



**Annual report of the
Women's National Commission 2003–04**

This report covers the period from 1 April 2003 to 31 March 2004

About the Women's National Commission

The Women's National Commission (WNC) is the UK umbrella body that represents the views of several million women and women's organisations by providing a voice for women and bringing issues of concern to the attention of the Government and into public debate.

Established in 1969, the WNC is the official independent advisory body giving the views of women to Government. It is the only women's organisation in the UK that is fully funded by Government, but is independent in its views — it is an advisory Non-Departmental Public Body.

A publicly appointed Chair and Board of Commissioners provide the strategic direction and steer for the Commission. A small team of civil servants (the Directorate) manages the day-to-day work. The WNC is located within the Department of Trade and Industry alongside the Women and Equality Unit (established in 1997), which supports the Ministers for Women.

Membership

Central to the WNC are our partner organisations, which number over 300, covering a diverse range of women's activities and interests across the UK. All independent women's organisations are eligible to join us as partners. In addition, there are around 80 women who are individual partners.

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Message from the WNC Chair, Margaret Prosser OBE

My first full year as Chair has been a busy and productive one, with a number of WNC events held around the country and internationally.

At the start of the business year in April, the Board of Commissioners and I signed off the WNC's work programme for 2003–04. Bearing in mind partner organisations' views gathered at open regional meetings during the previous twelve months, we approved priorities of: violence against women; international issues; pay and pensions; and women in decision making.

Throughout the summer we held twelve consultations on domestic violence with women survivors in response to the Government's proposed legislation. We also held two events working with the Foreign and Commonwealth Office in September, in Brighton and Belfast, on European Union enlargement and its effects on women.

Aside from these events, and in addition to supporting working groups and sub-groups on violence against women and international issues, the WNC worked with the Women and Equality Unit to establish a Muslim Women's Network. Further, the WNC supported the Department of Trade and Industry in establishing a Gender Expert Group on Trade to ensure gender is mainstreamed into UK trade policy.

I would like to congratulate two WNC Commissioners, Mandana Hendessi and Farkhanda Chaudhry, who were chosen by the Department of International Development to take up two positions in Iraq as Gender Advisers in Baghdad and Basra respectively. Mandana and Farkhanda worked closely with Iraqi women, supporting their involvement in the reconstruction of Iraq.

So much has happened and changed around us, but our organisation continues to grow in membership and in strength. The WNC's most important resource is its women — all volunteers — who bring to it their dedication, commitment, time, and their wealth of experience and knowledge. I have been invited to attend many conferences and seminars by WNC Partners, and it has been a pleasure to meet you and hear about the wonderful work you have been doing on behalf of women worldwide. I look forward to working closely with you again next year and to forging new friendships and contacts. The coming year at the WNC promises to be as busy and positive as any we have had.

Finally, my thanks to the Commissioners, in particular those who retired at the beginning of 2004 — Marisa Howes, Annette Lawson, Indira Patel, Agnes Tolmie, Anne Weyman and Jill Block; to the Directorate for their support; and to our many partners for their energy and commitment.

Margaret Prosser

How the WNC works

In order to fulfil our task of providing a voice of women to Government, the work of the WNC involves undertaking consultations with Partners on Government proposals, organising information seminars and conferences, producing reports and policy papers, advising Government Ministers and the Women and Equality Unit, meeting visiting delegations, speaking at various assignments around the UK, and providing representation at international events. The Board of Commissioners set the strategic direction for this work, and it is carried through with the assistance of our working groups who are crucial to taking forward the work of the WNC.

Chair and Board of Commissioners

Margaret Prosser was appointed to the Chair in October 2002, acting as the spokesperson for the WNC in public debate and representing the WNC in regional, national and international fora. Her role includes chairing quarterly meetings of the Board of Commissioners and meeting with the Minister for Women twice yearly to update her on WNC activities.

Currently, the Board of Commissioners comprises ten women who were publicly appointed, representing different geographical areas and sections of the women's lobby across the UK. Specialist knowledge is provided by some of the appointees on Wales, Scotland and Northern Ireland, for whom seats on the Board are reserved. The role of the Commissioners involves providing the strategic direction, offering advice on areas of expertise, acting as WNC representatives in various fora, chairing or participating in working groups, and attending regular meetings of the Board. Current Commissioners are Farkhanda Chaudhry, Barbara Erwin, Baroness Anita Gale, Jane Esuantsiwa Goldsmith, Nicola Harwin, Mandana Hendessi, Ann Hope, Anne Pridmore, Mary Ann Stephenson, and Jenny Watson.

The Directorate

Early in the year, the WNC moved from the Cabinet Office to the Department of Trade and Industry alongside the Women and Equality Unit. The current Minister for Women is the Rt Hon Patricia Hewitt MP, who is also the Secretary of State for Trade and Industry. The Deputy Minister for Women is Jacqui Smith MP, who is also Minister of State for Industry and the Regions.

As the WNC is a relatively small team, employees often join the team on a short term basis to work on specific projects. During the year, staff members included Janet Veitch (Director), Sue Green, Daniel Barrow, Kristi Gooden, Karin Snabb and Tahnee Wright. We were joined by Joya Chaudhry, Shelly Dowrich and Anna Svensson late in 2003, and farewelled Louise Stevens, Nicky Saunders and Joan May during this period too.

In addition, we welcomed a number of interns from the UK as well as overseas to work with us: Amber Hellow, Emma Douglas, Hannah Bond, Diana Stanley Owusu, Sunny Lu, Mary Dillman, Parul Rajgor, and Lourdes Colinas.

Work of the WNC in 2003–04

The WNC had a busy year hosting and attending many events, participating in consultations, meeting with national and international delegations, taking part in local, national and international meetings and conferences, and producing reports and position statements on priority areas of work. We operated in partnership with both our partner organisations and individual partners in non governmental organisations (NGOs) as well as Government Ministers and Departments to ensure useful information exchange between the women's NGO sector and Government.

Working groups

In light of regional open meetings with our partner organisations held in 2002, the Commissioners approved a work programme that focussed more of our resources to our priority areas of work. As a result, work on science and health was suspended.

Working groups are integral to progressing work on priority areas and are a good way of keeping in regular contact with Partners. Our main working groups were the Violence Against Women (VAW) Working Group and the International Working Group (IWG), both of which had sub-groups. However, with the establishment of a Muslim Women's Network and supporting the Department of Trade and Industry's Gender Expert Group on Trade, our networks and outputs have expanded.

Violence Against Women (VAW) Working Group

The VAW Working Group was chaired by Commissioner Nicola Harwin and managed by Sue Green and Kristi Gooden in the Directorate. Eleri Butler of the Women's Aid Federation of England provided secretariat support during a busy year where the VAW Working Group not only continued to lobby against all forms of violence against women, but was also highly involved in the Government consultation addressing domestic violence through prevention, protection and justice, and support, including proposals for legislative and non-legislative changes to the way domestic violence is dealt with in England and Wales.

Sub-groups of the VAW Working Group were the Female Genital Mutilation sub-group which, chaired by Anne Weyman, was instrumental in advising Government throughout the passage of the Female Genital Mutilation Act 2003 going through Parliament, and the Sexual Violence sub-group, chaired by Professor Liz Kelly, who formed links with key Government Officials associated with the Inter-Ministerial Group on Sexual Violence.

International Working Group (IWG)

For the first half of the year, the IWG was Chaired by then Commissioner Dr Annette Lawson, with Commissioner Mandana Hendessi taking on the role after returning from her time in Iraq working as a Senior Gender Advisor for the Coalition Provisional Authority. Supporting the

work of the IWG in the Directorate was Daniel Barrow, assisted by Tahnee Wright and Karin Snabb.

Key work for the IWG included preparation for the Commission on the Status of Women (CSW) at the United Nations Headquarters in New York where the WNC held a well attended side event titled *1325 on trial: a tribunal investigating the implementation of UN Security Council Resolution 1325 and highlighting the role of men*. In addition, members of the IWG, as well as other WNC Partners, contributed to development of a shadow Convention on the Elimination of all forms of Discrimination of Women (CEDAW) report in response to the Government's fifth periodic report.

Sub-groups of the IWG were the Human Rights sub-group chaired by Valerie Evans, a CEDAW sub-group chaired by Griselda Kenyon, Europe sub-group chaired by Janet Harris, Security Council Resolution 1325 sub-group chaired by Elizabeth Harrison, and CSW sub-group chaired by Zarin Hainsworth.

Muslim Women's Network

A Muslim Women's Network, established this year at the request of the Minister for Women, was set up to ensure that Muslim women, and the issues they face both as women and members of a minority faith, are considered in key aspects of Government policy development. Chaired by Commissioner Farkhanda Chaudhry, the group comprised Muslim women from across the UK. Supporting the Muslim Women's Network in the Directorate were Shelly Dowrich and Kristi Gooden.

Gender Expert Group on Trade

In order to ensure that gender is mainstreamed into UK Government trade policy and to increase the understanding of the gender aspects of trade, the Department of Trade and Industry, with support from the Women's National Commission, established a Gender Expert Group on Trade (GEGT). Supporting the work of the GEGT in the Directorate were Tahnee Wright and intern Lourdes Colinas.

Chaired by Dr Annette Lawson, the GEGT was established to provide expertise on gender and trade by acting as a forum of information exchange and undertaking consultations with women's organisations and academics on gender and trade issues. In the future, the Group hopes to identify and develop relevant research and strategies to increase awareness of the subject.

Events, consultations and reports

During the year, the WNC was involved in several consultation exercises, produced reports on priority areas of work, hosted a number of small and larger events, as well as kept Partners and interested parties up to date with regular newsletters, email and website updates. Further information on many of the projects outlined below can be found on the WNC website.

‘Seen but not heard – women’s experience of the police’ report

In July, a report produced jointly by the Women’s National Commission, the Thames Valley Police, Todd Consulting and the University of Surrey, *Seen but not heard — women’s experience of the police*, was launched at an event attended by members of police forces all over the country. Following the production of this report, some forces have used it as part of their training materials. An Association of Chief Police Officer’s working group was set up to take the recommendations forward.

Consultations with survivors of domestic violence

The WNC was approached by the Home Office to organise a major consultation with women survivors of domestic violence based on ideas presented in the Government’s paper *Safety and Justice: The Government’s Proposal’s on Domestic Violence*. This involved a series of twelve workshops throughout England and Wales with a view to gathering the opinions and input of women survivors of domestic violence and their advocates on the proposals laid out in the consultation paper. A report presenting the findings of these consultations was produced, *Unlocking the Secret: Women Open the Door on Domestic Violence*. Further information on this consultation follows on page 8.

European Union enlargement events

With funding support from the Foreign and Commonwealth Office, the WNC held events in Brighton and Belfast about the expansion of the European Union and what it might mean for women. Dr Denis McShane MP, Minister for Europe, spoke at both events and was keen to hear how women felt about the ‘new Europe’. More information about these events follows on page 9.

‘Women, Peace and Security’ event

In February, the WNC co-hosted a conference on *women, peace and security* with the Canadian High Commission at Canada House in London. Speakers at the event included Senator Mobina Jaffer, Chair of the Canadian Committee on Women Peace and Security; Joan Ruddock, Labour Member of Parliament and Vice Chair for the Associate Parliamentary Group on the Future of Afghanistan; Samantha Reynolds, former United Nations Habitat Programme Manager in Afghanistan; Zarin Hainsworth, Director of Baha’i Office for the Advancement of Women; and Margaret Prosser, Chair of WNC. The event was chaired by

Annette Lawson, former Chair of the WNC International Working Group with the purpose to hold an open forum directed by expert presentations and a panel discussion on the future of United Nations Security Council Resolution 1325. Speakers embodied perspectives ranging from the difficulties of political implementation to the hardships of field application.

Commission on the Status of Women

Another major project for the WNC was our participation in the Commission on the Status of Women (CSW) in New York in March. In addition to the regular role the WNC plays at CSW, which includes holding morning briefings for NGOs and facilitating evening meetings between NGOs and the Government delegation, we also organised a side event combining the two themes of CSW 48 – (i) the role of men and boys in achieving gender equality and (ii) women’s equal participation in conflict prevention, conflict management and conflict resolution, and in post-conflict peace building. Further information about the WNC side event is available on page 10.

Consultations with survivors of domestic violence

In the summer, the Government released a consultation paper *Safety and Justice: The Government’s Proposals on Domestic Violence*, which aimed to consolidate the initial consultation on domestic violence in the *Justice for All* white paper and the ongoing work of the Ministerial Group on Domestic Violence. The WNC was delighted to be approached by the Home Office to carry out twelve workshops throughout England and Wales to hear what women survivors of domestic violence thought about the Government’s proposals.

The programme and protocol for these workshops was developed building on the model developed by *Standing Together Against Domestic Violence* through advice from the WNC Violence Against Women Working Group and was tested at a Pilot workshop held in London on 16 June. Workshops were then held in Brighton, Plymouth, Leeds, Manchester, Newcastle, London, Merthyr Tydfil, Leicester, Cambridge and Birmingham. A second workshop in London was designed specifically for black and minority ethnic women in order to ensure their views and experiences of domestic violence were collected – experiences that are very different and often missed in broad scale consultations.

Feedback collected from women who attended the workshops was very positive. Many said they greatly enjoyed the opportunity to express their ideas and opinions and felt they had made a useful contribution to something that could make a real difference for women in the future. Many of them had harrowing stories to tell, but the one thing that stood out was the courage and strength that each and every woman displayed.

The key point women made again and again was the need for joined-up services that provide a complete safety-net for women: at the moment, women fall through the gaps in protection and the numbers of women who are assaulted or killed continues to rise. We collected many constructive and practical ideas throughout the consultation which we were pleased to feed back to the Government.

The report we published following the consultations, *Unlocking the Secret: Women Open the Door on Domestic Violence*, addresses the key areas of prevention, protection, and support. It is available on our website or by contacting the WNC.

European Union enlargement events

What does EU enlargement mean for women? This was the question posed by the Minister for Europe, Dr Denis MacShane MP, at two events held in Brighton and Belfast funded by the Foreign and Commonwealth Office for WNC partners. The Government was keen to hear what women's organisations thought about the EU generally, and enlargement plans in particular.

The Mayor of Brighton and Hove City, Councillor Jean Lepper opened the event in Brighton. Dr Annette Lawson chaired the event, where participants identified areas of concern about EU expansion as the lack of detailed information in order to have a publicly informed debate on how it might affect those in the UK, an increase in the trafficking of women, the Euro, and capitalism in accession countries. Guest speakers were WNC Chair, Margaret Prosser OBE, Margaret Wright, the principal speaker for the Green Party, and Shelagh Diplock OBE from the Hansard Society.

Margaret Prosser spoke about the challenges and opportunities to employers of an enlarged single market; Margaret Wright talked about cultural issues, peace and security and sustainability; followed by Shelagh Diplock who posed a question to attendees – how can women participate in a democratic institution that covers such a huge population, and does enlargement mean rethinking democratic dialogue? Following presentations from the three speakers, the Minister gave a short speech on the benefits of enlargement and talked about the confidence that the UK needs to have in the EU.

The event in Belfast was attended by many representatives of our Northern Ireland Partnership, as well as by local women who were interested in the issue of EU enlargement.

Margaret Prosser opened this event and introduced the speakers: Claire Whitten, a member of the European Economic & Social Committee; Evelyn Collins, the Chief Executive of the Equality Commission for Northern Ireland who spoke on the implications of enlargement for women in Northern Ireland; and Eva Eberhardt from the Enlargement, Gender and Governance Project, who spoke about the effects of enlargement on women in the new member states. Again, the Minister made a speech and took questions. Delegates said they found the event informative and useful, but were vociferous about the need for more detailed data on the impact of EU enlargement on women, and wanted to hear more from the Minister, especially about Northern Ireland specifically.

Commission on the Status of Women WNC side event

The WNC side event at CSW 48, *1325 on trial: a tribunal investigating the implementation of UN Security Council Resolution 1325 and highlighting the role of men*, was aimed at examining progress made since the passing of UN Security Council Resolution 1325 in October 2000. This Resolution was intended to provide a framework within which women could play a larger role in dealing with conflict situations and peace-building.

WNC Chair, Margaret Prosser, hosted the event which took place at the United Nations headquarters in New York. Members of the tribunal participating in our event included Isha Dyfan (Sierra Leone/USA, Director of the International Women's Tribune Centre in New York) as Judge, with Senator Mobina Jaffer (Canada, Senator for British Columbia in the Canadian Senate and Co-Chair of the Canadian Committee on Women, Peace and Security), and Ambassador Hattie Babbitt (USA, from Women Waging Peace and Senior Vice President of the Hunt Alternatives Fund) as Legal Counsel. In addition, expert witnesses from around the world presented their experiences of conflict situations and provided examples of where UN SCR 1325 was being implemented, and instances where work is still needed. Testimonies were presented by Noeleen Heyzer (Malaysia, Executive Director of UNIFEM); Lily Thapa (Nepal, Women for Human Rights); Patricia Guerrero (Colombia, of the Women's International League for Peace and Freedom); Kerstin Grebäck (Sweden Kvinna till Kvinna Foundation); Sanam Anderlini (Iran, Women Waging Peace); and Zainab Al-Suwaij (Iraq, Co-Founder of the Iraqi Women's Higher Council).

Following the event, a letter containing recommendations arising from the tribunal was given to the Secretary-General of the United Nations, Kofi Annan, from Isha Dyfan and Margaret Prosser. Further information about *1325 on Trial*, including the list of recommendations, can be found on the WNC website.

WNC Partner Organisations

300 Group
4 Children
A New Era
ABANTU for Development
Abortion Law Reform Association
Abortion Rights
Active Learning Centre
African and Caribbean Women's Association
African Women's Council/African Families Federation
Age Concern England
Age Concern Scotland
AIRWAVES - Communication channel for RAF families
Alliance for Health Professionals
Amalgamated Engineering & Electrical Union
AMICUS (Manufacturing, technical and skilled persons' union)
Amnesty International
Arab International Women's Forum
Ardmonagh Family and Community Group
Ardoyne Women's Forum
Army Families Federation
Asian Women's Counselling Service
Associated Country Women of the World
Association for Improvements in the Maternity Services
Association for Women in Science and Engineering
Association of Bahai Women UK
Association of Catholic Women
Association of Jewish Women's Organisations in the UK
Association of Radical Midwives
Association of Teachers and Lecturers
Association of Teachers' Widows
Association of Women Barristers
Association of Women Senior Managers
Association of Women Solicitors
Aurora Gender Capital Management
Ballyronan Woman's Group
Bedford Centre for the History of Women
Belfast Rape Crisis Centre
Birmingham Empowerment Training Initiative
Bhagini Centre Ltd
Birmingham Women's Advice and Information Centre
Black Women's Health and Family Support
Black Women's Mental Health Project
Breast Cancer Care
British Association for Women in Policing
British Association of Early Childhood Education
British Association of Women Entrepreneurs
British Computer Society
British Federation of Women Graduates
British Housewives' League
British Organisation of Non-Parents
British Pregnancy Advisory Service
British WIZO (Jewish Women's Zionist Organisation)
British Women Pilots' Association
Brook
Bryson House
Business and Professional Women UK
Business and Professional Women UK Northern Ireland Division
Business Ethics Ltd
CAMPAIGNS (Children and maternal parents against immigration and government nationality situation)
Capital Women's Forum
Carers National Association
Catholic Women's League
CHANGE (Anti trafficking organisation)
Child Poverty Action Group
Children in Scotland
Church Army Day Centre for Homeless Women
Church of Scotland Guild
Churches Together in Britain and Ireland
Churches Together in England
City Women's Network
Commonwealth Countries' League
Commonwealth Medical Trust
Communication Workers Union Women's Advisory Committee
Community of Women and Men United Reformed Church
Community Practitioners and Health Visitors Association

Community Transport Association Ltd
 CONNECT (Union for professionals in communication)
 Conservative Women's National Council
 Co-operative Women's Guild
 Corona Worldwide
 Craigavon Standing Conference of Women's Organisations
 Cruse Bereavement Care
 Cullyhanna Women's Group
 Daycare Trust
 Department for Transport
 Derby Women's Centre
 Derry Well Woman
 Early Education
 Eaves Housing for Women
 Edge Hill College of Higher Education
 Education in Human Rights Network
 Educational Institute of Scotland
 ELBOW Centre
 Empowering Widows in Development
 ENGENDER (An information, research and networking organisation for women in Scotland)
 Equal Opportunities Commission
 Equality Commission for Northern Ireland
 Essex Returners Unit
 European Federation of Black Women Business Owners
 European Union Of Women - British Section
 Fair Play Partnership
 Family and Youth Concern
 Family Education Trust
 Family Mediation Scotland
 Family Planning Association
 Family Planning Association (Northern Ireland)
 Farm Women's Club - Farmers Weekly
 FATIMA Women's Network (Disadvantaged Communities and Black and Minority Ethnic Women's organisation)
 Fawcett Society
 Federation of International Women's Association in London
 Federation of Women's Institutes of Northern Ireland
 Feminist Library and Information Centre
 Footprints (UK)

FORWARD (African women and girls organisation)
 Foundation for the Study of Infant Deaths
 Foundation for Women's Art
 Free Church of Women's Forum
 Full Time Mothers
 Fundango (UK) Ltd (Children's online organisation)
 Gender Awareness in Education
 Genuine Empowerment of Mothers in Society
 GFS Platform for Young Women
 Gingerbread
 Girlguiding UK
 Girl's Brigade England and Wales
 Greater London Authority Mayor's Advisory Group
 GMB Britain's General Union
 GMB Scotland Regional Rights Committee
 Greater London Authority
 Greenwich Chief Executives Social Inclusion and Justice Division
 Greenwich Women's Equality Partnership Forum
 Help, Advice & Law Team
 Hindu Women's Network
 House of Lords
 Housing Diversity
 Housing For Women
 Hull Women's Centre
 I Village UK
 Infertility Network UK
 Institute of Chartered Accountants
 Institute of Consumer Sciences
 International Alliance of Women
 International Council of Jewish Women
 International Federation for Home Economics (UK Section)
 International Network of Liberal Women
 Irish Congress of Trade Unions
 Josephine Butler Society
 Junior League of London
 Labour Party
 League of Jewish Women
 Lesbian Line North Wales
 Lesbian Gay and Bisexual Forum
 Cymru/Stonewall

Lilith Project (Services for women experiencing violence in London)
 London Borough of Islington Women's Equality Unit
 London Cooperative Party Council
 Low Pay Unit
 Manufacturing Science and Finance
 Married Women's Association
 Mary Seacole Memorial Association
 Maternity Alliance
 Medical Women's Federation
 Men, Women and God
 Menerva Educational Trust
 Menopausal Research and Information Service
 Merched y Wawr
 Methodist Women's Association
 Middlesex University
 Minerva - The Independent West Midlands Women's Alliance
 Mothers' Union
 Multi Cultural Resource Centre
 Muslim Women's Helpline
 National Abortion Campaign
 National Alliance of Women's Organisations
 National Assembly of Women
 National Association of Diocesan Advisors in Women's Ministry
 National Association of Head Teachers
 National Association of Ladies' Circles (GB+I)
 National Association of Widows
 National Association of Women Pharmacists
 National Association of Women's Clubs
 National Board of Catholic Women of England and Wales
 National Childbirth Trust
 National Childminding Association
 National Consumer Council
 National Council for One Parent Families
 National Council of Women
 National Council of Women of Great Britain
 National Early Years Network
 National Endometriosis Society
 National Federation of Women's Institutes Wales
 National Women's Register
 NETWORK (National network for women)
 New Ways to Work
 Newham Asian Women's Project
 Nexus Institute (Support for adults experiencing sexual abuse)
 No Limits For Women
 North East Constitutional Convention Women's Forum
 North East Ecumenical Women's Group
 Northern Ireland Childminding Association
 Northern Ireland Women's Aid Federation (NIWAF)
 Northern Ireland Women's Aid Federation Colaraine
 Northern Ireland Women's European Platform
 Object – Against Sexual Stereotyping of Women in the Media
 OCA
 Office for the Advancement of Women for the Baha'i
 Older Feminists Network
 Older Women's Network UK
 One Parent Families
 One Parent Families Scotland
 One Plus: One Parent Families
 Opportunity Now
 Overseas Women's Club
 Oxfam
 Parentline Plus
 Parents at Work
 Pennell Initiative for Women's Health
 PINK Parents UK (Lesbian Gay and Bisexual parents organisation)
 Pre-School Learning Alliance
 PROBUS Women's Housing Society Ltd
 Public and Commercial Services Union
 Queen's University of Belfast
 Queen's University Student's Union
 Rainbo (African women and girls sexual and reproductive health organisation)
 Rape Crisis (North Staffs and South Cheshire)
 Rape Crisis Federation
 Refuge
 Refugee Council
 Relate
 Relatives and Residents Association

Rights of Women
 Royal British Legion Women's Section
 Royal College of Midwives
 Royal College of Nursing
 Royal Society of Chemistry - Women Chemists
 Network
 SACOMA
 Sahyog 40 + Group
 Salvation Army
 Scottish Baptist Women's Fellowship
 Scottish Council for Voluntary Organisations
 Scottish Human Rights Centre
 Scottish Joint Action Group
 Scottish National Party - Women's Forum
 Scottish Trades Union Congress
 Scottish Women's Aid
 Scottish Women's Rural Institutes
 SERTUC Women's Rights Committee
 Sheffield Women's Forum
 SIA
 Single Parent Action Network
 Society of the Innocents
 Society of Labour Lawyers – Women's Issue
 Group
 Society of Women Writers and Journalists
 Soroptimist International of Great Britain and
 Northern Ireland
 South Bank Women's Centre
 South Essex Rape and Incest Crisis Centre
 Southern Ladies In Commerce
 Supporting Others through Volunteer Action
 Women Into Work
 Stakeholder Forum for our Common Future
 Standing Conference of Womens Organisations
 Standing Together Against Domestic Violence
 Stonewall
 Scottish Trade Union Congress Women's
 Committee
 Suzy Lamplugh Trust
 TABBDA Women's Group
 The Carbon Philtre
 The Miscarriage Association
 The National Group on Homeworking
 The Princes Trust
 The Women's Arts Association
 Threshold Women and Mental Health Initiative
 Toc H (equality organisation)
 Todd Consulting
 Townswomen's Guild
 Traad Bally Ronan Women's Group
 Trades Union Congress
 Training for Women Network
 Training Opportunities
 Transport and General Workers Union
 Truth About Rape
 TULIP GROUP (Parents support organisation)
 UK Asian Women's Conference
 UK Joint Committee of Women
 UK Sport
 UNIFEM UK
 Union Of Catholic Mothers, The
 UNISON
 United Kingdom Association for the United
 Nations Development
 United Nations Association of Great Britain and
 Northern Ireland
 United Nations Environment and Development
 UK
 United Reformed Church
 University of Leeds
 University of Teesside
 University of Warwick
 University Women's Club
 WAITS (Women Acting in Today's Society)
 Wales Assembly of Women
 Wales Women's European Network
 Wales Women's National Coalition
 Welsh Women's Aid
 West Midlands Women's Regional Network
 West Rhyl Young People's Project
 What About the Children
 Widows for Peace and Reconstruction
 Widows for Peace Through Democracy
 Windsor Women's Centre
 WISH
 WOMANKIND Worldwide
 Women and Health
 Women and Manual Trades
 Women as Role Models
 Women Back 2 Work
 Women Connect
 Women in Architecture

Women in Banking and Finance
 Women in Business
 Women in Faith
 Women in Film and Television
 Women in Journalism
 Women in Management
 Women in Medicine
 Women in Music
 Women in Physics Group
 Women in Publishing
 Women in Science, Engineering and
 Technology
 Women in Surgical Training
 Women Into Business
 Women into Computing
 Women into Work - SOVA
 Women Liberal Democrats
 Women Living Under Muslim Laws
 Women of Faith
 Women of Nigeria International
 Women Returners Network
 Women Together Moving On
 Women Welcome Women World Wide
 Women's Sports Foundation
 Women's Aid Federation England
 Women's Auxiliary to the Baptist Union of
 Scotland
 Women's Business Network (North West)
 Women's Coalition for Palestine
 Women's Committee-Irish Congress of Trade
 Unions (Northern Ireland)
 Women's Co-ordinating Group for Churches
 Together in England
 Women's Design Service
 Women's Employment Enterprise and Training

Unit

Women's Engineering Society
 Women's Environmental Network
 Women's Farm and Garden Association
 Women's Food Farming Union
 Women's Forum Northern Ireland
 Women's Forum Scotland
 Women's Health
 Women's Health and Screening Delegation
 Women's Health Concern Ltd
 Women's Health Network

 Women's International League of Peace and
 Freedom
 Women's Network of the Methodist Church
 Women's Nationwide Cancer Control Campaign
 Women's Opportunities Unit
 Women's Pioneer Housing Limited
 Women's Resource and Development Agency
 Women's Rape and Sexual Violence Service
 Women's Resource Centre
 Women's Royal Voluntary Service
 Women's Sports Foundation
 Women's Technology and Education Centre
 Women's Union of The Scottish Synod of United
 Reformed Church UK
 Women's Union of the United Reformed Church
 in Scotland
 Workers' Educational Association
 World Association of Girl Guides and Girl Scouts
 World Federation of Methodist and Uniting
 Church Women
 Youthvoice Worldwide
 YWCA England and Wales
 Zonta International