



Women's National Commission

Annual Report 2005-06

This report covers the period from 1 April 2005 to 31 March 2006



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 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 around 500, 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 90 women who are individual WNC Partners.

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Message from the WNC Chair Baroness Margaret Prosser OBE

Dear Friends,

I am pleased to introduce this annual report of the Women's National Commission. It summarises the key projects the Commission has pursued during the course of the year. We hope it provides an insight into the many issues affecting women in the UK (and beyond) and illustrates how the WNC, with valuable input from its partners confronts these issues and brings them to the notice of government.

In all, it has been a busy and productive year but not without its challenges! Again we were faced with an ever-increasing demand for our services but had resources cut. In spite of this, we have been able to achieve much, carrying out interesting and outstanding projects, which have tackled various issues.

This year Nicola Harwin, and Jane E Goldsmith finished their terms as WNC commissioners; to them I wish to extend my appreciation for their commitment, effort, and contribution during their time as commissioners.

The End Violence Against Women Coalition, a group of women's organisations and individuals who have the vision of a society in which women live their lives free from violence and the fear of violence, published, for the first time, *Making the Grade? An independent analysis of Government initiatives on violence against women*, a report that is an annual examination of Government departments' performance in tackling VAW.

We also delivered the second round of our unique training programme for Iraqi women – which aims to capacity build and mentor Iraqi women activists and politicians - it illustrates another aspect of the situation in Iraq showing the dedication of women in a predominantly patriarchal society, taking steps to develop their political and activist influence in the governing of their country.

I hope you enjoy reading about our work.



The Baroness Prosser of Battersea

How the WNC Works

In order to fulfil our task of providing a voice for 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, meet visiting delegations, speak at various assignments around the UK, and providing representation at international events. The Board of Commissioners set the strategic direction for this work, which is carried out with the assistance of our working groups that are crucial to taking forward the work of the WNC.

Chair and Board of Commissioners

Baroness Margaret Prosser was appointed Chair in October 2002, acting as the spokesperson for the WNC in public debate and representing the WNC in regional, national and international forums. 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.

The publicly appointed Board of Commissioners comprises women who represent 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 forums, chairing or participating in working groups, and attending regular meetings of the Board.

The WNC Commissioners are Ranjana Bell, Farkhanda Chaudhry MBE, Barbara Erwin, Baroness Anita Gale, Jane Esuantsiwa Goldsmith, Nicola Harwin CBE, Mandana Hendessi OBE, Ann Hope, Professor Liz Kelly CBE, Brenda King MBE, and the Rev Dr. Carrie Pemberton. In addition, Angharad Law sits on the Board of Commissioners as a non-executive member.

The Directorate

A small team of civil servants, known as the Directorate, undertakes the day-to-day work of the WNC. Janet Veitch heads up this team, which is often assisted by unpaid interns from the UK and overseas. In addition, people sometimes join the Directorate on a short-term basis to work on specific projects.

Work of the WNC in 2005-06

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 individuals, 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.

WNC Outreach Work

Anber Raz continues to lead the WNC's outreach work, effectively managing our growing partnership base, as well as increasing partners in under-represented areas. During the period of this report there were around 500 individual partners and partner organisations from England, Northern Ireland, Scotland and Wales. An electronic newsletter is distributed regularly to our partners in order to provide them with a link to each other's work as well as a means to quickly and efficiently circulate relevant and comprehensive information.

Working Groups

The working groups continue to focus on priority areas of work as identified by our partners. Over the past year our main working groups have been the Violence Against Women (VAW) Working Group, the Women's Human Rights Working Group (WHRWG), and the Muslim Women's Network (MWN). We also supported the DTI's Gender Expert Group on Trade (GEGT), a DTI funded group, which will be mainstreamed in to DTI in April 2006.

Violence Against Women Working Group

WNC Commissioner Professor Liz Kelly, who is also the Director of London Metropolitan University's Child and Women Abuse Studies Unit, chairs the Violence Against Women (VAW) Working Group. The Directorate work for this group is led by Kristi Gooden and supported by Erin Richardson. The Group meets quarterly and also has four sub-groups: the Sexual Violence Policy Monitoring Sub-group; the Domestic Violence Policy Monitoring Sub-group; the Making the Grade Sub-group; and the End Violence Against Women (EVAW) Coalition Campaign Sub-group. The latter two sub-groups oversee the work programme for the recently formed EVAW Coalition Campaign, a coalition of up to 50 organisations, facilitated by the WNC, Amnesty International UK (AIUK) and the TUC. As follow-on from last year's report *What a Waste. The Case for an Integrated Violence Against Women Strategy*, the WNC, on behalf of the EVAW Coalition Campaign, produced *Making the Grade? An independent analysis of Government initiatives on violence against women*, which is the first in what is to be an annual examination of Government departments' performance in tackling VAW. The report highlighted the lack of coordination between departments and that many do not understand the relevance of VAW to their work. On 23 November 2005, Professor Liz Kelly, on behalf of the EVAW Coalition Campaign, Jill Saward and Julie-Anne Boyle, survivors of sexual violence, and Liz Longhurst, Frank Mullane and Carol Faruqui, relatives of victims of VAW handed *Making the Grade?* into Downing Street, which

formed the official media launch for the ERAW Coalition Campaign. Following this, the Coalition Campaign was launched in Parliament on 29 November 2005. This event was well attended with Vera Baird QC acted as Chair. MPs in attendance were encouraged to sign up to the [Early Day Motion 1038 \(EDM 1038\)](#) sponsored by Mike Penning MP.

The Coalition has also responded to the Governments consultation on the development of the Public Sector Duty to Promote Gender Equality and the ongoing Equalities Review. It is also currently planning for the celebration of the first anniversary of the Campaign, including the development of *Making the Grade? 2006*.

The Sexual Violence Policy Monitoring Sub-group continues to monitor the progress of the Government's Rape Action Plan, the establishment of the Sexual Assault Referral Centre Network and the implementation of the Sexual Offences Act 2004, with the aim of mainstreaming the issue of sexual violence into policy and practice. It has also been instrumental in influencing the development of the recently launched Prostitution Strategy and responded jointly with the WHR Working Group to the Government consultation on Human Trafficking. The Sub-group maintains very effective links with Government officials from a number of departments and statutory bodies, such as the Home Office, Department of Health and the Crown Prosecution Service.

The Domestic Violence Policy Monitoring Sub-group is a relatively new Sub-group that is tasked with monitoring, through engagement with relevant officials, all current Government policy around domestic violence (DV), including the DV Action Plan and forced marriage policy.

International Working Group

WNC Commissioner Mandana Hendessi chairs the International Working Group (IWG). Tahnee Wright's team leads Directorate work for this Group. The IWG was established to bring together the views of women from around the UK on international issues, to lobby on key topics, and to contribute to government policy.

The IWG has responsibility for two ongoing work areas: producing a shadow report to the United Nations on the UK's implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and preparing for the Commission on the Status of Women (CSW) annually.

Women's Human Rights Working Group (WHRWG)

WNC Commissioner Mandana Hendessi chairs the WHRWG, with secretariat support from Tahnee Wright's team. Membership comprises a mixture of activists and experts, representing a diversity of organisations and ethnic and social backgrounds.

The group has engaged with Government on a broad range of issues including a joint response with the VAW Steering Group on a Government trafficking consultation, letters to key Ministers on the Beijing Platform for Action, Millennium Development Goals and development of the Iraqi constitution, as well as a submission to a consultation on development initiated by the Department for International Development.

Commission on the Status of Women (CSW)

The UK was well represented in 2006 at the CSW by Commissioner Mandana Hendessi and Tahnee Wright at the United Nations in New York, with more than 40 NGO participants representing the UK alongside the UK Government delegation. The WNC, as part of the UK Government delegation, provided support and assistance to our Partners within the UK women's lobby in preparation for and throughout the event.

CSW 50 focused on the following themes:

1. Enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work.
2. Equal participation of women and men in decision-making processes at all levels.

In order to develop a written statement for submission to the CSW, the WNC held a consultation event with Partners, focusing primarily on women and decision-making. To see this statement, visit the WNC website – http://www.thewnc.org.uk/wnc_work/csw_2006.html.

In addition to progressing gender equality in the above two areas, other work at the CSW included: a high-level panel discussion on the gender dimensions of international migration; resolutions on (i) the situation of women and girls in Afghanistan, (ii) the situation of and assistance to Palestinian women, and (iii) the future organisation and methods of work of the CSW; and draft resolutions put forward on (i) the release of women and children taken hostage, (ii) women, girls and HIV/AIDS, and (iii) the appointment of a special rapporteur on laws that discriminate against women. Further, the Commission's work plan for the next four years was formally agreed and, in a departure from current practice, it was decided that one theme should be considered each year rather than two. In addition to this one theme, there will be a review of an issue previously addressed to evaluate progress.

The final report of CSW 50, including the text of the agreed conclusions on the two themes and the future multi-year work programme, can be accessed on the UN website – <http://www.un.org/womenwatch/daw/csw/50sess.htm#agreed>

Migration and Asylum

The WNC held a roundtable on migration and asylum in September 2005 to suggest practical recommendations on how the WNC could support and add

value to the activities of the migration and asylum sector, and to identify the issues and gaps in Government policy for women migrants and asylum seekers. The roundtable was well attended with academics, representatives from the sector and Government officials taking part. A number of the participants expressed their desire to continue working with the WNC on these issues.

As a result, the WNC established a Migration and Asylum Group and e-network, chaired by WNC Commissioner Mandana Hendessi, to bring expertise from across different areas of the sector together to form a stronger voice. The group has established its work programme and is currently working on its implementation, and Tahnee Wright's team have led secretariat support.

Gender Expert Group on Trade (GEGT)

The GEGT, chaired by Dr Annette Lawson (former WNC Commissioner), is made up of representatives of women's organisations, development NGOs and trade unions, together with academics and observers from Government departments, all with an interest in gender and trade issues. The Department of Trade and Industry (DTI) established the group in 2003 in conjunction with the WNC, which provides secretariat support to the group. The aim of the GEGT is to ensure that gender is mainstreamed into UK/EU trade policy, and to provide independent and expert advice on gender issues to the DTI as appropriate. Tahnee Wright's team led the secretariat support for the GEGT.

During this year, the GEGT produced a widely circulated position paper, a number of letters to Ministers and Government officials to highlight key issues in policy development, and planning for a roundtable hosted by the Trades Union Congress on core labour standards. The GEGT has been a great success and secretariat support is being transferred in April 2006 to the DTI's core trade functions. This provides an increased opportunity to bring gender issues closer to trade negotiators and decision makers.

Iraqi Women's Internship Programme

WNC Commissioners Mandana Hendessi and Farkhanda Chaudhry spent six months in Iraq in 2003/4, as gender advisers to the Coalition Provisional Authority. Whilst in Iraq, they consulted with a large number of women civil society activists about their capacity-building needs in a nascent democracy such as Iraq. Most, if not all, of the women consulted identified participation in experiential training initiatives outside Iraq as a priority. The Iraqi Women's Internship Programme was developed to respond to this need. The WNC was awarded funding via the British Council (in January 2005) to run a programme for women who represent the diversity of Iraqi regions, faiths, ethnicities, political and social affiliations. The aim of the programme is to capacity-build Iraqi civil society groups to engage more effectively with the decision-making structures in Iraq on issues of gender equality and equity.

The first group of Iraqi interns, who represented the diversity of women's civil society groups in Iraq, arrived in March 2005. The women undertook an 8-week training programme in the UK and Canada. They spent time studying and critically examining the ways in which women in UK and Canada engage with government and considered how these models might be adopted for use in Iraq. On their return to Iraq, the women developed and delivered cascade-training workshops for over 150 Iraqi women and men. Each intern produced a report on the process and outcomes of their cascade training.

The second round of the internship programme commenced on 6th March 2006 benefiting from a more succinct programme of activities and a smaller group of Iraqi women with considerable experience in Iraq's political life and civil society since 2003. The programme of activities revolved around training, one to one meetings with organisations, roundtable discussions, and shadowing. The interns will return to Iraq in early April and are expected to cascade their learning by training at least 25 women each and submit a detailed report of the cascade training by July.

A monitoring meeting at the end of the programme may be held in Amman, Jordan, to enable both groups of participants to discuss with the programme co-ordinator their progress and learning. A programme report is due to be published in late 2006.

Trisha Greenhalgh and Karin Snabb in the WNC Directorate support the Iraqi Women's Internship Programme. We would like to thank the members of the Iraqi Women's Internship Programme Advisory Board for their help and support towards a successful programme.

Advisory Board Members

Baroness Margaret Prosser (Chair)
Baroness Pola Uddin
Dame Audrey Glover
Dr Nada Hakki
Farkhanda Chaudhry

Gregge Madan
Joan Ruddock MP
Lady Anne Greenstock
Mandana Hendessi
Thana Saleh

Muslim Women's Network

At the request of the then Minister for Women, Patricia Hewitt, the WNC has set up this Network to help bring the voice of Muslim women to Government. Farkhanda Chaudhry, also WNC Commissioner for Scotland, chairs the Network, alongside co-chairs Commissioner Mandana Hendessi and Professor Haleh Afshar.

The MWN is a coalition of experts across various fields, ranging from academics, to business professionals and grassroots women's organisations. The Network members extend regionally, across the various ethnic communities that embrace Islam, as well as to more secular groups within the

different communities. Currently the WNC convenes quarterly meetings of the group. The Network began life as a small ad hoc group meeting from time to time with the Minister to act as an unofficial sounding board for a particularly excluded group. The WNC's remit was to build the Network's capacity to engage, particularly by extending its representativeness (for example, regionally, across the various faith communities that embrace Islam, and to reach the more secular groups within the community).

The latest project which the Network has undertaken is to bring forth the voices of Muslim women living throughout the United Kingdom in an effort to inform and set an agenda that expresses their daily needs, preoccupations, and recommendations to different sectors of society. In March 2005, the Network met with the Minister for Women Patricia Hewitt and requested funding to carry out a national listening to women exercise with the aim of mainstreaming Muslim women's issues in policy. Over the last year, five events took place across England, with the Network acting as a steering group. A report is due to be published in summer 2006.

Events, consultations and reports

Involving Women in Wales Seminar

WNC held two seminars in Swansea and Flintshire where the audience was made up of a wide range of women's organisations. During these two seminars, women from around Wales discussed topics ranging from political representation and mainstreaming equalities to violence against women. Both seminars were a useful opportunity to network and learn more about the WNC.

On July 2nd the first seminar was held in Swansea's County Hall where an outstanding panel of speakers made up entirely of women in government at local, Assembly, and UK level showed how far women in Wales have come in terms of political representation. Our WNC Commissioner for Wales, Baroness Gale, chaired the event and Swansea's Lord Mayor opened the meeting.

The Minister for Equalities in Wales, Jane Hutt, Assembly Member (AM), gave an excellent account of the ground breaking work she is undertaking on mainstreaming equalities into all the Assembly's work where they have put in place systematic, ongoing dialogue between the community and government. Val Lloyd, AM for Swansea East, and Sian James, newly elected to Westminster, talked about the barriers they had faced and about their work on behalf of women.

The second seminar was held in partnership with the Wales Women's National Coalition on the 22nd of October at the Flintshire County Hall where Alex Aldridge, the Leader of the Council, kindly hosted the event.

The workshops allowed women to discuss the Commission for Equality and Human Rights as well as the Violence Against Women Strategy. There were various speakers that addressed the attendees amongst them was Jane Hutt,

AM for Vale of Glamorgan, Business Minister (with responsibility for Equality), Sandy Mewies, AM for Delyn, Women's National Commission Director Janet Veitch, and Ann Cox, Chair of the Wales Women's National Coalition.

MWN Listening to Muslim Women Events

The project was launched in September 2005 through a series of wide-ranging national consultations. The purpose was to gather first-hand information on issues and concerns that Muslim women experience in their daily lives around the UK. In order to achieve this, a series of listening exercises across the UK were launched in order to hear the concerns and recommendations from a diverse group of women from all Muslim communities and backgrounds.

The data were gathered in a total of five roadshows in cities across England (Manchester, London, Leicester, Birmingham, and Bradford), where over 200 women from the various Muslim communities participated by expressing their views through listening exercises. In addition, three focus group events were formed to create a secure environment for those women who felt unable to participate in the open events due to the sensitive nature of their concerns. The final outcome of these consultations will be a written report, which will reflect the issues brought up by the women and contain a set of recommendations both for the government and for the various Muslim communities. Through the publication of the report, the MWN will aim to take forward to the appropriate sectors the recommendations made by Muslim women.

Making the Grade? An independent analysis of Government initiatives on violence against women

The VAW working group assigned a sub-group to report on government initiatives relating to violence and the gaps between them. The group were interested in investigating whether there was a strategic framework to underpin the Government's VAW work.

The report took the form of a basic "audit" of each Department of the Government. Each one was sent a letter including twenty questions, in response to which they were asked to provide as much relevant detail as possible. Several Departments sent representatives to meet with WNC representatives in order to discuss the project. The written responses were graded and analysed. The results showed inconsistencies in attitudes and provision of service, with implications for the plight of women facing violence. Six out of the 15 Departments scored 0 points out of 10, according to the 'Making the Grade?' scoring framework. Whilst the Group recognised that this Government had done more than any other on VAW, there was an absence of a strategy that would underpin this work. The highest score was only 3.5. From these findings, the report made a series of recommendations concerning new initiatives that should be explored; systems of planning and monitoring that

should be implemented; and methods of integrating the Departments' work into a cohesive strategic approach.

This report marks the beginning of an annual reporting process, through which the Departments' progress in tackling VAW can be monitored. Work on 'Making the Grade? 2006' has already begun, with a new round of letters sent out to the 15 Departments assessed last year and to the CPS, who volunteered to participate. Following the launch of the End Violence Against Women Coalition, it is likely that they will produce future reports.

WNC and Diversity

The WNC has had an ongoing dialogue with Government, the Equal Opportunities Commission and with the Equalities and Diversity Forum about the Equality Bill, the Commission for Equality and Human Rights (CEHR) and the Gender Duty.

The Equality Act

The Equality Act gained Royal Assent on 20th February. Meg Munn, Deputy Minister for Women and Equality said 'The Equality Act marks a transformation in the way modern Britain tackles discrimination'.

On behalf of Partners, the WNC wrote to Alan Johnson, the then Secretary of State responsible for Equalities, welcoming the Bill and the forthcoming Gender Duty but also expressing concern about some of its contents and the vision for the CEHR. Concerns centred on:

- Hierarchy of inequality – through extensive consultations with women's organisations, WNC identified widespread support for the principle that in bringing together existing equality Commissions into a single body, all groups should be treated equally. Partners felt that it should not be the case where some parts of the community should command more priority than the others.
- Adequacy of resources - there is a concern that there will not be enough money to do a proper job. Moreover, any hierarchy of equality may drive allocation of resources in an unequal way.
- Intersectionality – there was concern from the sector that the CEHR will be unable to address intersectional issues.
- CRE involvement - responsibility for race matters will be transferred from the Commission for Racial Equality in 2009, not in 2007 like the other Commissions.
- Establishment of a Disability Committee – there is provision in the Equality Act for a Committee on the CEHR, which will be reviewed after five years.
- Structure – what mechanisms need to be put in place for dialogue and influencing the new CEHR for WNC and partners.

The Gender Duty

The WNC consultation response endorsed the EOC response, highlighting specific areas around: the need for public authorities to take action within specific timescales to meet their gender equality goals; take action to enforce policies on equal pay and education; eliminating unlawful discrimination and promoting equal opportunities between transsexuals and people generally; ensuring consistency and clarity on the provision of single-sex services; and the need for inspectorates to be required by the duty to build gender into every inspection framework.

The WNC Violence Against Women Group also submitted its own violence-specific response arguing that the equalities agenda must recognise that unchecked violence against women undermines women's equality.

Conclusion

Last year was an extremely productive and important year within the WNC. Amongst the WNC Groups' most important projects are two which should be highlighted due to the precedent which they have set for the future: *Making the Grade* report, and the Muslim Women's Network consultation process. Both of these projects were innovative and fresh and will serve as examples of good practice for years to come. Next year some of our Commissioners will be moving on to pastures new and we shall be welcoming new women who will be part of our team. The biannual All Partners Conference will take place in December 2006.

WNC Partner Organisations

4Children
Abortion Rights
Active Learning Centre
Adept Community Development Agency
African Women's Council/African Families Federation
African Women's Welfare Association
Age Concern England
Age Concern Scotland
Airwaves - Communication Channel for RAF Families
Alliance for Health Professionals
AMICUS
Amnesty International
Arab International Women's Forum
Army Families Federation
Asian Women of Achievement Awards
Asian Women's Counselling Service, The (TAWCS)
Associated Country Women of the World
Association for Improvements in the Maternity Services (AIMS)
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 Solicitors
Balliol Women's Society
BAWSO Ltd
Bedford Centre for the History of Women
BETI (Birmingham Empowerment Training Initiative)
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 Pregnancy Advisory Service (BPAS)
Brook
Bryson House
BTCV
Business and Professional Women UK Ltd
Business and Professional Women UK Ltd NI Division
Campaign to End Rape and Truth About Rape
Carers UK

Catholic Women's League
CHASTE UK
Children in Scotland
Church Army Women's Day Centre
Church of Scotland Guild
Churches Together in Britain and Ireland
City Women's Network
Commonwealth Countries' League
Communication Workers Union Women's Advisory Committee
Community of Women and Men in the United Reformed Church
Community Practitioners and Health Visitors Association
Community Transport Association Ltd
CONNECT
Co-operative Women's Guild
Co-ordinated Response and Advocacy Resource Group
Corona Worldwide
Cruse Bereavement Care
Cullyhanna Women's Group
Daycare Trust
Department for Transport
Derby Women's Centre
Derry Well Woman
Educational Institute of Scotland (EIS)
ENGENDER
Equal Opportunities Commission
Equality Commission for Northern Ireland
EQUINOXCARE
European Union of Women – British Section
Every Woman Ltd
Fair Play Partnership
Family and Youth Concern
Family Education Trust
Family Mediation Scotland
Family Planning Association
Family Planning Association (N Ireland)
FATIMA Women's Network
Fawcett Society
Federation of Women's Institutes of NI
Feminist Library and Information Centre
Footprints (UK)
FORWARD
Foundation for the Study of Infant Deaths
Foundation for Women's Art
Freechurch Women's Forum
Full Time Mothers
Fundango (UK) Ltd
Genuine Empowerment of Mothers in Society
GFS Platform for Young Women
Gingerbread
Girlguiding UK
Girl's Brigade England and Wales, The

Global Consultant on Public Health
GMB Britains General Union
Greenwich Chief Executives Social Inclusion and Justice Division
Hillcroft College
Hope Medical Enterprises
Housing For Women
Hull Women's Centre
Infertility Network UK
Institute of Chartered Accountants-Workplace 21st Century
Institute of Consumer Sciences
Institute of Our Lady of Mercy
International Council of Jewish Women
Irish Congress of Trade Unions - Women's Committee
Junior League of London
Kurdish Women's Rights Watch Ltd
Labour Party
League of Jewish Women
Lesbian Line North Wales
LGB Forum Cymru/Stonewall
Lilith Project, Eaves Housing for Women
London Borough of Islington Women's Equality Unit
Maternity Alliance
Medical Women's Federation
Men, Women and God
Merched y Wawr
Methodist Women in Ireland
Milton Keynes Women & Work Group
Mothers' Union
Multi Cultural Resource Centre
Muslim Women's Helpline
National Alliance of Women's Organisations (NAWO)
National Assembly of Women
National Association of Head Teachers
National Association of Widows
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 of Women of Great Britain
National Endometriosis Society
National Federation of Women's Institutes
National Federation of Women's Institutes Wales
National Women's Register (NWR)
NETWORK
Nexus Institute
North East Ecumenical Women's Group
North London Cooperative Party Council
Northern Ireland Childminding Association
Northern Ireland Women's Aid Federation (NIWAF)
Northern Ireland Women's European Platform

NU-U
One Parent Families
One Parent Families Scotland
One Plus: One Parent Families
Opportunity Now
Overseas Women's Club
Oxfam
Parentline Plus
Pennell Initiative for Women's Health
PINK Parents UK
Policy Adviser on Women to the Mayor of London
Pre-School Learning Alliance
PROBUS Women's Housing Society Ltd
Professional Coaching and Development Consultancy
Prowess Ltd
Public and Commercial Services Union
Queens University Student's Union (QUBSU)
Rainbow
Rape Crisis and Sexual Abuse Centre (NI)
Refugee Action
Refugee Council
Relate
Relatives and Residents Association
Rights of Women
Royal College of Midwives
Royal College of Nursing
Royal College of Surgeons of England
Royal Society of Chemistry - Women Members Network
Sahara Communities Abroad (SACOMA)
Salvation Army
Scottish Baptist Women's Fellowship
Scottish Council for Voluntary Organisations (SCVO)
Scottish Human Rights Centre
Scottish National Party - Women's Forum
Scottish Trades Union Congress, Women's Committee
Scottish Women's Aid
Scottish Women's Convention
Scottish Women's Rural Institutes
SERTUC Women's Rights Committee
SIA
Single Parent Action Network
Sizanani Africa
Soroptimist International of Great Britain and Ireland
South Essex Rape and Incest Crisis Centre
SOVA Women Into Work
Stakeholder Forum for our Common Future
Standing Together Against Domestic Violence
Stonewall
Suzy Lamplugh Trust
The Miscarriage Association
The National Group on Homeworking

The Princes Trust
The Royal British Legion Women's Section
The Women's Arts Association
Threshold Women and Mental Health Initiative
Townswomen
Trades Union Congress (Women's Committee)
Training for Women Network
Training Opportunities
Transport and General Workers' Union
TULIP GROUP
UK Sport
UNIFEM UK
UNIFI (Glasgow)
Union Of Catholic Mothers, The
UNISON
United Nations Association (UK)
University Women's Club
Violence Against Women Research Group, University of Bristol
WAITS (Women Acting in Today's Society)
Wales Assembly of Women
Wales Women's National Coalition
WAND (Women's Association for African Networking and Development)
WATCH (What About the Children)
WEETU
Welsh Labour Women's Committee
Welsh Women's Aid
West Midlands Women's Regional Network
West Rhyl Young People's Project
Widows for Peace Through Democracy
Windsor Women's Centre
WIZO.UK
WOMANKIND Worldwide
Women and Health
Women Connect
Women in Architecture
Women in Banking and Finance
Women in Film and Television
Women in Music
Women in Physics Group
Women Into Business
Women into Computing
Women Liberal Democrats (WLD)
Women Living Under Muslim Laws
Women Returners Network (WRN)
Women Welcome Women World Wide
Women's Aid Federation England
Women's Business Network (North West)
Women's Co-ordinating Group for Churches Together in England
Women's Design Service
Women's Engineering Society (WES)
Women's Environmental Network (WEN)

Women's Forum Northern Ireland
Women's Health
Women's Health Concern Ltd (WHC)
Women's Health Network
Women's International League of Peace and Freedom (WILPF)
Women's Network of the Methodist Church
Women's Opportunities Unit
Women's Resource Centre (WRC)
Women's Royal Voluntary Service (WRVS)
Women's Technology and Education Centre
Workers' Educational Association
Working Families
World Association of Girl Guides and Girl Scouts
World Federation of Methodist and Uniting Church Women
Youthvoice Worldwide
YWCA England and Wales
Zonta International