© Z. A./medica mondiale

For more than 20 years, our Afghan colleagues have been supporting women affected by violence, offering protection and counselling.

The work of *medica mondiale* in Afghanistan, 2001-2021

In the past 20 years, *medica mondiale* and its Afghan partner organisation set up counselling points for women affected by violence at three locations in the country. Lawyers ensured that women affected by violence and who had, for example, then run away from home and been punished for this could receive a fair trial and be released. Our colleagues also carried out political advocacy work, helping to bring about new laws and improvements in existing ones to ensure that violence against women was made a punishable offense.

WE SUPPORT WOMEN AND GIRLS WORLDWIDE

Our project work in 2021

16
projects

1 multi-
country
program

South-east Europe

16 partner organisations

- **Bosnia:** Association Žena BiH Mostar, Budućnost, Center of Women's Rights, Medica Zenica, The Forgotten Children of War, Vive Žene
- **Croatia:** Centre for Women War Victims – ROSA
- **Kosovo:** KRCT, Medica Gjakova
- **Serbia:** Association of Roma "Danica" Pančevo, Association of Roma Novi Bečej, Autonomous Women's Center, Humanitarian Law Center, Roma Women of Vojvodina, Women in Black Belgrade, Youth Initiative for Human Rights

16
projects

1 multi-
country
program

West Africa

10 partner organisations

- **Ivory Coast:** CEFCI
- **Liberia:** ADWANGA, medica Liberia, Rising Youth Mentorship Initiative, Women Aid
- **Sierra Leone:** AdvocAid, Choices and Voices Foundation for Women and Girls, Forum Against Harmful Practices, Girl 2 Girl Empowerment Movement, Women Against Violence and Exploitation in Society

Germany

2
projects

Transregional

2
multi-
region
programs

9
projects

Afghanistan/Iraq

4 partner organisations

- **Afghanistan:** Afghan partner organisation,¹ Safety and Risk Mitigation Organisation
- **Iraq:** Emma Organisation for Human Development, consortium partner Haukari with local partner organisations KHANZAD and PDO

17
projects

1 multi-
country
program

African Great Lakes Region

10 partner organisations

- **Burundi:** Mukenyazi Menya, Nturengaho, Dushirehamwe
- **Democratic Republic of Congo:** AFPDE, EPF, PAIF, RAPI, FRDP
- **Rwanda:** SEVOTA
- **Uganda:** MEMPROW

¹ Since the takeover of power by the Taliban, we no longer use the name of our long-standing Afghan partner organisation – see page 6.

Supporting survivors

AFRICAN GREAT LAKES REGION

Fact sheet for the region

Countries: Burundi, Democratic Republic of Congo, Rwanda, Uganda

Focal areas:

- Integrated support for women and girls affected by violence
- Training for staff at local institutions, on the subject of protecting women from violence
- Organisational development and networking of women's rights organisations

“Survivors need appreciation and support”

Insights into the project work

Armed conflicts, climate crisis and Covid-19: Women and girls are particularly affected by the crises in the Central African Great Lakes Region. Our partner organisations have initiated many projects to improve their circumstances, especially those of survivors of sexualised violence.

INITIAL SITUATION Some 120 armed groups are destabilising the Kivu provinces in the eastern part of the Democratic Republic of Congo. In May 2021, a state of emergency was declared. Since then, the military has been in control of the eastern provinces and taking action against the armed groups. This has led to the displacement of three million people in North and South Kivu seeking refuge elsewhere in the country. Additionally, the Covid-19 pandemic is having a severe impact on many women in the region. As is the case all over the world, domestic and gender-based violence is increasing. Particularly in the rural north-eastern parts of Uganda, there has also been a strong increase in female genital cutting and the marrying off of minors.

MEASURES All partner organisations of *medica mondiale* offer psychosocial counselling and other forms of support for women who suffer or have suffered gender-based or sexualised violence. The organisations work together with state institutions and hospitals, and have established referral systems. In this way they can, for example, ensure that women affected by violence receive money to pay for treatment in a hospital and that they can follow this up with access to self-help groups.

The staff at our partner organisations also advise and train family members of women affected by violence, local decision makers, traditional leaders, or government workers. This sensitises the surroundings of the women and girls to women's rights.

2021 also saw an increase in networking among our various partner organisations. They were able to discuss their approaches and feminist perspectives, with the aim of establishing a cross-border strategy on women's rights work.

EXAMPLE PROJECT In 2015 *medica mondiale* started training a pool of experts. This currently comprises 12 female specialists who now have expertise in disseminating



© Inga Neu/medica mondiale

Graduates of the expert pool provide training for psychosocial counsellors. Standing on the left is the psychosocial counsellor Consolata Mayondo.



© Irina Tishkova/Maria Massaro

Awareness raising is an important step towards preventing violence against women. In the picture: Women at Forum Theater in Burundi on violence against women.



© Laura Fix/medica mondiale

Political work and networking in the region is important. Women's rights organisations gain additional strength and political influence if they are networked. In the photo: Immaculée Birhaheka

knowledge of stress- and trauma-sensitive ways to support survivors. These can now act as 'multipliers' by training new women, so the number of specialists continues to grow in the coming years. This ensures that the psychosocial expertise is anchored in the region.

In 2021 these experts began to train further healthcare professionals – in hospitals and also in smaller rural health centres. They describe how the healthcare professionals are extremely overworked, which means they do not have time to really listen to the patients or even notice that they are traumatised. There is also very little possibility for those affected to have any private time or space. Curious members of the public gather around the women and there are even reports of sexual harassment in health centres. For this reason, during the trainings for the specialists, priority is given to very practical aspects such as improving security in the consultation rooms.

This work is important to the experts and very motivational. One of them says: "This gives me courage in my own work when I see changes in the attitudes of healthcare profession-

als towards survivors. Survivors of violence need appreciation and support in order to be able to deal with their trauma."

OUTLOOK FOR 2022 In 2022, the pool of experts will divide into two national networks in Burundi and Democratic Republic of Congo. Both networks will, however, continue to share expertise. Women's rights work in the region will be enhanced. In Burundi in 2022, various participants in the women's rights movement will network and formulate a shared vision for their cooperation.

Changes are also planned for *medica mondiale*. A new project office will open in Uvira. Previously, *medica mondiale* had a project office in Bujumbara.

RESULTS OF OUR WORK



In South Kivu, **121 women** received micro-credits in order to carry out their economic projects.



In 2021, **633 young women and girls** took part in the solidarity groups run by PAIF in the Democratic Republic of Congo.



In Burundi our partners held Forum Theatre sessions on the issue of violence against women. In 2021, **more than 4000 people**, half of them women, took part in the sessions.

Strengthening feminist action

SOUTH-EAST EUROPE

Fact sheet for the region

Countries: Bosnia and Herzegovina, Kosovo, Croatia, Serbia

Focal areas:

- A feminist culture of remembrance: Realisation of the rights to truth, compensation and reparation
- Supporting survivors: Improving access to healthcare services for survivors of sexualised violence
- Strengthening feminist action: Networked regional advocacy work



Feminist solidarity instead of nationalist divisions

Insights into the project work

In the past year, ethno-nationalist tensions in south-eastern Europe increased again. War criminals are being idolised while women's and human rights activists are being demonised because of their work. This all makes feminist solidarity and joint political approaches all the more important.

INITIAL SITUATION 2022 marks 30 years since the start of the Bosnian War, but the situation in Bosnia and Herzegovina is more tense now than it has been for long time. In August 2021, Milorad Dodik, the representative of the Bosnian Serbs, announced the withdrawal of the Serbian entity from the joint governmental institutions. Our Bosnian partner organisations have expressed their concern about possible escalation of the conflict.

In Serbia, too, women's rights activists are drawing attention to an increase in ethno-nationalist tensions. Our partners from Women in Black and the Youth Initiative for Human Rights have publicly criticised the glorification of war crimes. Subsequently, they received threats and their office building was defaced. No criminal investigation of this took place. Instead it became clear that nationalist groups are benefiting from state protection.

MEASURES In this situation, feminist approaches and solidarity are more necessary than ever. So seven women's rights organisations from Serbia, Kosovo, and Bosnia and Herzegovina joined with *medica mondiale* to develop a regional program whose long-term aim is to establish a feminist, inter-ethnic culture of remembrance.

The programme will initially run until 2024. It will publicise the histories and perspectives of survivors of sexualised violence, with the activists developing educational offers for a range of target groups. Another focus is joint political work. On all points in this program, the partner organisations are networking, sharing knowledge and expertise, and learning from each other. In this way they strengthen each other and the women's rights movement in the region in general.

EXAMPLE PROJECT June 19 is the International Day for the Elimination of Sexual Violence in Conflict. Our partner organisations in South-east Europe took this day as an opportunity to conduct cross-border awareness-raising campaigns on this complex issue.



© Vive Žene

Removing the taboo around sexualised wartime violence and building empathy for survivors: these were the aims of our partner organisations (in the photo activists from *Vive Žene*) for their actions on 19 June in Bosnia and Herzegovina.



© Women in Black

Women in Black from Serbia demonstrating solidarity with survivors of sexualised wartime violence in Bosnia. Their remembrance work was met with threats and verbal abuse.



© Youth Initiative for Human Rights

The Youth Initiative for Human Rights also had to face a hostile reaction after they publicly spoke out against the glorification of the war criminal Ratko Mladić.

In Kosovo, four organisations who support survivors of sexualised wartime violence, including our partner organisations KRCT and *Medica Gjakova*, met the Prime Minister to talk about the state pension for survivors and draw attention to the problems associated with its application process. Furthermore, in Kosovo, two books were publicly launched which contain stories from survivors of sexualised violence.

Our Bosnian partners *Medica Zenica* and *Vive Žene* organised a range of campaigns to demand respect for women and girls who have experienced sexualised violence.

In Serbia, the Women in Black and the Autonomous Women's Center held a vigil at Republic Square in Belgrade. Banners reminded passers-by of the women raped during the Bosnian War. Police had to move in to protect the vigil because the activists were being threatened and verbally abused. Additionally, activists from our three Serbian partner organisations travelled to Bosnia to visit Foča, a place where many people

were imprisoned during the war and many women experienced sexualised violence. They joined protest actions there.

OUTLOOK FOR 2022 In 2022 the regional co-operation will be increased. A face-to-face meeting between *medica mondiale* and the partner organisations will focus on furthering the exchange of expertise and methods and developing a joint advocacy strategy. Networking with other organisations and stakeholders in the region will be enhanced.

Specific substantive priorities will be feminist approaches to dealing with the past, the protection of human rights defenders, transgenerational trauma, and international standards for reparations.

RESULTS OF OUR WORK



In Bosnia, Kosovo and Serbia, official statements of intent were signed with a range of government and non-governmental educational establishments in order to **secure a place within curricula** for the issue of sexualised wartime violence.



Some **3500 women and girls** who were affected by sexualised violence received psychosocial, medical and/or legal advice from our partner organisations.



In Kosovo the case of one client of our partner organisation KRCT led to the **first conviction** for a case of sexualised wartime violence during the Kosovo war. A former policeman was sentenced to 10 years in prison.

Preventing violence

WEST AFRICA

Fact sheet for the region

Countries: Ivory Coast, Liberia, Sierra Leone

Focal areas:

- Prevention of violence by means of empowerment, awareness-raising and advocacy work
- Stress- and trauma-sensitive support for women affected by violence
- Support for feminist organisations and networks

“Everyone has power!”

Insights into the project work

In West Africa, sexualised violence against women and girls is widespread but there are numerous activists working against this. Together with local partners, *medica mondiale* has been able to implement many projects that offer protection to women and girls and help them to achieve more visibility and rights in their everyday life.

INITIAL SITUATION Long after the armed conflicts in the West African Mano River region ended, sexualised violence continues to be widespread. Women’s rights organisations had already protested against this situation in 2019 and 2020, prompting the governments of Sierra Leone and Liberia to declare a national emergency and strengthen laws against sexualised violence. However, these measures hardly led to any practical benefits. In 2021, activists once again raised public awareness of the high levels of violence and pervasive impunity for perpetrators.

MEASURES Calling out deficiencies in the law, naming the violence against women and girls, influencing public discourse about gender roles, power and masculinity – our partners in Liberia, Sierra Leone and the Ivory Coast are pursuing a variety of paths to work towards a society where women and girls are protected from violence and where their rights are upheld.

In Liberia the Rising Youth Mentorship Initiative (RYMI) and in Sierra Leone the Girl2Girl Empowerment Movement have both created safe spaces where girls can express and organise themselves creatively and politically.

In Liberia the group Aiding Abused Women and Girls Association (ADWANGA) mobilised to promote violence prevention in social environments.

In the Ivory Coast, the Women Center for Democracy and Human Rights supported women and girls who wanted to set up their own businesses. These involved the production of cassava flour and shea butter.

In Sierra Leone, the Forum Against Harmful Practices (FAHP) carried out courageous public education work against female genital cutting.

EXAMPLE PROJECT “Everyone has power! How are you using yours?” This was the question posed by *medica Liberia* four years ago as they started to visit communities in



© Lucia Speth/*medica mondiale*

Activists in Sierra Leone, here from the initiative Girl2Girl, offer girls a safe space to share their ideas and experiences with each other.



© Meskora Amoussou

The activists from *medica Liberia* train people in communities how to initiate dialogues on and raise awareness of violence against women.



© Lucia Speh/*medica mondiale*

We fund and support exchange and sharing among the partner organisations. This photo shows Elizabeth Fofanah (Choices and Voices), Adama Kargbo (Girl2Girl) and Rhoda Elizabeth Pratt (WAVES).

the south-eastern regions of their country to talk about power, relationships and violence. The activists made use of the “SASA!” approach (Kiswahili for ‘Now!’). This aims to enable people to take a critical look at power and gender relations, facing up to the causes of violence against women and girls.

In 2021 *medica Liberia* completed the pilot project and reviewed the encouraging changes that had been achieved. Influential community members, including women’s rights activists, local authorities, pastors, imams, businesspeople and government representatives, came together to work towards the prevention of violence. In 15 communities, a total of 30 groups were set up who used various formats to learn, discuss and practice together how they could initiate dialogue in their community on the issues of power relations and gender-based violence: ideas included door-to-door visits, public discussions, campaigns or theatre performances.

medica Liberia made use of regular surveys to monitor how the knowledge and attitudes in the communities were chang-

ing over time: “There has been an increase in knowledge about the damage caused by violence in relationships, families and the community. And we have found numerous allies who want to actively work towards violence prevention,” reports Yah Parwon, Director of *medica Liberia*.

OUTLOOK FOR 2022 The work is not finished – quite the opposite. At the end of 2021, *medica mondiale* started a new cross-border programme intended to strengthen the cooperation between the six organisations *medica Liberia*, ADWANGA, RYMI, WAVES, Girl2Girl and Choices and Voices from Liberia and Sierra Leone.

Within the next three years, these women-led organisations will receive resources to further establish themselves and shape a feminist alliance at the regional level. The further aim is for this to help create a structured dialogue with the region’s political forces.

RESULTS OF OUR WORK



The sensitising and awareness-raising actions within the SASA! project enabled *medica Liberia* to reach **6000 people** in south-east Liberia.



In its safe space, the organisation Women Aid from Liberia was able to offer **more than 60 vulnerable women and girls** secure accommodation and further support measures.



The forum Against Harmful Practices in Sierra Leone worked at 15 schools with more than **150 pupils, and 75 teachers**, to initiate a dialogue on the issues of female genital cutting and gender-specific violence.

Promoting networks

AFGHANISTAN, BOSNIA AND HERZEGOVINA, IRAQ AND KOSOVO

Fact sheet for the program

Multi-country program in
Afghanistan, Bosnia and Herzegovina, Kosovo, Iraq

Focal areas:

- Training for healthcare staff in crisis regions
- Transnational cooperation for the right to health

The right to health

Insights into the project work

The first door that women affected by violence knock on is often the door of a healthcare institution. However, especially in war and crisis areas, contact points with the appropriate training are very rare. With their multi-country program, *medica mondiale* and three partner organisations are remedying this situation.

INITIAL SITUATION “We see people affected by domestic violence so often that it is almost treated as normal,” explains one nurse from Bosnia and Herzegovina. Violence against women is a worldwide problem, but in conflict and post-conflict regions the rates are particularly high. The problem has become even worse due to the Covid-19 pandemic. Compared with the great need, there is very little provision of assistance for those affected. The staff of healthcare clinics have generally not received appropriate training.

MEASURES Our multi-country program is designed to fill these gaps in provision. It aims to improve the offers of support for women affected by violence in four (post-)conflict countries: Afghanistan, Bosnia and Herzegovina, Iraq and Kosovo. Unfortunately, at the end of 2021 the program in Afghanistan had to be suspended because of the security situation.

The first step saw our local partner organisations train healthcare professionals. Female doctors, midwives and nurses learnt how to support women affected by violence, and how they can give instructions to their colleagues to do the same. “It was important for us to choose a long-term approach,” says Sabiha Husić, Director of *Medica Zenica*, who was involved in designing the program. “These trained specialists then train others, further disseminating the expertise. They carry out this

role on behalf of the governmental healthcare institutions who are closely involved in implementing the program.”

Initially, the program was carried out in Afghanistan and Bosnia and Herzegovina. Then, in 2018, Kosovo and the Kurdistan Region in Iraq joined. The inter-country cooperation is an important aspect of the program. Our partner organisations define common goals and discuss the challenges and possible solutions with each other, which also includes international health policy.



© Elisabeth Bogos/*medica mondiale*

Our partner organisations train healthcare staff on how to treat women affected by violence.



© Elisabeth Bogos/medica mondiale

Healthcare professionals learn how important it is to listen to the women affected by violence, to believe them, and not to blame them.



© Vera Haag Arbenz/medica mondiale

In healthcare institutions, the training is received with gratitude because it is very practical. In the picture: Sabiha Husić, Director of our Bosnian partner organisation *Medica Zenica*.

IMPACTS The program is already having an effect. This has also been confirmed by an external evaluation: the specialist staff who were trained are passing on their knowledge, anchoring this approach within their institutions. The team of evaluators also surveyed the attitudes of the healthcare staff on specific topics. There was an especially clear change in attitude in Afghanistan. One female gynaecologist from Kabul reported that it was previously not unusual to put the blame for violence on the women themselves: “Now we treat them in a friendly and appreciative way, so they trust us and tell us their problems.”

The evaluators were also able to measure the satisfaction amongst the target group of women affected by violence. “The doctor and the nurses smiled at me and listened to me which I felt was very comforting. When the doctor saw the cuts and bruises on my shoulder and lips, she asked me if someone had done this to me, and I told her what had happened,” said one affected woman from Bosnia and Herzegovina. “She encouraged me to report the incident, gave me addresses for safe houses, and the contact details of a psychotherapist. I think I will follow that up.”

OUTLOOK FOR 2022 This year should see the start of the third phase of the program. The same training courses will now be offered to further healthcare facilities. Additionally, a greater focus will be placed on joint political work. At both national and international levels, we and our partner organisations are committed to anchoring a stress- and trauma-sensitive approach within the healthcare provision for women affected by violence.

“ The training course helped me to understand the shame that those affected are carrying within them, and what behaviour on my part can help them to feel trust and dignity. ”

*Course participant,
a nurse from Bosnia and Herzegovina*

RESULTS OF OUR WORK



In 2021, in the four countries, **37 new specialists** were trained to be able to offer training for healthcare professionals – 15 in Afghanistan.



394 healthcare professionals took part in training on the stress- and trauma-sensitive approach.



In Kosovo the training courses were **officially accredited**, so healthcare professionals can gain credit points for their continuing professional development by taking part.

Women's rights need to be on the agenda! (#aufdieagenda)
It is important that the causes of sexualised violence are also looked at more closely and countered.

© Sophie Dettmar



FEMINIST RESPONSES TO SEXUALISED VIOLENCE

Germany: Our demands for the 2021 German parliamentary election

In the run-up to the parliamentary elections in Germany 2021, there was renewed public awareness of the issue of violence against women. During the Covid-19 pandemic, violence against women significantly increased around the world, including in Germany. The new German government now faces the task of combating the escalating violence with feminist answers that achieve results quickly and are also effective in the long term.

The Covid-19 pandemic had dire conse-

quences for women's rights in many ways. As so often in crisis situations, sexualised and other forms of gender-specific violence increased around the world – and Germany was no exception. Effective short- and long-term answers to sexualised violence are needed but instead of looking for these, in many countries women's rights were actually further restricted. A particularly negative development could be seen in Afghanistan. However, even in Europe warning signals could be heard for women's rights: one devastating example is Turkey's exit from the Istanbul Conven-

tion in Spring 2021. And in Poland, the restrictive prohibition on abortions was tightened up even further.

Our demands

Given the enormous increase in sexualised and gender-based violence, in the run-up to the parliamentary elections in 2021, *medica mondiale* called on German politicians to put women's rights on the political agenda. We published demands outlining measures to be taken for dealing with the pandemic in a gender-equitable manner, and called for long-term answers to sexualised vio-

lence. This requires actual implementation of important international treaties and practical measures to counter the causes and consequences of violence.

medica mondiale conducted a manifesto check to assess the policies of the democratic parties represented in the German parliament with regard to important topics relating to women, and also contributed to the #stattblumen ('noflowers') initiative's voting advice application 'Wahltraut', which had a focus on issues of feminism and equality.

Our judgment

medica mondiale welcomes the fact that the new government's coalition agreement does include some of the issues which we particularly highlighted during the election campaigns: these include the Istanbul Convention and UN Resolution 1325, and the strengthening of sexual and reproductive rights.

There is a clear commitment to the full implementation of the Istanbul Convention, including the drafting of an overall strategy and the establishment of a coordination point. In foreign policy, too, more women are to be deployed to international leadership positions, and there is to be complete implementation of Germany's Action Plan on the Implementation of UN Resolution 1325 "Women, Peace, Security". Another success that *medica mondiale* considers to be due to feminist civil society campaigning is the promise by the new government to abolish the ban on providing information about abortions in Section 219a of the German Criminal Code.

These intentions should now be quickly put into action, in order to protect women and girls from sexualised and gender-based violence and provide long-term support to survivors.



© Korea-Verband

In Germany, too, we participate in political discussions, drawing attention to the wider contexts. In the picture: Sara Fremberg, Head of the Communication and Policy Department.

Outlook for our political work in 2022

Together with an alliance of 20 organisations working to counter violence against women (Bündnis Istanbul-Konvention), we will continue to press for the Istanbul Convention to be fully implemented in a meaningful way. Particularly important steps would be the establishment of a statutory coordination office and the drafting of measures to prevent gender-based violence. Furthermore, we continue to monitor the implementation of the Third Action Plan on UN Resolution 1325 and we are in

regular dialogue with the German government on this.

The new government has pledged to conduct its foreign and development policy in a feminist way. Together with other civil society organisations we will monitor and evaluate whether this is actually put into practice. Here, the focus of *medica mondiale* will be on combating sexualised violence in armed conflicts and supporting survivors. In this regard, the German government can make an important contribution as part of its foreign and development policies.

Feministische Antworten auf sexualisierte Gewalt

#AUF DIE AGENDA

BUNDESTAGSWAHL 2021

medica mondiale

On our website, our social media channels, and with a published list of demands, we addressed politicians and the public with our call for feminist answers to sexualised violence.

© Nicole Riegert/*medica mondiale*

What aims do we pursue and how do we achieve them? At regular intervals we evaluate and revise the 'big questions' within our organisation.



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TOGETHER AGAINST SEXUALISED VIOLENCE

Strategy for 2021-25

Women and girls are living in a world free of violence – this is the aim we work towards every day. But how do we shape this commitment? What priorities need to be set in our work? Which alliances should we form? At regular intervals we examine these strategic questions, taking current geopolitical developments into account.

medica mondiale is a feminist women's rights organisation. We support women and girls in war and crisis zones who have experienced sexualised violence. As an international feminist organisation, we do this in joint initiatives with organisations and activists fighting

against gender-based violence in their regions. Together, we are active in three strategic fields of activity.

1. Preventing violence against women

In order to effectively prevent sexualised violence, we need to recognise, question and change the structures and narratives that discriminate based on gender.

- **We educate.**

We educate and inform about sexualised wartime violence, raising awareness of how the causes and conse-

quences of sexualised violence are similar around the world..

- **We exercise political influence.**

State and political institutions can play a great role in the prevention of violence. We actively demand protection and legislative equality for women in conflict and post-conflict regions.

- **We empower women and girls.**

Our programs ensure that women and girls have access to protected spaces. They gain access to knowledge, education, training and property, allowing women and girls to expand their scope for action and to resist violence.

2. Solidarity and support for survivors

Women and girls who have survived rape and torture require protection, care, solidarity and trained contact points.

- **We support in an integrated way.**

The support our partner organisations offer directly to survivors includes psychosocial, medical, legal and economic assistance.

- **We build up protection networks.**

Together with local women's organisations and activists, we build up community-based women's support groups, protection networks and referral systems for survivors of sexualised violence.

- **We train institutions.**

We provide training courses for civil society and government institutions on how to encounter women affected by violence in a stress- and trauma-sensitive manner.

3. Strengthening feminist action

A strong feminist civil society plays a decisive role in promoting gender justice.

- **We empower activists.**

For our partner organisations, we help to secure resources and spaces that enable them to enhance their structures, strategies and networks.

- **We advocate for activists.**

We call for protection and empowerment of women's rights defenders and advocate politically for their independence and resilience.

- **We work in networks.**

In order to strengthen the interests of our organisation and our partners, we actively work together with feminist stakeholders worldwide.

What we do



Preventing violence

- Education on sexualised violence
- Political advocacy



Supporting survivors

- Integrated support
- Establishing protection networks
- Training for institutions



Strengthening feminist action

- Empowering and protecting activists
- Women's rights work in feminist alliances

Where we work

We group our activities into four regions where there are or were conflicts: South-east Europe, West Africa, the African Great Lakes Region, and Afghanistan and Iraq. We concentrate on these regions because this enables us to consider the connections between various conflicts within a region, promote cross-border learning, and increase the impacts we can achieve. In Germany we support the work of our partners by carrying out public relations work, advocacy and fundraising.



© Simon Rupieper/medica mondiale

We work in alliances with women's rights organisations worldwide. In the picture: Sabiha Husić from *Medica Zenica* at a meeting with our partner organisations in Bonn.



© Laura Fix/medica mondiale

We advocate for the protection and equality of women in crisis regions. In the picture: Partners from DR Congo, Rwanda and Uganda at an advocacy workshop in Goma.



© Pixabay

We empower women and girls in conflict and post-conflict regions who are affected or threatened by sexualised violence.

The Statutes of our charitable organisation can be found in our Media Centre: medicamondiale.org/service/mediathek



What impacts do we want to achieve? Together with our project partners we make plans for the evaluation even before the project starts. In the picture: Deren Ahmad, Manager of the EMMA women's centre in northern Iraq.

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Methods of quality assurance

How effective is our work?

medica mondiale wants to achieve long-term positive impacts. In order to know if we are actually having the intended effects and heading in the right direction, we regularly evaluate our projects and programs.

Evaluations provide an important basis for our work. Their results guide us towards evidence-based decisions to ensure our programs and strategies keep developing in the best possible way. Additionally, they provide the basis for the information we provide to our supporters, donors and funders about the successes and challenges of our work.

We work with academic institutions to continue expanding our specialist and methodological knowledge in our position as experts for feminist evaluations and on the topics of gender-based and sexualised violence.

Principles of quality assurance

The evaluations which *medica mondiale* commissions and carries out use the DAC criteria from the OECD as the basis for their judgments: relevance, effectiveness, efficiency, impact, sustainability and coherence. For humanitarian aid projects, the additional criteria of ap-

propriateness, connectedness and coverage are also used.

We are a member of VENRO, the Association of German Development NGOs, and have committed ourselves to an impact-oriented working method as detailed in its Code of Conduct on Transparency, Organisational Management and Auditing. We continue to be a member of DeGEval (Germany Evaluation Society).

It is very important for us to design these evaluation processes in a stress- and trauma-sensitive way. Participative processes of evaluation promote joint learning in our organisation and in our partner organisations.

Evaluation procedure

Even at the planning stage for a project, the evaluation processes need to be considered. What impacts and changes can we and do we want to aim for? How will we notice if the planned impacts

occur? What resources do we need to provide for the evaluation? Together with the partner organisations involved in the project, we compile the most important questions that the evaluation needs to answer. Depending on the purpose of the evaluation, we then decide how and when it should take place. And finally, an external evaluation team is selected.

Right at the start, this team presents a concept describing the specific and most appropriate evaluation instruments and a precise procedure. After the data has been collected and analysed, the evaluators prepare a final report.

We then discuss the results of the evaluation with the partner organisations. Together we plan how to react to the results and adapt the project if needed. We also communicate the important learning experiences and insights to other parts of the organisa-



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The pandemic led to travel restrictions, meaning many of our projects and evaluations had to take place partly or fully online.



Before an evaluation is after an evaluation: The evaluation report is an important basis for developing our project work, adapting and improving it where necessary.

© Ursula Meissner/medica mondiale

tion, in order to continue developing our work.

All project participants receive the complete report of the evaluation. Furthermore, we inform the funders of the results and any project changes that are to be implemented as a consequence. The results of these evaluations are then published in summary form on our website.

Outlook for 2022

Since the beginning of the Covid-19 pandemic, our evaluation processes have been taking place in a 'semi-remote' manner: partly online and partly face-to-face. In 2022 we will evaluate our experiences of this type of evaluation. We want to seize any advantages that this digitalisation has brought with it. One example from West Africa is web-based monitoring and collaboration software.

Evaluation procedure



During project planning

- ▶ Define intended impacts
- ▶ Set a timeline for the evaluation
- ▶ Select an external evaluation team



During the project

- ▶ Draw up the evaluation concept
- ▶ Collect and analyse data
- ▶ Write the evaluation report



After the project

- ▶ Discuss evaluation results
- ▶ Adapt project if necessary
- ▶ Pass on results for implementation in other projects

Public relations and fundraising

A strong network

It is the commitment of a large number of supporters that makes our work possible. Together with our partner organisations, donors and activists, we are working worldwide to uphold women's rights and eliminate violence against women. In times of crisis we have repeatedly experienced how strong the solidarity in this network is.

People who work towards women's rights in conflict regions are accustomed to dealing with crises and obstacles. Nonetheless, in the last two years we were all confronted with very new challenges. The worldwide spread of Covid-19 and the Taliban taking power in Afghanistan both forced us to completely rethink important aspects of our work at very short notice. So in this time of insecurity and turbulence, we are even more grateful for the continued support, trust and great solidarity that we once again experienced in 2021.

Solidarity for Afghan women

The developments in Afghanistan upset many of our supporters. As the situation in the country deteriorated and we pulled out all the stops to help our Afghan colleagues, it was a great encouragement to see how many people were coming to our assistance. A huge wave of support reached us in the form of donations, fundraising actions, encouragement and messages of solidarity.

Our partner organisations from other war and crisis areas also demonstrated their solidarity: vigils were held and messages of support sent by our partners in Liberia, northern Iraq, Uganda, Kosovo and Bosnia and Herzegovina to express their feelings of connection with the women and girls in Afghanistan. We are proud of this strong feminist solidarity, which has carried us through almost 30 years.



© medica Liberia

Our colleagues from *medica Liberia* at a vigil for the women in Afghanistan.

Donations and actions

The pupils of the Schönstätter Marienschule in Borken made a special effort to help the women and girls in Afghanistan. A sponsored run at the school in August 2021 led to the impressive sum of 23,490 euros being raised for our work. They had approached local supporters for donations using their slogan of "Girls running for girls". We are extremely grateful both to the sponsors and to the athletic girls from Borken.



© private

Girls running to help girls – the pupils of Class 5a at the Marienschule.



Social media, newsletters, our website and our magazine "memo" are channels we use to inform our supporters about our work.

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Events and press coverage

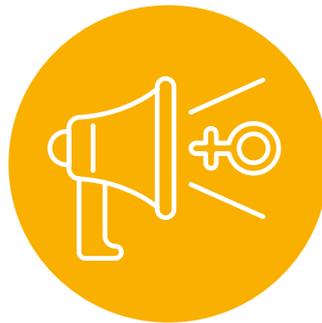
In our contacts to supporters, allies and partners, like everyone else we had to move to digital communication channels. Personal meetings are very important to build trust and connection, but they have become a precious rarity.

However, connection and sharing can succeed online, as shown by an online event at the beginning of July 2021 when we presented our work in Afghanistan, with the background of the withdrawal of international troops. The online format gave the opportunity for the audience to ask questions directly about our work, the situation of the Afghan colleagues and ways to help, and many eagerly took advantage of this.

The great public interest in the situation in Afghanistan led to frequent occasions when we could highlight the situation of our colleagues there. Through targeted media work and interaction in social media we were able to approach many new potential supporters.

Solidarity – but not only in times of crisis!

Public interest in the lives of women in conflict regions is often heightened by current events, but ebbs away again with time even though the attacks on women's rights organisations continue. In spite of the risks, activists around the world continue to raise their voices and fight for their rights. We see it as our duty to continue reporting on this important work, beyond the periods of current crises. With the help of other supporters, we can amplify their voices.



Our communication work in 2021

- Our website recorded **243,000 visits** – that is almost 665 per day.
- Some **7,600 subscribers** receive our newsletter.
- On social media, more than **16,000 people** are following us – an increase of 50% since 2020.
- We responded to **over 100 press enquiries** and published **9 press releases**.
- We held **16 online and 3 in-person events** to provide information on our women's rights work.



A strategy for uncertainty

In 2021 we faced one of the greatest challenges we have ever had: helping our vulnerable Afghan partners to flee their country and reach safety. This was a tremendous effort which also showed us how we need to adopt more agile approaches in future.

Development of the organisation

From August until the end of the year, part of our organisation was working in a constant crisis mode. The issue of Afghanistan and the situation of our partners was constantly on our minds. Colleagues from other parts of the organisation took over the usual daily work of the staff in the crisis committee – incredible teamwork!

In spite of all this, we managed to complete our Strategy for 2021-2025. The world is changing ever more quickly, and the adjustments needed in an organisation are increasing. For this reason, the new strategy describes a *corridor* within which we can chart our future path. The continual adaptation of this strategy will demand energy, time and focus, while enabling us to react to changes in a rapid and agile manner.

Development of program work

We have been working together with some of our partner organisations for decades. Our common experience is our basis

and upon this we can develop programs that increasingly involve further organisations from other countries. The area affected by any particular conflict generally crosses borders and these programs take this into account, helping us all to bring about structural changes by means of joint political action. Strong local women's rights defenders are absolutely necessary in order to ensure ongoing advocacy for and upholding of the rights of women and girls..

At the same time, as an organisation from the Global North, we have to maintain a delicate balance: the existing power discrepancy compels us to constantly reflect on ourselves and our attitudes, both within our own organisation and during the cooperation with our partners.

Outlook for 2022

In 2022, the Board of Directors will integrate our various organisational guidelines and codes of conduct into one comprehensive Compliance System. These include codes against corruption, against discrimination, on safeguarding, and on making complaints. As part of this process our Code of Conduct will also be revised.

The Executive Board at *medica mondiale*:
Elke Ebert, Sybille Fezer and Monika Hauser



“Flexibility begins in the mind.”

Elke Ebert, Executive Member of the Board for Finances & HR at *medica mondiale*.

Afghanistan, Covid-19 – How have these crises affected the financial situation?

In fact, we are currently dealing with three major challenges, since the war in Ukraine also presents a risk. These are all crises with global impacts that are not always immediately visible. For example, the increases in defence spending under discussion may lead to cuts in other policy areas such as development cooperation. And the frozen monies from Afghan banks are also a difficult issue.

A large part of our funding is tied to particular projects. So how flexible can we be when we need to react to crises?

Luckily, it is not only a financial decision which determines when and where we can engage. Flexibility often begins in our minds. Of course, we do need additional resources if we expand our work, assuming we are not ceasing work in another country. Changes caused by crises cost money and tie up resources. We have to keep taking a new look at how flexible our annual budget can be and whether we can generate new funds.

What is your outlook for next year?

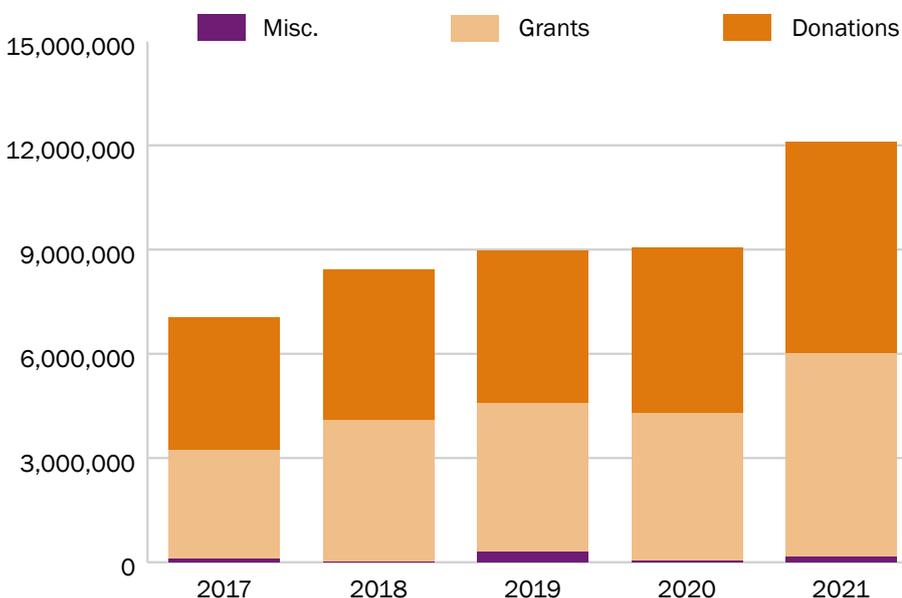
I am a confident person. We have been dealing with global impacts of wars for 30 years, and now we have also gained experience in dealing with a pandemic. This makes us stronger for the future. We need to learn to react to crises in a calm and courageous way without losing sight of our goals.



Elke Ebert
Executive Member
of the Board for
Finances & HR at
medica mondiale

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medica mondiale

Development in income 2017-2021 (in euros)



Total expenditure (in euros)

Administration	1,221,234.68 €	21.5%
Fundraising, Donor service	1,143,484.11 €	
International projects	7,495,568.14 €	78.5%
Awareness and educational work	269,604.72 €	
Human rights work	153,978.38 €	
Interdisciplinary trauma work	698,266.78 €	
Total	10,982,136.80 €	

On top of efforts to deal with the consequences of the ongoing Covid-19 pandemic, the situation of our Afghan partners presented us with another financial challenge. So financial planning in the period of this report has been characterised by flexibility, creativity, stamina and commitment. The loyal support from our donors and funders enabled us to secure the continuation of our work and once again ensure our financing blend of public funding, private donations and grants from foundations.

Income

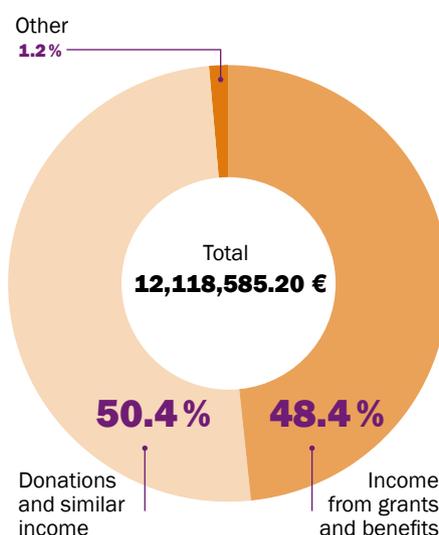
Compared to the previous year, in 2021 our income increased significantly: for income from donations by 17.2 per cent and for allocations from fines by 45.5 per cent. An increase in grants of 37.1 per cent was recorded: from 4.274 million euros to 5,860 million euros. Both grants earmarked for specific purposes and general grants are presented as revenue in the year of their use, which means that the revenues align themselves with the expenses in the respective projects.

The project-specific grants and benefits from public and private sponsors mainly came from the Federal Ministry for Economic Cooperation and Development (BMZ), KfW via Welthungerhilfe, the German Federal Foreign Office, the Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Health-Net TPO, the Irene Stähelin Foundation, the medicor Foundation from Liechtenstein, Charity Projects (operating as Comic Relief) from the UK, the Swiss foundations Pro Victimis, Stiftung Anne-Marie Schindler and Smartpeace, the Leopold Bachmann Foundation, the Louis Leitz Foundation and others.

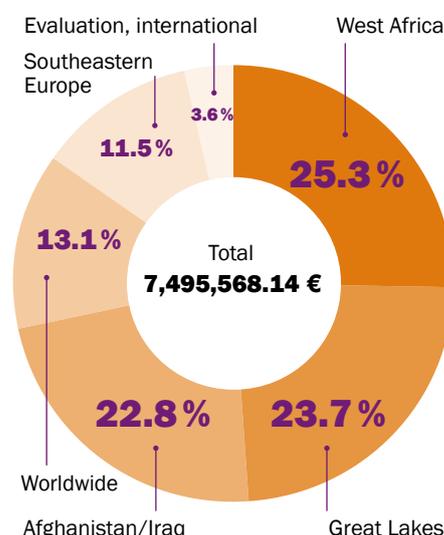
Profit and Loss Account

1.	Other turnover
2.	Income from grants and benefits
3.	Donations and similar income
4.	Other operating income
5.	Staff expenses
	a) Wages and salaries
	b) Social security, pensions
6.	Depreciation of intangible assets and tangible fixed assets
7.	Other operating expenses
	a) Rents and other premises expenses
	b) Fees, charges, membership fees
	c) Grants and benefits to third parties
	d) Vehicle expenses
	e) Representation and travel expenses
	f) Other operating expenses
	g) Other expenses
	Interim result
8.	Interest and similar income
9.	Interest and similar expenses
10.	Result after taxes/Surplus or deficit for the year

Income 2021



Project expenses per region



for the period January 1 to December 31, 2021

Expenses

	2021		2020	
	EUR	EUR	TEUR	TEUR
	26,435.93		14	
	5,860,762.28		4,274	
	6,111,984.26		4,760	
	<u>119,397.35</u>	12,118,579.82	<u>16</u>	9,065
	3,005,772.68		2,614	
	<u>513,569.68</u>	3,519,342.36	<u>486</u>	3,100
		91,186.26		61
	271,892.63		277	
	40,360.93		23	
	4,520,162.88		3,629	
	8,938.00		8	
	75,452.93		94	
	317,480.79		275	
	<u>2,136,757.14</u>	<u>7,371,045.31</u>	<u>1,534</u>	<u>5,841</u>
		+1,137,005.89		+63
		5.38		0
		<u>562.89</u>		<u>1</u>
		<u>+1,136,448.38</u>		<u>+63</u>

The total expenses in 2021 rose year-on-year by 22.0 per cent, from 9.002 million euros to 10.982 million euros. Of these total expenses, 76.0 per cent were costs of the projects abroad and in Germany, 2.5 per cent on education and campaign work, and 21.5 per cent were spent on administration, publicity and the donor service.

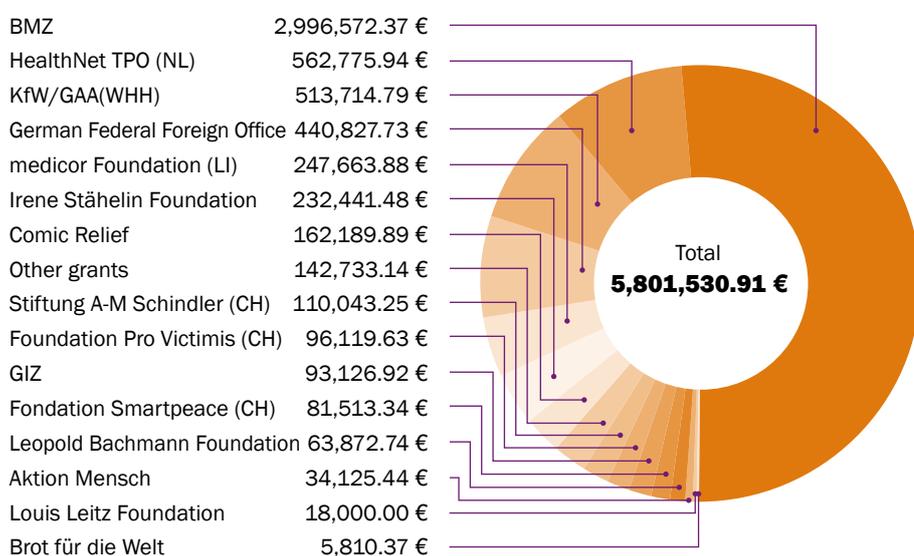
Of the project costs, international projects accounted for 87 per cent. The share spent on project work in Germany – human rights and trauma work – was 9.9 per cent, and 3.1 per cent of the project expenses were spent on education and campaign work in line with the statutes. The project expenditure includes direct project costs and the spending on project support, including the management of the projects from the main office in Cologne.

Income in 2021 exceeded expenditure by 1,136,448.38 euros. This result will be added to the reserves.

In 2021 in Cologne, more capital assets were acquired, which leads to a higher figure for depreciation.

The year 2021 saw more activity again at the partner organisations, which is reflected in the increase in grants to third parties. The lower figure for travel expenses again reflects restrictions preventing travel to the project countries. In several departments there was a need for more staff, which is reflected in the increase in expenditure on personnel.

Income via funders 2021



Explanatory notes for the Balance Sheet 2021

Assets

1. Capital assets

The balance sheet total of *medica mondiale* increased from 2020 to 2021 by 2.2 million euros to 9,196,740.73 euros. This represents an increase of 33 per cent. Depreciation of intangible assets and tangible assets in Cologne is calculated according to the straight-line method. The assets in the Regional Offices in Dohuk and Bujumbura are listed in an inventory and not included here under Capital assets.

2. Current assets

Some of the receivables from previous years were able to be recovered. To a large extent, these arise where projects require grant payments and *medica mondiale* advances these to them.

Liabilities

Capital

On the capital side, the equity capital increased by an amount equivalent to the annual surplus. Reserves to cover potential repayments for donor projects were liquidated since the projects were able to be completed. New reserves were created for projects that started. The liabilities position of Accruals and deferred income is made up of grants for 2022 for projects abroad and in Germany.

Balance sheet

ASSETS	
A. Capital assets	
I. Intangible assets	Concessions, industrial property rights and similar rights and assets as well as licenses in such rights and assets
II. Tangible fixed assets	1. Land, land rights and buildings, including buildings on third-party land 2. Other fixtures and fittings, tools and equipment
B. Current assets	
I. Receivables and other assets	1. Receivables from trade accounts 2. Other assets
II. Cash-in-hand, bank balances	
C. Accruals and deferred income	
LIABILITIES	
A. Equity capital	
I. as of 1.1.	Annual surplus
B. Reserves	Other reserves
C. Payables	1. Liabilities towards financial institutions – Remaining term up to 1 year 2. Liabilities from trade and services – Remaining term up to 1 year 3. Other payables
D. Accruals and deferred income	

Endowment fund for *medica mondiale*

In 2014 *medica mondiale* e.V. set up its own endowment fund under the auspices of the GLS Treuhand e.V. This endowment fund helps to ensure flexibility in times of crisis. With further endowment contributions and dona-

tions, as well as interest accrued, the Endowment Fund closed in 2021 with a balance of 5,344,355.99 euros. This is invested according to sustainability criteria and in this way the umbrella foundation earned an average interest of 2 per cent in 2021.

as of 31 December 2021

	2021		2020	
	EUR	EUR	TEUR	TEUR
	172,808.92		45	
	<u>28,608.78</u>	201,417.70	<u>78</u>	123
	567,026.65		485	
	<u>250,915.57</u>	817,942.22	<u>118</u>	603
		7,729,490.08		5,476
		<u>447,890.73</u>		<u>697</u>
		<u>9,196,740.73</u>		<u>6,898</u>

	2021		2020	
	EUR	EUR	TEUR	TEUR
	4,041,995.63		3,979	
	<u>+1,136,448.38</u>	5,178,444.01	<u>63</u>	4,042
		424,630.40		362
	212,934.77		239	
	<u>962,939.65</u>	1,175,874.42	<u>891</u>	1,130
		<u>2,417,791.90</u>		<u>1,364</u>
		<u>9,196,740.73</u>		<u>6,898</u>

Development GLS Endowment Fund until 31.12.2021



- Non-earmarked endowment contribution
- Donation, earmarked
- Endowment reserves

The Audit Report by Curacon can be read here:

[medicamondiale.org/
wirtschaftspruefbericht](https://medicamondiale.org/wirtschaftspruefbericht)

Endowment Fund 1.1.2021

3,875,618.29 €

Interest, less fees:

62,329.96 €

New donations and endowment

contributions: 1,541,407.74 €

Funds allocated: -135,000.00 €

Endowment Fund 31.12.2021

5,344,355.99 €

Of these, earmarked

donations: 3,419,500.00 €

Project overview 2021

Country	Partner organisation	Project	Funding	Total (€)
African Great Lakes Region				
DR Congo	PAIF	Training on staff care	Foundation Anne-Marie Schindler	21,989
	PAIF	Medical support for survivors	Own resources	7,750
	PAIF	Emergency aid for staff and clients after the eruption of Mount Nyiragongo volcano	Own resources	13,312
	PAIF	Emergency aid to reconstruct the infrastructure for survivors of violence	Own resources	7,750
	AFPDE	Emergency aid for Covid-19 prevention and support for survivors	Own resources	2,206
	EPF	Emergency aid for Covid-19 prevention and support for survivors	Own resources	2,206
	RAPI	Emergency aid for Covid-19 prevention and support for survivors	Own resources	2,206
	AFPDE, EPF, RAPI, RFDP (South Kivu program)	Establishment of support structures for survivors, awareness-raising in communities	Sigrid Rausing Trust, Fondation Smartpeace, Medicor Foundation, Leopold-Bachmann-Stiftung	197,680
	AFPDE, EPF, RAPI, RFDP (South Kivu program)	Establishment of support structures for survivors, awareness-raising in communities	Brot für die Welt, Medicor Foundation, Leopold-Bachmann-Stiftung	25,669
Uganda	MEMPROW	Emergency aid for Covid-19 prevention and support for survivors	Own resources	3,309
Rwanda	SEVOTA	Covid-19 prevention and support for survivors	Own resources	28,593
	SEVOTA	Strengthening organisational development	Foundation Anne-Marie Schindler	6,259
Burundi	Dushirehamwe, Nturingaho, Mukenyezi Menya	Specialist support for three women's initiatives	Deutsche Gesellschaft für Internationale Zusammenarbeit	9,645
	-	Enhancing the networking and cooperation of the women's movement and feminist organisations in Burundi	Deutsche Gesellschaft für Internationale Zusammenarbeit	2,080
	Mukenyezi Menya, Nturingaho, Dushirehamwe	Improvement of provision in sexual and reproductive health	EU via HNTPO	536,510
	medica mondiale Regional Office Burundi	Staff, office and security costs in the Regional Office	Own resources, Foundation Anne-Marie Schindler	43,452
Cross-border	SEVOTA, MEMPROW, PAIF	Prevention of gender-specific violence, support for survivors	German Federal Ministry for Economic Cooperation and Development, own resources	590,706
Regional development	-	Project for further strategic development of our involvement	Own resources	95,792
Total				1,597,114
South-east Europe				
Bosnia	Budućnost	Economic empowerment for survivors of sexualised wartime violence	Louis Leitz Foundation, own resources	20,994
	Medica Zenica	Support for the training centre	Louis Leitz Foundation, own resources	37,861
Bosnia	The Forgotten Children of War	Legal and societal recognition for children born as a result of wartime rape	Own resources	
	Medica Zenica	Support for Covid-19 prevention, as well as direct assistance for survivors	Own resources	
	Medica Zenica	Strengthening organisational development	Own resources, Foundation A.-M. Schindler	
	Center of Women's Rights	Legal support for survivors of gender-specific violence	Own resources	
	Association Žena BiH Mostar	Psychosocial strengthening of women and civilian survivors of war	Own resources	
	Vive Žene	Support for Covid-19 prevention, as well as direct assistance for survivors	Own resources	
Kosovo	Medica Gjakova	Strengthening organisational development	Own resources, Foundation A.-M. Schindler	135,237
	Medica Gjakova	Support for Covid-19 prevention, as well as direct assistance for survivors	Own resources	
Croatia	Centre for Women War Victims – ROSA	Legal and court support for survivors of gender-specific violence	Own resources	
Serbia	Association of Roma "Danica" Pančevo	Support for and empowerment of Romani women who survived sexualised wartime violence	Own resources	
	Roma Women of Vojvodina	Public awareness and public relations work on sexualised wartime violence against Romani women	Own resources	
	Humanitarian Law Center	Integrated support for survivors of sexualised wartime violence	Own resources	
	Roma Novi Bečej	Public awareness work on sexualised violence	Own resources	
Cross-border	Medica Zenica, Vive Žene, Medica Gjakova, KRCT, Autonomous Women's Center, YIHR Serbia, Women in Black	Regional program on remembrance culture work and the recognition of survivors of sexualised wartime violence in South-east Europe	German Federal Ministry for Economic Cooperation and Development, own resources	542,691
Regional development	-	Program for further strategic development of our involvement	Own resources	6,553
Total				743,336

West Africa				
Liberia	<i>medica Liberia</i>	Establishment of community-based networks for prevention of and protection from violence	German Federal Ministry for Economic Co-operation and Development, own resources	438,783
	<i>medica Liberia</i>	Re-integration and reconstruction in south-eastern Liberia	Kreditanstalt für Wiederaufbau via Welthungerhilfe, own resources	558,722
	<i>medica Liberia</i>	Expanding local solidarity and protection networks	Medicor Foundation, Pro Victimis, own resources	357,570
	<i>medica Liberia</i>	Program to enhance organisational development	Own resources	76,166
	ADWANGA	Training the Community Action Groups	Own resources	
	Rising Youth Mentorship Initiative	Emergency aid program for girls' education	Own resources	
	Women Aid	Integrated support, protection and rehabilitation of survivors	Own resources	
Ivory Coast	CEFCI	Economic empowerment of survivors	Own resources	
Sierra Leone	AdvocAid	Reintegration and empowerment of female ex-prisoners	Own resources	
	AdvocAid	Emergency aid program for female former prisoners	Own resources	
	Choices and Voices Foundation for Women and Girls	Establishment of protection mechanisms in communities in the vicinity of Freetown	Own resources	91,922
	Forum Against Harmful Practices	Education in schools and communities on the topic of female genital cutting	Own resources	
	Forum Against Harmful Practices	Organisational development on strategic strengthening of the work against female genital mutilation	Own resources	
	Girl 2 Girl Empowerment Movement	Prevention work in communities, training of girls as outreach workers	Own resources	
	Women Against Violence and Exploitation in Society	Raising awareness of girls' rights, empowerment of girls' groups	Own resources	
	Choices and Voices, Girl 2 Girl, WAVES	Empowerment of feminist action and practice against sexualised and gender-based violence	Comic Relief	164,103
Cross-border	<i>medica Liberia</i> , ADWANGA, Rising Youth Mentorship Initiative, WAVES, Choices and Voices, Girl 2 Girl	Zero tolerance for gender-based and sexualised violence in the Mano River Region	German Federal Ministry for Economic Cooperation and Development, own resources	194,193
Regional development		Program for further strategic development of our involvement	Own resources, Foundation Anne-Marie Schindler	6,560
Total				1,888,019
Afghanistan/Iraq				
Afghanistan	Afghan partner organisation ¹	Prevention, Reaction, Empowerment: Support for women and girls in Afghanistan	German Federal Foreign Office, own resources	490,456
		Capacity-building for local partner organisations	Own resources, Foundation A.-M. Schindler	20,676
		Emergency project on security advice, political analysis and development of support structures, as well as support for the evacuation of our Afghan partners	Irene M. Staehelin Foundation	240,980
	Safety and Risk Mitigation Organisation (SRMO)	Protection and support of vulnerable human rights defenders	Irene M. Staehelin Foundation, own resources	29,519
Iraq	EMMA	Establishment of a protective environment for women affected by violence and their children	German Federal Ministry for Economic Cooperation and Development, own resources	344,292
	EMMA	Development of a concept for staff self-care in a conflict region	Deutsche Gesellschaft für Internationale Zusammenarbeit	88,691
	EMMA and Haukari with implementation partners KHANZAD and PDO	Support and counselling for women with gender-specific experiences of violence in IDP/refugee shelters and host communities	German Federal Ministry for Economic Cooperation and Development	660,147
	<i>medica mondiale</i> Northern Iraq Regional Office	Staff, office and security costs in the Regional Office	Own resources	91,204
Regional development		Program for further strategic development of our involvement	Own resources	58,538
Total				2,024,503
Germany				
Germany		Support for protection against violence, inclusion and trauma-sensitivity	Aktion Mensch	131,386
		Support for Afghan human rights activists and their families		8,121
Total				139,507
Transregional				
Kosovo, Bosnia, Afghanistan, Iraq	<i>Medica Gjakova</i> , <i>Medica Zenica</i> , <i>medica mondiale</i> Northern Iraq Regional Office, Afghan partner organisation ¹	Transnational healthcare program: Training courses for healthcare specialists, advocacy work	German Federal Ministry for Economic Cooperation and Development, own resources	748,450
	PCVC	Support for Covid-19 prevention, as well as direct assistance for survivors	Own resources	16,543
Total				764,993

¹ Since the takeover of power by the Taliban, we no longer use the name of our long-standing Afghan partner organisation – see page 6.

Our organisational structure

Our governing bodies

medica mondiale e.V. is a registered non-profit association domiciled in Cologne, Germany. Our governing bodies are the **General Assembly, Supervisory Board and Board of Directors**. The General Assembly is the highest supervisory body and elects from its members the Supervisory Board. The Supervisory Board appoints and monitors the Board of Directors. The General Assembly receives and approves the Annual Report from the Board of Directors.

Find out more

More details on our organisational structure and the objects of our association can be found in the Statutes, available at www.medicamondiale.org in our Media Centre.

Our members of staff

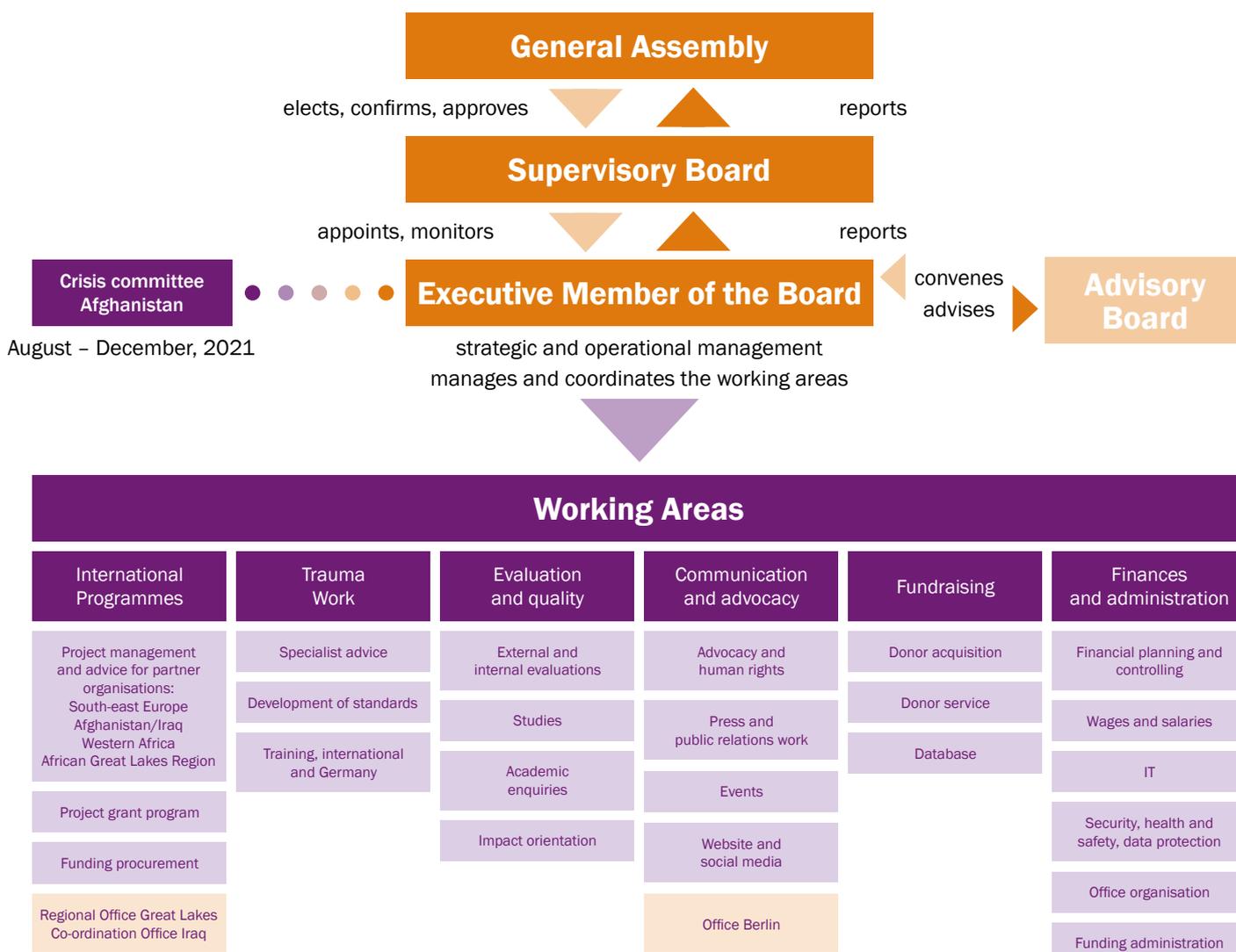
In 2021, the average number of staff at *medica mondiale* was 77:

- 3 salaried Members of the Board
- 57 salaried employees, of which 34 are part-time
- 1 marginally employed staff member
- 13 placement students
- 3 volunteer staff

Their monthly salaries were (average, gross)*

- Members of the Board: 5,700.00 euros
- Heads of Department: 4,805.00 euros
- Officers: 3,905.00 euros
- Assistants: 3,105.00 euros

* calculated on the basis of a full-time position, excluding the statutory employer contributions to social security. They include 12 monthly payments. Any extra bonuses are decided each year by the Board.



Thank you!



Together against sexualised wartime violence

Our gratitude goes out to everyone who helped us work to benefit women and girls in war zones and crisis areas!

In total, in 2021 **18,456 people** gave a donation to *medica mondiale*.

- Of these, **5,393 people** made regular donations.

A range of fundraisers were held to collect donations for *medica mondiale*:

- **67 people** asked for donations to *medica mondiale* instead of presents.
- **187 people** made a donation as a gift to their friends and relatives.
- **13 people** asked for donations on the occasion of a funeral to honour the deceased.
- **203 supporters** put out a donations box at events or organised specific fundraising actions.



9 people included *medica mondiale* in their will, leaving us an inheritance or endowment.



78 judges or state and official prosecutors made use of the possibility to bestow a total of 241 fine payments to *medica mondiale*.



People following our work in 2021 on **social media**:

- more than **10,000** on Facebook
- **4,500** on Instagram (more than doubled since 2020)
- more than **1,500** on Twitter (tripled since 2020)



Institutional Funders

Aktion Mensch, German Foreign Office, Brot für die Welt, Federal Ministry for Economic Cooperation and Development, Comic Relief, Deutsche Gesellschaft für Internationale Zusammenarbeit, European Union, Fondation Smartpeace, Irene Staehelin Stiftung, Kreditanstalt für Wiederaufbau, Leopold-Bachmann-Stiftung, Louis Leitz Stiftung, Medicor Foundation, Pro Victimis, Sigrid Rausing Trust, Foundation Anne-Marie Schindler



Networks and memberships



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