

▶ ANNUAL REPORT 2022

CELEBRATING PROGRESS, CHARTING THE FUTURE



Photo Credit: Ketaki V. Nagaraju

TABLE OF CONTENTS

02	Letter from the ICRW Board Chair
05	The Launch of Rebuild: A Cross-Office Collaboration
06	ICRW Asia
08	ICRW Africa
10	Advocacy
12	Advisors
14	ICRW in the News
15	Awards
16	Executive and Senior Staff
16	Partners and Donors
20	Financials

LETTER FROM THE ICRW BOARD CHAIR

The [2021 Generation Equality Forum report](#) underscores a sobering reality: at the current rate of progress on policies, laws, financing, and programs, over 2.1 billion women and girls will reside in nations falling short of key gender equality targets by 2030. Shockingly, not a single country is projected to achieve all of these benchmarks. Furthermore, the report estimates that it will take a daunting 135.6 years before women attain pay or leadership equity with men.

The impact of the pandemic exacerbated existing gender disparities, as many women took on additional unpaid domestic and care responsibilities, hindering their pursuit of other opportunities. In the informal economy, 740 million women saw their income drop by 60%. The alarming surge in domestic violence prompted the UN Secretary General to issue a warning about a “shadow pandemic.”

Amid these challenges, 2022 witnessed notable strides for gender equality. Colombia and Chile took measures to protect abortion rights, and Justice Ketanji Brown Jackson made history as the first Black woman to be sworn into the United States Supreme Court. USAID unveiled the “Gender-Responsive Climate Action” plan at COP27, while the Beijing Olympics achieved a groundbreaking 45% representation of women among athletes. Women across the world mobilized for the “Women, Life, Freedom” movement in the wake of the death of 22-year-old Iranian Mahsa Amini and collectively shined a light on the rights of women and girls in Iran and throughout the Middle East.

In recognizing this progress, we find reason for hope. In 2022, our team conducted research to protect the rights of informal workers in India, Kenya, and Uganda, produced insights on barriers to family planning in India, and identified pathways for displaced women and girls in Nigeria and Uganda to access sexual and reproductive services and tools to prevent gender-based violence. Through our research, advocacy, and programs, we aim to transform the care economy, enhance and enable safe and equitable work conditions, protect women’s agency over their bodies, and challenge gender norms. We advocate for action-oriented research as the linchpin for gender equity solutions and believe data are instrumental in shaping gender-responsive laws, policies, and accountability mechanisms.

In 2022, ICRW introduced our vision for the Gender Centers of Excellence, a transformational shift toward local identification of development challenges and their solutions, that will empower local researchers, activists, and practitioners, build inclusive ecosystems and shift power dynamics to those closest to the challenges.

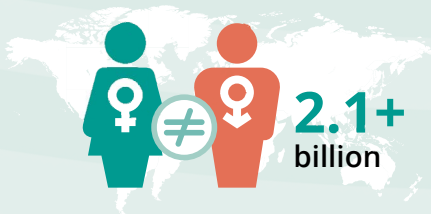
Our commitment extends to transitioning from a traditional nonprofit structure to a network system prioritizing countries in the Global South. This shift enables us to better serve women, girls, and structurally excluded populations, ensuring that community-driven research shapes global policies on gender.

As we continue this transition in the years to come, we express gratitude to our partners, supporters, and colleagues worldwide for standing by us.

We look forward to our continued collaboration.

Tara Abrahams
ICRW Board Chair

The Challenges



Over 2.1 billion women and girls will reside in nations falling short of key gender equality targets by 2030. Shockingly, not a single country is projected to achieve all of these benchmarks. Furthermore, the report estimates that it will take a daunting 135.6 years before women attain pay or leadership equity with men.



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Reasons for Hope



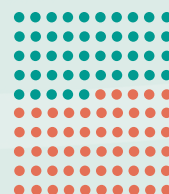
**First Black woman
to be sworn
into the United States
Supreme Court.**

**Colombia and Chile
took measures to
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Colombia and Chile took measures to protect abortion rights, and Justice Ketanji Brown Jackson made history as the first Black woman to be sworn into the United States Supreme Court.

**Gender-Responsive
Climate Action plan
at COP27**



45%
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of women
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USAID unveiled the “Gender-Responsive Climate Action” plan at COP27, while the Beijing Olympics achieved a groundbreaking 45% representation of women among athletes.



We advocate for action-oriented research as the linchpin for gender equity solutions and believe data are instrumental in shaping gender-responsive laws, policies, and accountability mechanisms.

Tara Abrahams, ICRW Board Chair

Photo Credit: Jonathan Torgovnik / Getty Images / Images of Empowerment

THE LAUNCH OF REBUILD: A CROSS-OFFICE COLLABORATION

REBUILD: COVID-19 & Women in the Informal Economy in Kenya, Uganda & India

In 2020, ICRW undertook a policy [research study](#) in three countries (Kenya, India and Uganda) to understand the impact of the national policy responses to the COVID-19 on women workers employed in the urban informal sectors. The study examined the socio-economic and health effects of the policy responses to the COVID-19 pandemic on informal women workers (IWWs), particularly street vendors and domestic workers, and how these interacted with pre-existing vulnerabilities to affect domestic burdens, livelihoods and access to services and social protection measures. ICRW aimed to highlight the specific challenges faced by IWWs and amplify their needs and experiences on the national and global stage, advocate for the recognition and inclusion of these workers in policy frameworks and processes, and to produce a series of globally relevant recommendations for policy makers to most effectively reach and support IWWs, especially in times of crisis. The study was concluded in 2023.

“Incorporating experiences and voices of informal women workers in the design of a responsive and effective social protection mechanism is necessary to rebuild resilient and sustainable communities and economy.”

*Pranita Achyut, Director of Research and Programs,
ICRW Asia*


“ICRW conducted a study on the impact of the COVID-19 pandemic on the informal economy in Uganda which recommended shifts in social protection. The Ministry heard you and is utilizing insights from the study in drafting a comprehensive strategy for the implementation of the 2015 Social Protection Policy.”

*Onzoma Apollo, Assistant Commissioner, Labour and
Industrial Relations – Ministry of Gender, Labour and
Social Development, Uganda*

Testing and Scaling Approaches and Interventions to Support Gender Transformative Work with the National Rural Livelihoods Mission

ICRW was the research and knowledge partner in the Gender Justice Program (GJP), a pilot project to integrate gender within the existing systems and structures of the Madhya Pradesh State Rural Livelihoods Mission (MPSRLM) – a state unit under the NRLM, which is one of the largest microfinance-based government programs for financial inclusion and livelihoods for rural women. Through this initiative, GJP aimed to advance rural women's agency and improve their access to rights and entitlements. The project partners included ANANDI, IWWAGE and BMGF.

The research sought to understand the strategies and pathways of change necessary to integrate gender across different levels. This includes engendering systems through gender-responsive policies and trainings, transforming the spaces of



“ The GJP research has successfully demonstrated the role holistic and multi-level programming can play in strengthening women's collective spaces, creating strong institutions, helping women claim their rights and entitlements, and shifting gender norms and power relations. Samta Sakhis (women community leaders) have been the backbone of this project, steering change in their own lives and encouraging other women to fight for their rights.”

Radhika Uppal, Technical Specialist- Gender, ICRW Asia



SHG federations into platforms that raise, represent and address gender issues of rural women, and building a cadre of women community leaders (Samta Sakhis).

ICRW first conducted formative research to understand the gender responsiveness of the MPSRLM at the systems, staff, and community institutions level at the start of the Gender Justice Program. This was followed by extensive research to study the strategies, processes, and outcomes of the program which effectively empowered rural women to challenge gender norms and claim their rights and entitlements. This included analysis at three levels: systems, community institutions, and women community leaders. ICRW developed a proof of concept, process documentation report, and case studies report after this research phase.

Family Planning: Measurement, Learning and Evaluation

As part of a consortium established to provide evidence on efforts to improve family planning in India, [ICRW led the work](#) to synthesize evidence on factors affecting the demand for family planning services. This included analysis of current programs, literature and policy reviews, as well as primary research using social network analysis approach

to unpack the role of key influencers in addressing barriers for contraceptives among young and low parity women and couples. Additionally, ICRW contributed to survey design, tool development, data analysis, and evidence use, and provided technical inputs on family planning, men, masculinities, and gender indicators.

“The project utilized an innovative methodology to unpack the social network of young and low parity women and pathways of influence in shaping decisions and choices around family planning and uptake of contraceptives. The project provided insightful learnings for engaging with the circle of influencers of young women to address demand-side barriers.”

Abhishek Gautam, Associate Director – Gender & Health, ICRW Asia




ICRW AFRICA

Improving Sexual and Reproductive Health and Rights Outcomes among Young Refugee Women and Girls in Nigeria and Uganda

In 2022, ICRW conducted [a study](#) in partnership with Action Health Incorporated, Nigeria, and the Uganda Red Cross Society, on the needs and experiences of displaced women and girls in both countries with respect to sexual and reproductive health (SRH) and gender-based violence. Study findings indicated low contraception uptake, particularly in Nigeria, where only 9 percent of the surveyed young women used a family planning method. In both countries, only about one-third of women in the study sites used SRH services, largely for pregnancy-related care.

The removal of barriers to SRH service use, gender norms training, SRH and rights education and service awareness creation, and the reduction of stigma associated with SRH care-seeking were critical to shifting SRH outcomes in humanitarian settings in Nigeria and Uganda.

Following the research, partners initiated campaigns to raise awareness of SRH rights and gender-based violence services. In Nigeria, for example, evidence from the study informed changes in SRH service delivery in Muna El Badawe internally displaced person's camp, including the training of providers on youth-friendly SRH services.



“ICRW fills a critical gap within the ecosystem of generating credible gender-related evidence with scientific rigor, contextual wisdom, and global connectivity, a testament to the transformative power of partnerships in meeting the identified needs of diverse actors on the ground.”

Blandina Bobson, Director Programmes – Oxfam Kenya


Positive Masculinity Programs, Gender Attitudes and Practices, and Health Behaviors among Men and Boys in Poor Urban Settlements in the Democratic Republic of Congo, Nigeria, and Rwanda

An increasingly popular approach to improving women's sexual and reproductive health outcomes in Africa is to target men and boys with positive masculinity interventions. ICRW, in partnership with University of Nigeria, Nsukka, University of Kinshasa, DRC, and RUWAMREC, Rwanda, conducted a study in poor urban informal settlements in Nigeria, the DRC, and Rwanda to understand the implementation of positive masculinity programs and how well they are delivering their anticipated impact.

[Study findings](#) indicate that participation in positive masculinity programs is not consistently associated with favorable gender or health attitudes, beliefs, or behaviors among men. For instance, while men's participation reduced their likelihood of

agreeing with derogatory statements about same-sex sexuality, it was also associated with their perpetration of intimate partner violence in the last year. Overall, the findings show the limited impact of positive masculinity interventions across Africa, and the urgent need to enhance the capacity of organizations implementing these programs.

Evidence from the study is informing the reorganization of positive masculinity programs in all study countries. For example, in Rwanda, RUWAMREC has adapted the delivery of positive masculinity efforts based on study findings, and in Nigeria the study is motivating positive masculinity program restructuring in poor areas of the city of Enugu.



“As a member of Generation Equality Forum (GEF) National Steering Committee, ICRW worked with partners and stakeholders in 2022 to amplify the role of the transformative GEF commitment to ending ALL FORMS of gender-based violence in Kenya. ICRW collaborated with other civil society organisations on actions needed to operationalize the commitments to ACTION”

Catherine Nyambura, Member - Generation Equality Forum

ADVOCACY

In 2022, we expanded our coalitions and networks, and advocated for strengthened accountability in international and multilateral policy forums. We remain a valued thought leader and partner promoting women's economic empowerment, as well as expanding the evidence base to strengthen commitments to gender equality and feminist foreign policy in multilateral fora, such as the United Nations, the G7 and G20, the World Bank, and the Organization for Economic Co-operation and Development.

Our research and policy evaluations focused on the implications of overturning *Roe v. Wade* for US foreign policy; Generation Equality Forum commitments to economic justice; feminist foreign policy in the United States; official development assistance commitments from countries with a feminist foreign policy; and commitments to gender equality in the United Nations.

Highlights



Women's Economic Empowerment

We convened an unofficial side event to the United Nations General Assembly focused on creating sustainable and inclusive economies through care investments in social and physical infrastructure



Feminist Foreign Policy US Scorecard

We published an evaluation of the administration's efforts to advance our core goals of gender equality, human rights, bodily autonomy, environmental integrity, and peace.



Feminist UN Report Card Launch

We issued our fifth annual report card, grading UN Secretary-General António Guterres on his progress toward our recommendations for a more feminist UN system.



Feminist Foreign Policy Pocantico

We hosted the first in-person gathering of leaders of the Global Partner Network for Feminist Foreign Policy to take stock of new developments and headwinds in this emerging field.



Funding for Gender Equality

We published an analysis of official development assistance commitments to gender equality from countries with a feminist foreign or development policy.



Photo Credit: Jonathan Torgovnik / Getty Images / Images of Empowerment

ADVISORS

ICRW Advisors, the private sector consulting arm of ICRW, continued to expand its gender equity engagement work with existing and new private sector partners.

ICRW Advisors continues to be a valued technical gender expert for corporate clients interested in expanding their gender equity strategies, improving their gender equity capabilities within their business operations and supply chain, understanding mental health for women in factories, and thinking through novel approaches to understanding the intersection of gender equity and human rights due diligence.

Highlights



Improving Women Farmer's Resilience in Agricultural Supply Chains:

ICRW remains the trusted gender equity technical assistance provider for the ongoing USAID/PepsiCo-funded Global Development Alliance, generating evidence on the business case for investing in women in different procurement models within PepsiCo's global potato and plantain supply chains.



Addressing Everyday Sexism in South Africa:

We worked with Lux, one of Unilever's purpose-driven brands, to help refine the program materials developed by its implementing partner, Sonke Gender Justice, on addressing everyday sexism in South Africa and to provide input into Sonke's monitoring and measurement approach.



Launch of the Gender Equity Worker Engagement Group Partnership:

We launched the Gender Equity Worker Engagement Group partnership among leading brands including Amazon, Nike, Primark, PUMA, and Ralph Lauren to work toward improving the working conditions for women across global supply chains. As the partnership's convener and primary advisory, ICRW helped brands co-finance the creation of holistic worker voice and employee engagement tools to help address the challenges women face across supply chains and advancing their well-being.



Photo Credit: Paula Bronstein / Getty Images / Images of Empowerment

ICRW IN THE NEWS



THE TIMES OF INDIA

Biden may nominate Indian American as ambassador at large for women's issues

November 18, 2021



THE WIRE

Violence Against Wives Is Rampant. Just Removing Marital Rape Exception Won't Fix That

February 02, 2022



THE NATION

Reproductive health: Institutional misogyny is a threat to reproductive justice everywhere

September 27, 2022



THE STANDARD

How retooling is lifting women to break glass-ceiling in tough job market

July 31, 2022



THE NATION

Evelyne Opondo, International Centre for Research on Women on family planning agenda - YouTube

November 16, 2022



THE STAR

OPONDO: Invest in GBV research and innovation

December 07, 2022

AWARDS

Paula Kantor

Dr. Wunpini Fatimata Mohammed was named winner of the 2022 Paula Kantor Award. The award was created to honor Paula Kantor, a former ICRW researcher who was killed in 2015 while working in Afghanistan.

Dr. Mohammed's research examines the way that media represents and shapes the lived experiences of marginalized people (women, LGBTQIA+ people, those from marginalized ethnic groups, etc.). She explores ways to use media for social change through political and feminist organizing, as a tool to affirm marginalized communities, and as a tool of resistance in the face of imperialism and colonization.

She is an assistant professor of global media at the University of Georgia in the United States. Born and raised in Tamale, Ghana, Dr. Mohammed completed her PhD in Mass Communications with a minor in Women's, Gender, and Sexuality Studies and an African Studies concentration at the Bellisario College of Communications at Pennsylvania State University.

Champions for Change

ICRW's Champions for Change Awards recognize people who demonstrate remarkable leadership in promoting the rights and well-being of women, girls, and gender and sexual minorities. In 2022, ICRW honored **Shabana Basij-Rasikh**, who co-founded the School of Leadership Afghanistan, the country's first and only boarding school for girls; **Darren Walker**, President of the Ford Foundation; and **Samantha Power**, USAID Administrator and previous US Ambassador to the United Nations.

Mariam K. Chamberlain

Dr. Mariam K. Chamberlain was the founding president of the National Council for Research on Women, which merged with ICRW in September 2016. Dr. Chamberlain was a true visionary whose contributions to the feminist and social justice movements can be seen across the world by generations of women. **Atyeh Ashtari**, an Urban and Regional Planning PhD candidate at the University of Illinois at Urbana-Champaign, received the 2022 award for her work exploring how the social and solidarity economy in Iran is shaped by intersectional feminism, including the crucial role of care in driving positive change.

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ICRW Asia

Ravi Verma

Regional Director, Asia

PARTNERS AND DONORS

Amazon

American Jewish World
Service (AJWS)

Amplify Girls

Apnalaya

Asian Development Bank

Badlao Foundation

Bill & Melinda Gates Foundation

Breakthrough India

Camber Collective

Cartier Philanthropy

CIFF (Children's Investment Fund
Foundation)

Compton Foundation

Contact Base

CORO India

CVD-Mali

David & Lucile Packard
Foundation

Doosra Dashak

Dutch Ministry of Foreign Affairs

Educate Girls

Echidna Giving

Equipundo

FCDO (former DFID)

FINCA

Ford Foundation

Foreign & Commonwealth Office

GAP

Gavi

Global Affairs Canada

Global Health 50 50

Hand in Hand International

Heifer International

IDRC (International Development
Research Centre, Canada)

ideas42

IKEA Foundation

Inclusive Development
International (IDI)

Inditex

Institute for Community
Research (ICR)

Institute for Fiscal Studies

Inter-American Development
Bank (IDB)

Jatan Sansthan	Pathfinder International	The David and Lucile Packard Foundation
Jhpiego	Plan International	U.S. Dept. Health & Human Services
MAC AIDS Fund	Population Services International (PSI)	UNICEF
MacArthur Foundation	Puma	UNESCO
Manjari	Ralph Lauren	United Nations Foundation
MASUM	Rohini Nilekani Philanthropies	Unilever
Mastercard Foundation	Rockefeller Philanthropy Advisors	University of Connecticut
MenEngage	The Royal Netherlands Embassy – Uganda	USAID
Meta	Sahyogini	WEDO
National Association of Street Vendors of India (NASVI)	Sambodhi	William & Flora Hewlett Foundation
Nike Foundation	SATHEE	Women for Women International
NORC at the University of Chicago	Shell Foundation	WomenLift
Oak Foundation	Society for Women's Action and Training Initiative (Swati)	World Bank
Open Society Foundations	Target, Inc.	WRA India

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President and CEO
UAE Independent Climate
Change Accelerator (UICCA)

Susan Berresford

Former President
Ford Foundation

Winnie Byanyima

Executive Director
UNAIDS

FINANCIALS

International Center for Research on Women

September 30, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Grants, contracts and contributions			
U.S. Government	656,915	-	656,915
Foundation and other	1,149,216	7,343,307	8,492,523
Investment Income	105,564	-	105,564
Program service fees	1,539,110	-	1,539,110
Gain on expired grants and contracts	20,431		20,431
Net assets released from restrictions	8,161,216	(8,161,216)	-
TOTAL REVENUE AND SUPPORT	11,632,452	(817,909)	10,814,543
EXPENSES			
Program Services			
Research and Programs	2,416,730	-	2,416,730
Policy Advocacy	2,142,573	-	2,142,573
Asia Regional Office	2,407,389	-	2,407,389
Africa Regional Office	1,303,714		1,303,714
General Activities	812,398	-	812,398
Total program services	9,082,804	-	9,082,804
Supporting Services			
General and Administrative	2,912,494	-	2,912,494
Fundraising	198,423	-	198,423
Total supporting services	3,110,917	-	3,110,917
TOTAL EXPENSES	12,193,721	-	12,193,721
Changes in net assets before other items	(561,269)	(817,90)	(1,379,178)
OTHER ITEMS			
Unrealized appreciation on investments	(628,833)	-	(628,833)
Transfers	-	-	-
	(628,833)	-	(628,833)
CHANGE IN NET ASSETS	(1,190,102)	(817,909)	(2,008,011)
NET ASSETS			
Beginning of year	3,394,839	4,429,802	7,824,641
END OF YEAR	2,204,737	3,611,893	5,816,630

International Center for Research on Women

September 30, 2022

2022

CURRENT ASSETS

Cash	979,175
Investments	5,411,618
Accounts receivable	42,733
Federal and non-federal contracts receivable	603,020
Grants receivable	14,529
Advances	3,638
Prepaid expenses	241,666

TOTAL CURRENT ASSETS	7,296,379
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FURNITURE, EQUIPMENT AND LEASEHOLD IMPROVEMENTS, NET

662,680

OTHER ASSETS

Security Deposits	137,424
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TOTAL ASSETS	8,096,483
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CURRENT LIABILITIES

Accounts payable	341,179
Accrued payroll and leave payable	459,433
Deferred revenue	254,621
Deferred rent and deferred lease incentive	198,143

TOTAL CURRENT LIABILITIES	1,253,376
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LONG-TERM LIABILITIES

Deferred rent	1,026,477
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TOTAL LONG-TERM LIABILITIES	1,026,477
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TOTAL LIABILITIES	2,279,853
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NET ASSETS

Unrestricted net assets	75,070
Board Designated	2,129,667

TOTAL UNRESTRICTED	2,204,737
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Temporarily restricted net assets	3,611,893
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TOTAL NET ASSETS	5,816,630
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TOTAL LIABILITIES AND NET ASSETS	8,096,483
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