

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

England & Wales · Charity number 1143510

Details

Other names WIEGO LTD

Status Registered

Legal form Charitable company

Company number [06273538](#)

Registered 2011-08-23

Register [View on the Charity Commission register](#)

Contact

Address 521 Royal Exchange
Manchester
M2 7EN

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Website WWW.WIEGO.ORG

Activities

Objects: 3. The Company's objects are to relieve poverty: in particular the poverty of the working poor in informal employment caused by low earnings, high risks, and adverse working environments and conditions associated with informal employment worldwide (including non-standard or unprotected employment for formal firms); a) By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions of workers in informal employment, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of workers in informal employment; b) By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of workers in informal employment; c) By helping organizations of the working poor to address the poverty of their members.

Activities: WIEGO pursues its objects by helping to build networks of informal worker organizations; undertaking policy analysis, statistical research and data analysis on the informal economy; providing policy

advice and convening policy dialogues on the informal economy; and documenting and disseminating good practice in support of the informal workforce especially women.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

• **Area of benefit:** UNDEFINED

- Argentina
- Belgium
- Brazil
- Canada
- Chile
- China
- Colombia
- France
- Germany
- Ghana
- India
- Indonesia
- Ireland
- Italy
- Kenya
- Liberia
- Malawi
- Malaysia
- Mauritius
- Mexico
- Netherlands
- Nicaragua
- Peru
- Senegal
- South Africa
- Spain
- Sweden
- Switzerland
- Thailand
- Uganda
- United States
- Uruguay
- Zimbabwe

- Manchester City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,991,814	£12,449,190	£11,931,227	10
2024-03-31	£5,662,520	£11,965,357	£17,782,251	10
2023-03-31	£11,673,594	£10,669,208	£24,653,431	11
2022-03-31	£25,233,228	£7,840,372	£22,212,744	8
2021-03-31	£8,379,658	£5,363,310	£4,594,637	8

Trustees

Name	Role	Appointed
Mirai Chatterjee	Chair	2019-11-03
DEBRA MARIE DAVIS		2011-08-23
Dr LIN LEAN LIM		2011-08-24
Dr Martha Chen		2022-11-15
Dr Simel Esim		2022-11-15
Juana del Carmen Britez		2022-11-15
Julie-Anne Michele Melanie Duchatel		2023-01-31
Lorraine Sibanda		2022-11-15
Poonsap Suanmuang Tulaphan		2022-11-15
Professor Imraan Abdul Kader Valodia		2023-01-31

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England & Wales - Charity number 1143510

Accounts

Company Registration No: 06273538

Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

FINANCIAL STATEMENTS

(COMPANY LIMITED BY GUARANTEE)

For the year ended 31 March 2025

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2025**

Name:	Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited
Charity Registration No:	1143510
Company Registration No:	06273538
Principal and Registered Address	521 Royal Exchange Manchester M2 7EN United Kingdom
Telephone:	0161 819 1200
Website:	www.wiego.org
Names of Current Directors	Mirai Chatterjee (Chair) Debra Davis (Treasurer) Lorraine Sibanda Lin Lim Lean Carmen Britez Poonsap Tulaphan Martha Chen Uma Rani Simel Esim Julie Duchatel Imraan Valodia
The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.	
Chief Executive Officer (known as International Co-ordinator)	Sally Roever (1 st April 2024 – 31 st December 2024) Laura Alfes (1 st January 2025 - 31 st March 2025)
Company Secretary	Bertha Isidore
Bankers	Santander UK Bank plc 2 Triton Square Regent's Place London NW1 3AN

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LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2025**

Auditors

Crowe U.K. LLP
St George's House
56 Peter Street
Manchester
M2 3NQ

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever/Laura Alfes
Rachel Moussie
Kendra Hughes
Bertha Isidore
Mike Davice Bird
Jane Barrett
Allison Corkery
Laura Alfes
Caroline Skinner
Francoise Carré

International Co-ordinator
Director of Programmes
Communications Director
Finance Director
Operations Director
Programme Director, Organization & Representation
Programme Director, Law
Programme Director, Social Protection
Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Rachel Moussie
Bertha Isidore
Henrial Yaidoo
Carol Clayman
Mike Davice Bird
Niki Quinn

Director of Programmes
Finance Director/ Company Secretary
Financial Controller
Executive Assistant to International Coordinator
Operations Director
HR Manager

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

Directors' Report March 31, 2025

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2025.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 06273538). The Directors, officers and advisors of the organisation during 2024-25 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the General Assembly in November 2022 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK. As at the end of the financial year, fifteen institutional funders provided financial support for WIEGO including \$2.9 million from the Swedish International Development Cooperation Agency (Sida) and \$3.9 million from the William and Flora Hewlett Foundation. WIEGO also received grants from Schwab Charitable International Development Centre (Echidna), International Development Research Centre (IDRC), International Labour Organization (ILO), Comic Relief, Wellspring Philanthropic Fund, Stiftung Auxilium (Porticus), Institute of Development Studies (IDS), Co-Impact, The Tides Foundation (Zoom Cares Fund), Health Care Without Harm, TearFund, University of Sheffield, and The PEW Charitable Trust.

Governance

WIEGO is governed by an 11-person Board of Directors. The Directors are Members of the Company and also trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's objects. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically or virtually.

The Board was re-constituted during the four-yearly General Assembly that was held in Mexico City in November 2022. A motion to change WIEGO's Articles of Association (our governing constitution) was passed, increasing the number of representatives of the membership-based organizations (MBO) constituency on the WIEGO Board from three to four in order to allow more representation of this constituency on our governing body, and also changing references in the articles from workers in "the informal economy" to workers "in informal employment".

Apart from the four representatives of MBOs of workers in informal employment (one of whom serves as the Chair), WIEGO's Board of Directors is also comprised of two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board re-elected Mirai Chatterjee as its Chair, and co-opted Debra Davis to continue in the role of Treasurer. The other co-opted members of the out-going Board were Elizabeth Tang and Patrick Ndlovu who both stepped down with the change of the Board.

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Three of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at the November 2022 General Assembly, and three new Directors were appointed. Three other members were co-opted by the Board thereafter, and four members have stepped down.

The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years, and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics, and Law) are each led by a Programme Director. Reports are received from the Director of Programmes by the International Coordinator and the Management Committee, together with reports from the Finance Director/Company Secretary, Communications Director, Regional Advisors, the Research Coordinator, and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of seven members, including four Directors, the Director of Programmes, the Finance Director who also serves as the Company Secretary, and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Finance Director/Company Secretary, and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors further to their audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval; makes recommendations regarding the appointment of the external auditors; approves their remuneration and terms of engagement; reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO.

The Board of Directors are assisted by WIEGO's International Coordinator and a Senior Management Team comprising of the Director of Programmes, Communications Director, Operations Director and the Finance Director / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

The Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic plan, which was approved at the General Assembly in November 2022.

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DIRECTORS' REPORT For the year ended 31 March 2025

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

Recruitment and Appointment

The WIEGO General Assembly in 2022 elected eight Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus, however, if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also considers the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a Chartered Accountant with international experience, as a Director and Treasurer at the time of General Assembly in 2022. Two further Directors were co-opted in January 2023.

Each of the Directors has a commitment to WIEGO's objectives, and their appointment ends at the next General Assembly to be held in November 2026, at which time they may be reappointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors have been inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Board Chair, and the Director of Programmes.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator. This position is held by Laura Alfes who succeeded Sally Roever as International Coordinator from January 1, 2025. The International Coordinator is assisted by the Senior Management Team, a team of Programme Directors, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1).

The development of the organisation since 2007 has required the extension and updating of operational procedures as needed, through revision of the Operations Manual. At its meeting in August 2023, the Board agreed to establish a Policy Review Committee to review all policies for final approval by the Management Committee and the Board. The Policy Review Committee is comprised of three Board members and two members from the Senior Management Team.

Strategic Issue/Implementation Leads

At the final Internal Strategic Review (ISR) meeting in May 2022, the Board approved recommendations to inform the 5-year strategic plan (2023-2028). In the past 5-year period (2018-2023), we set up regional and sector calls and working committees to monitor and implement ISR recommendations which initially improved coordination. Team members across programmes, functions, geographies, and sectors came together on these calls and in the committees.

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In order to strengthen WIEGO's collaboration across programmes, functions, geographies and sectors, the Senior Management Team conceptualized a new way to move forward in order to ensure progress on strategy implementation. Five Team members were appointed as designated strategic issue leads (SILs) for the following strategic issues viz. Asia partnership strategy; climate change and just transitions; formalization; and social solidarity economy. SILs set a roadmap for each strategic issue, track progress and share insights with the International Coordinator, Senior Management Team, and relevant Programme Directors.

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operating within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. The Diversity, Equity and Inclusion (DEI) working group, chaired by the International Coordinator, continues to steer us through a process of confronting and overcoming the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. Various teams have been set up to improve working together and to ensure delivery of results namely, the Operations Team, Programme Team, Communications Team, Impact Team, and Fundraising Team. There are several routine communication methods, notably frequent and regular emails, an intranet, zoom meetings, Townhalls, and periodic physical meetings. All teams are kept up to date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

WIEGO was unable to hold face-to-face Team retreats over the last few years due to the restrictions on international travel caused by the COVID-19 pandemic. For the first time since 2019, an in-person Team retreat was held in Nairobi, Kenya in September 2024 to reestablish team spirit, support new Team member induction, and strengthen alignment and integration within the Team. The theme for the team retreat was "WIEGO as a learning organization and network." The Team retreat provided an opportunity to assess where we are against our 5-year strategy, learn and share across programmes and function teams, and most importantly meet and connect.

Risk Management and Internal Controls

Review of the Risk Register is delegated to the Finance and Management Committees to support the Board in assessing and prioritising risks and developing risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by both the Finance and Management Committees in July 2024, and by the Finance and Management Committees, as well as the Board in March 2025.

The Board is responsible for establishing the risk appetite for WIEGO and for approving the risk policy. Any significant changes to this policy require Board approval.

The Finance and Management Committees identify the risks which WIEGO faces, and which fall into the following categories - governance, operational, financial, external, and compliance with law and regulation- prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

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DIRECTORS' REPORT For the year ended 31 March 2025

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Teams are responding to risks effectively to ensure that risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

We have taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuous review of the impact of exchange rate fluctuations are in place.

The Board recognises that to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Finance Director's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. The Operations Manual has been updated during the year and is reviewed regularly. Additionally, the Policy Review Committee which was formed in 2023 continued to review the existing policies, including all the finance policies.

External audit recommendations are systematically followed up, and monitoring reports are received by the Finance Committee. The Accounting Software system (Xero) used by WIEGO provides access to financial information by budget holders.

Additionally, the Internal Auditor Consultant is responsible for providing independent and objective evaluations/assurances of WIEGO's financial, operational and compliance risks, and IT systems; identify potential vulnerabilities and make recommendations for risk mitigation strategies as needed to the Board.

The Treasurer reviews the work and ensures through the Finance Committee, the Policy Review Committee, and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting policies and procedures

Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and finance policies.

- Quality and integrity of personnel

The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.

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DIRECTORS' REPORT For the year ended 31 March 2025

- **Budgetary process**

Each year Directors approve the annual budget taking account of the key risk areas, as well as income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year, and information on the key risk areas.

Key Management Personnel

The key management personnel consists of an International Coordinator, Laura Alfes who succeeded Sally Roever from January 1, 2025; Mike Davice-Bird, Operations Director; Rachel Moussié, Director of Programmes; Kendra Hughes, Communications Director; and Bertha Isidore, Finance Director/Company Secretary. The salary for the International Coordinator is determined by the Board, whilst the salary for the other key members of the Senior Management Team is set according to WIEGO's remuneration policy, which is reviewed periodically by the Management Committee.

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in informal employment. By doing so, our aim is to ensure in the long term, the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

a. *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor in informal employment;*

b. *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor in informal employment.*

c. *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- **Increased Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- **Increased Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policymaking and rule-setting processes.
- **Increased Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations. and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

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The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general, and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;
- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in informal employment are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self- development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in informal employment.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in informal employment and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association, as revised on 15 November 2022, and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

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DIRECTORS' REPORT For the year ended 31 March 2025

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements, impact and performance during 2024/25 is provided in the Annual Report for general distribution.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2025, WIEGO had 153 members: 33 Institutional Members and 120 Individual Members, in 37 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers), and in developing improved two-way communication with them.

WIEGO maintained its strong communications capacity during 2024/25 to help meet our goals of producing user-friendly publications and improving how we disseminate information. To further enhance communications capacity, the WIEGO website which is a key resource for disseminating research, policy analysis, and capacity-building tools was launched on December 2, 2024. The updated website addresses the issues of mobile compatibility, accessibility, searchability, organization and content updates identified by users. The new site integrates a Research Library (acting as a repository of WIEGO's research and integrating enhanced search functionality), a dedicated section for worker education tools, and areas fore-fronting worker stories and WIEGO's impact. The updated website also adheres to accessibility best practices, is mobile-friendly, offers improved readability and features automatic content updates through tagging.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises that there are a number of factors which could affect the achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- The wars in Ukraine as well as the Middle East continues to have profound economic and social consequences all around the world as supply chains of vital fuel and foodstuffs are disrupted. It is those at the bottom of the economic pyramid who are feeling these impacts most severely and this includes women working informally.
- Many of the organisations in the WIEGO Network are reporting a reduction of political space in their respective countries, and the rise to power of right-wing populists in many countries shows signs of continuing.
- The funding crisis in the development sector and the looming legislation constraining US philanthropies has led to a lot of uncertainty among donors. The decrease in funding and support for multilateral institutions such as the UN suggests it will become more difficult for governments to agree and implement international norms and standards.
- The rise of Artificial Intelligence (AI), digital state infrastructure and the emergence of platform employment across the world point to significant shifts in the world of work and how workers relate to the state and capital. Workers are at the forefront of the climate crisis and are adapting. All of these changes are within a context of growing authoritarianism and closing civic space which is limiting worker organising.

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts, and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase their well-being, and relieve the poverty of the working poor, especially women. Additionally, WIEGO is committed to providing support to the formation and strengthening of global networks of informal worker groups. This has remained unchanged throughout 2024/25. WIEGO's mission, vision and purpose have remained essentially unchanged, but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities (SORP), the Charities Act, and the Companies Act.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2025, our total incoming resources were US\$9,031,823 (as compared to US\$ 7,152,754 in the previous year.)

Our total expenditure was US\$16,081,503 (as compared with US\$15,114,339 in the previous year.) The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes, and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over the resources of WIEGO as a whole. Budgetary and financial controls continue to be reviewed in order to reduce the risks of under or overspending, and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

WIEGO still has two years of funding left from the five-year grant totalling US\$25million which was received in October 2021 from the Ford Foundation. The Ford Foundation approved an end date modification for the FF SJB grant. As a result, the end date of the FF SJB Nets grant has changed to 30th April 2027. This is an unrestricted grant intended to support organisational strengthening work for WIEGO and the four main international networks of informal workers that are part of the WIEGO Network. A USD 95-day notice deposit account was established in March 2022 with the monies received from this grant, and the interest earned will be shared equally among WIEGO and the four NETs.

Additionally, WIEGO has also received extensions from the following four funders:

- Swedish International Development Cooperation Agency US\$12 million- A four-year extension covering the periods 23/24; 24/25; 25/26 and 26/27.
- Echidna US\$750K- A three-year extension covering the periods 23/24; 24/25 and 25/26.
- William and Flora Hewlett Foundation - A two-year extension covering the periods 24/25 and 25/26.
- Wellspring Philanthropic Fund US\$400K- A two-year extension covering the periods 24/25 and 25/26.
- Wellspring Philanthropic Fund US\$388K – A two-year grant covering the period 26/27 and 27/28.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

- Co-Impact US\$1.6M- A five-year grant covering the period 24/25 to 28/29.
- IDRC Climate and Cities US\$730K – A three-year grant covering the period 24/25 to 26/27.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2027. On this basis, forecast budgets for 24 months after the year end i.e. up to 31 March 2027 have been prepared.

From an organisational point of view WIEGO is also well-placed to continue its work. The Manchester office now works entirely remotely, being well aided by our banking, financial management and payment systems which are all on-line. Town hall meetings for the whole Team, and liaison meetings with the leaders of the networks of informal workers that are our members, are held monthly and continue to enable effective management and communication.

The Operations Team continues to monitor the risks which WIEGO is exposed to, and these are added to the risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team. The risk register is reviewed by the Finance and Management Committees of the Board, to ensure continuity in the activities of the programmes, and to make any adjustments as deemed necessary. The view of the Directors and WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

Notwithstanding, in March 2025, the Board agreed that it was necessary for WIEGO to undertake a change management process to ensure that our structure and processes allow us to remain impactful and sustainable given the rapidly changing external environment viz. the decrease in funding and support for multilateral institutions; the funding crisis in the development sector and the looming legislation constraining US philanthropies which has led to a lot of uncertainty among donors; and the establishment of the four global networks. In that regard, the Senior Management Team and Programme Directors met in Johannesburg in May 2025 to kick-start the change management process.

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available;
- managing cash flow and contingencies with respect to utilisation of grant funds

Total funds held at March 31, 2025, is \$15,412,412. Of this amount \$10,831,678 is restricted and not available for general purposes.

Funds of \$250K have been set aside as designated reserves for the General Assembly which will be held in November 2026. Additionally, \$100K has been set aside for a Team Retreat to be held in November 2028. The Board of Directors seeks to have free reserves at a level at which core programmes can be maintained for a 3-month period in order to maintain WIEGO's core activities in the event of fundraising problems. At March 31, 2025 the total amount of undesignated or free reserves required is US\$681K in keeping with the Reserves Policy.

The free reserves of US\$681K will be carried forward into the new financial year to fund budgeted costs of the core programmes for 3 months in the next financial year.

Treasury Management Policy and Objectives

Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The key objectives of WIEGO's Treasury Management Policy are:

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

- *Liquidity Management*: Ensure that sufficient funds are available to meet operational needs and obligations as they come due.
- *Capital Preservation*: Minimize the risk of loss of principal through prudent management of cash and investment activities.
- *Optimization of Returns*: Maximize returns on excess cash and investments, within acceptable levels of risk.
- *Risk Management*: Identify, assess, and mitigate financial risks, including interest rate risk, and currency risk.
- *Compliance and Transparency*: Ensure all treasury activities comply with applicable laws, regulations, and internal policies and are carried out with transparency and accountability.

Investment Policy

WIEGO's investment objectives are to preserve capital, ensure liquidity, and generate returns that align with its financial goals. Investments should be selected based on a balance between risk and return, with the primary objectives being safety and liquidity.

WIEGO's funds are invested only with UK Clearing Banks. Liquidity is generally preferred over investment, and cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2024/25 the principal funding for WIEGO was received from the following sources:

William and Flora Hewlett Foundation
Swedish International Development Agency (Sida)
Schwab Charitable Fund International Development Research Centre (Echidna)
International Development Research Centre (IDRC)
Wellspring Philanthropic Fund
Co-Impact
Stiftung Auxilium (Porticus)

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (NETs) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for, and networking of researchers-statisticians-academics focusing on the informal economy.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing WIEGO-wide research, policy and organising strategies on climate justice, social and solidarity economy, and formalization.
- Expanding WIEGO's programmatic presence in terms of research and policy spaces in Southeast Asia.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.
- Deepening learning and evaluation processes to review and improve emerging programmatic initiatives in the Organisation and Representation, Law and Urban Policies Programme.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

Internal

In order to ensure that the International Coordinator has the support she needs to continue to lead WIEGO, the three-person Senior Management Team was replaced by a five-person team, as agreed by the Board. This included the appointment of a Director of Programmes, Finance Director/Company Secretary, and a Communications Director during 22/23.

Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Financial Controller, two Senior Finance Officers, four Finance Officers, an Events and Logistics Manager, a Travel Support Consultant, an Information Systems and IT Coordinator, an HR Officer and an Administrative Assistant. The Finance Director/ Company Secretary who resides in Saint Lucia has oversight of the Finance Team.

The Internal Auditor Consultant was appointed during 24/25 and provides independent and objective valuations/assurances of WIEGO's financial, operational and compliance risks, and IT systems; identifies potential vulnerabilities and makes recommendations for risk mitigation strategies as needed to the Board.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

Evolution of the Global Network of Informal Workers

All four of the global networks have their own constitution, staff and elected officers, with StreetNet International and International Domestic Workers Federation registered as independent legal entities. Both HomeNet International and the International Alliance of Waste Pickers are in the process of being registered as independent legal entities.

Support for all the networks continued in FY 24/25 in the form of training under the Ford Foundation SJB grant in the areas of monitoring, learning and evaluation (MLE), consortium fundraising, communication, leadership, and financial and project management. WIEGO will continue to provide organisational development support to the four global networks in these areas as requested, with a view to equipping them for future sustainability.

In May 2024, the Ford Foundation approved a one year no cost extension on the SJB grant. The end date of the grant is now April 30, 2027.

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk.

The Directors confirm that, so far as they are aware, WIEGO's auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2025

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements, and the overriding need to protect the capital value of WIEGO's funds. WIEGO's funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

Number of employees

The average number of persons employed by the company in each week during the financial year was 11.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO.

This report, which incorporates the Directors' Report, was approved by the Board of Directors and signed on its behalf, by:



Bertha Isidore
Company Secretary

24th October 2025

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2025

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2025

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2025

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

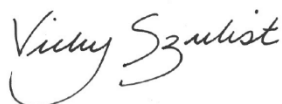
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, reviewing sample of income to supporting documents, agreeing through contracts and banks, reviewing the period the income relates to and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist

Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
St George's House
56 Peter Street
Manchester M2 3NQ
Date: 30th October 2025

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2025

	Note	Restricted Funds 2025 \$	Unrestricted Funds 2025 \$	Total Funds 2025 \$	Total Funds 2024 \$
INCOME					
Donations and legacies	2	2,575	165	2,740	4,601
Investment income	3	757,342	48,891	806,233	1,143,270
Charitable activities	4	3,564,563	4,658,287	8,222,850	6,004,883
TOTAL INCOME		4,324,480	4,707,343	9,031,823	7,152,754
EXPENDITURE					
Charitable activities	5	(10,217,091)	(5,864,412)	(16,081,503)	(15,114,339)
TOTAL EXPENDITURE		(10,217,091)	(5,864,412)	(16,081,503)	(15,114,339)
NET INCOMING/(OUTGOING) RESOURCES		(5,892,611)	(1,157,069)	(7,049,680)	(7,961,585)
TOTAL FUNDS AT 1 APRIL 2024		16,724,289	5,737,804	22,462,093	30,423,678
TOTAL FUNDS AT 31 MARCH 2025	10	10,831,678	4,580,735	15,412,412	22,462,093

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

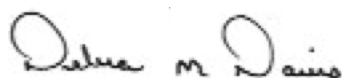
The notes on pages 23 to 44 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2025

	Note	\$	2025 \$	\$	2024 \$
CURRENT ASSETS					
Debtors	8	459,036		718,020	
Cash at bank		<u>16,787,525</u>		<u>25,407,569</u>	
		17,246,561		26,125,589	
CREDITORS:					
Amounts falling due within one year	9	<u>(1,834,149)</u>		<u>(3,663,496)</u>	
NET ASSETS			<u>15,412,412</u>		<u>22,462,093</u>
FUNDS					
Unrestricted Funds	10	4,580,735		5,737,804	
Restricted Funds	10	<u>10,831,678</u>		<u>16,724,289</u>	
			<u>15,412,412</u>		<u>22,462,093</u>

The financial statements were approved and authorised for issue by the Directors on 24th October 2025 and signed on their behalf, by:



D Davis
Director and Treasurer

The notes on pages 23 to 44 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

CASH FLOW STATEMENT For the Year Ended 31 March 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>(9,426,277)</u>	<u>(6,286,665)</u>
Cash Flows from investing activities			
Interest received		<u>806,233</u>	<u>1,143,270</u>
Net cash provided by investing activities		<u>806,233</u>	<u>1,143,270</u>
Change in cash and cash equivalents in the year.		(8,620,044)	(5,143,395)
Cash and cash equivalents at the beginning of the year.		<u>25,407,569</u>	<u>30,550,964</u>
Cash and cash equivalents at the end of the year.		<u>16,787,525</u>	<u>25,407,569</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 \$	2024 \$
Cash at bank	<u>16,787,525</u>	<u>25,407,569</u>

RECONCILIATION OF NET FUNDS

	2024 \$	Cash flow \$	2025 \$
Cash at hand and at bank	<u>25,407,569</u>	<u>(8,620,044)</u>	<u>16,787,525</u>

The notes on pages 23 to 44 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 06273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to March 2027. On this basis, forecast budgets for the year ending 31 March 2027 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

1. ACCOUNTING POLICIES (continued)

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed, they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2025 was £1: \$1.29.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

1. ACCOUNTING POLICIES (continued)

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

1. ACCOUNTING POLICIES (continued)

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2025 \$	Unrestricted Funds 2025 \$	Total Funds 2025 \$
Membership fees	<u>2,575</u>	<u>165</u>	<u>2,740</u>

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Membership fees	<u>1,250</u>	<u>3,351</u>	<u>4,601</u>

3. INVESTMENT INCOME

	Restricted Funds 2025 \$	Unrestricted Funds 2025 \$	Total Funds 2025 \$
Bank Interest	<u>757,342</u>	<u>48,891</u>	<u>806,233</u>

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Bank Interest	<u>1,085,726</u>	<u>57,544</u>	<u>1,143,270</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

4. INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds 2025 \$	Unrestricted Funds 2025 \$	Total Funds 2025 \$
Sida	1,332,728	1,524,584	2,857,312
Echidna/Schwab 3	250,000	-	250,000
IDRC Covid 19 Study 2	12,181	-	12,181
IDRC 3 Climate Change and Cities	305,984	-	305,984
Comic Relief	25,919	-	25,919
Wellspring Philanthropic Fund (WPF) 3	200,000	-	200,000
International Labour Organisation - ESCWA	6,360	-	6,360
Hewlett Foundation	900,000	3,000,000	3,900,000
Tearfund 4551	34,236	-	34,236
IDS (Institute of Development Studies) Sussex 2	21,419	-	21,419
Porticus	-	133,200	133,200
Co-Impact	368,226	-	368,226
Health Care Without Harm	10,625	-	10,625
Tides/Zoom Foundation	85,000	-	85,000
Other Income	11,885	503	12,388
Total	3,564,563	4,658,287	8,222,850

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Ford Foundation	48,834	-	48,834
Sida	1,295,771	1,474,532	2,770,303
IDRC Covid 19 Study 2	89,332	-	89,332
Comic Relief	113,736	-	113,736
Wellspring Philanthropic Fund 2 (WPF)	200,000	-	200,000
International Labour Organisation – ESCWA	14,839	-	14,839
Anonymous donor	-	189,580	189,580
Hewlett Foundation	-	2,000,000	2,000,000
Tearfund 4551	6,292	-	6,292
Rockefeller	25,000	-	25,000
The University of Sheffield - Photo exhibit	12,507	-	12,507
University of the Witwatersrand Johannesburg	12,941	-	12,941
HNSA (HomeNet South Asia) - Congress	100,126	-	100,126
IDS (Institute of Development Studies) Sussex	10,011	-	10,011
IDS (Institute of Development Studies) Sussex 2	9,556	-	9,556
Africa Platform for Social Protection	12,000	-	12,000
Porticus	-	133,200	133,200
Echidna/Schwab 3	250,000	-	250,000
Other Income	5,512	1,114	6,627
Total	2,206,456	3,798,427	6,004,883

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

5. RESOURCES EXPENDED

	Payments to Sub grantees \$	Activities Under taken directly \$	Support costs \$	Total 2025 \$
Charitable activities				
Law	-	978,291	241,151	1,219,443
Organisation & Representation	-	1,025,117	252,694	1,277,812
Social Protection	50,000	552,860	148,607	751,466
Statistics	-	392,262	96,694	488,956
Urban Policies	-	714,296	176,076	890,372
Focal Cities	-	366,274	90,287	456,561
Governance cost - unrestricted	-	137,125	-	137,125
Senior Management/ International Coordination Team	30,145	565,965	44,640	640,750
Loss/(Gain) on foreign exchange	-	1,927	-	1,927
Comic Relief	18,918	32,923	-	51,841
Co-Impact	-	224,820	74	224,894
Echidna/Schwab 3	92,282	182,182	-	274,464
Ford Foundation – Social Justice Bond – WIEGO only	-	1,332,360	34,956	1,367,316
Ford Foundation – SJB NETS – HomeNet International	276,301	332,770	172,355	781,426
Ford Foundation – SJB NETS – Global Alliance IAWP	308,686	733,320	37,823	1,079,829
Ford Foundation – SJB NETS – International Domestic Workers Federation	2,366,906	18,703	258	2,385,867
Ford Foundation – Social Justice Bond NETS – StreetNet	1,200,000	2,805	-	1,202,805
Hewlett Foundation-Focal Cities 3	-	652,810	115,424	768,234
Health Care Without Harm	-	10,625	-	10,625
International Development Research Centre – Covid 19 Study 2	-	91,043	900	91,943
IDRC3 Climate Change and Cities	43,000	154,363	-	197,363
IDS (Institute of Development Studies) Sussex 2	-	25,797	-	25,797
Sida Nets Support	515,000	789,311	35,408	1,339,719
Tearfund 4551	-	28,461	5,775	34,236
Tides Foundation/Zoom Cares Fund	-	9,759	-	9,759
Governance Restricted	-	-	-	-
Bank Interest	-	140,708	-	140,708
Other Income	-	11,885	-	11,885
Wellspring Philanthropic 2	-	91,175	3,458	94,633
Wellspring Philanthropic 3	69,714	37,378	16,656	123,748
TOTAL RESOURCES EXPENDED	4,970,952	9,637,314	1,473,236	16,081,503
Unrestricted expenditure	80,145	4,734,117	1,050,150	5,864,412
Restricted expenditure	4,890,807	4,903,197	423,087	10,217,091

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

5. RESOURCES EXPENDED (continued)

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to AeT, IDWF, HomeNet Thailand, HomeNet South East Asia, HomeNet South Asia, StreetNet, SEWA, FACCYR/CTEP and HomeNet International this year.

	2025	2024
Support Costs	\$	\$
Salaries	862,330	856,282
Meeting costs/events	41,771	8,527
Consultants and professional	369,678	259,892
Rent and office costs	<u>199,458</u>	<u>204,597</u>
Total support cost	<u>1,473,236</u>	<u>1,329,298</u>

Support costs have been apportioned across core programmes according to the size of the core programme.

	2025	2024
Governance Costs	\$	\$
Board meetings	36,184	85,969
Company secretarial	80,479	23,547
Professional fees	<u>20,462</u>	<u>18,844</u>
Total governance cost	<u>137,125</u>	<u>128,360</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2024 (comparison only)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2024
	\$	\$	\$	\$
Charitable activities				
Law	-	907,212	209,808	1,117,020
Organisation & Representation	-	855,095	196,971	1,052,066
Social Protection	39,724	525,831	130,276	695,831
Statistics	-	424,823	97,858	522,681
Urban Policies	-	784,971	180,818	965,789
Focal Cities	-	499,620	115,088	614,708
Governance cost - unrestricted	-	124,237	-	124,238
Senior Management/International Coordination	172,913	558,183	58,879	789,975
Loss/(Gain) on foreign exchange	-	27,405	-	27,405
Africa Platform for Social Protection	-	12,000	-	12,000
Comic Relief	88,371	56,045	-	144,416
Echidna/Schwab 2	119,381	115,263	-	234,644
Echidna/Schwab 3	112,682	63,278	-	175,960
Ford Foundation - HomeNet International		204,098		204,098
Ford Foundation – Social Justice Bond – WIEGO only	45,190	1,187,584	12,903	1,245,677
Ford Foundation – SJB NETS – HomeNet International	558,337	514,809	189,625	1,262,771
Ford Foundation – SJB NETS – Global Alliance IAWP	167,091	659,404	33,762	860,257
Ford Foundation – SJB NETS – International Domestic Workers Federation	468,056	11,580	4,385	484,020
Ford Foundation – Social Justice Bond NETS – StreetNet	1,853,625	0	830	1,854,455
Hewlett Foundation-Focal Cities 3	-	687,477	79,845	767,321
HNSA (HomeNet South Asia) Congress	-	90,113	10,013	100,126
International Development Research Centre – Covid 19 Study 2	-	167,216	642	167,858
IDS (Institute of Development Studies) Sussex	-	10,011	-	10,011
IDS (Institute of Development Studies) Sussex 2	-	5,179	-	5,179
ILO – ESCWA	-	(1,554)	-	(1,554)
Open Society Initiative - West Africa	-	1,388	4,187	5,575
Open Society Foundations - DW Social Protection Asia	42,600	989	-	43,589
Open Society Foundations - Social Insurance Informal Worker	-	21,600	-	21,600
Plastic Solutions Fund 1 – Rockefeller Philanthropy Advisors	-	25,900	-	25,900

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

5. RESOURCES EXPENDED - YEAR ENDED 31 MARCH 2024 (comparison only) (continued)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2024
	\$	\$	\$	\$
Plastic Solutions Fund 2 – Rockefeller Philanthropy Advisors Asia Meeting 2024	-	25,000	-	25,000
The University of Sheffield – Photo exhibit	-	12,507	-	12,507
Sida Nets Support	530,000	683,088	-	1,213,088
Tearfund 4551	-	6,292	-	6,292
Tearfund Consultancy	-	9,270	-	9,270
University of the Witwatersrand Johannesburg	-	12,941	-	12,941
Wellspring Philanthropic 2	2,057	166,380	3,408	171,845
Governance costs – restricted	-	4,122	-	4,122
Bank interest	-	5,512	-	5,512
Other income	-	120,147	-	120,147
TOTAL RESOURCES EXPENDED	4,200,027	9,585,015	1,329,298	15,114,339
Unrestricted expenditure	212,637	4,707,377	989,698	5,909,712
Restricted expenditure	3,987,390	4,877,638	339,600	9,204,627

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to AeT, International Union Foodworkers, IDWF, HomeNet South East Asia, HomeNet South Asia, StreetNet, SEWA, FACCYR/CTEP and HomeNet International this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2025	2024
	\$	\$
Operating lease rentals – property	8,577	9,785
Auditors Remuneration – Audit fees excluding VAT	17,051	15,158

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:

	2025	2024
	\$	\$
Wages and salaries	801,532	723,060
Social security costs	65,623	56,845
Pension costs	<u>13,533</u>	<u>11,989</u>
	<u>880,688</u>	<u>791,894</u>

The key management personnel of the charity are Sally Roever, until December 2024 International Co-ordinator, Laura Alfes January 2025 to March 2025, International Co-ordinator. Mike Bird, the Operations Director, Bertha Isidore, Finance Director, Rachel Moussie, Director of Programmes and Kendra Hughes Communications Director. Sally Roever and Laura Alfes are both employed by WIEGO and their salaries are determined by the Board. Sally currently resides in the US. Laura Alfes resides in South Africa. Mike Bird is employed by WIEGO in the UK, Bertha Isidore is based in Saint Lucia, Rachel Moussie is based in Mauritius and Kendra Hughes is based in Canada. Their rates of remuneration are set according to market rates and reviewed periodically by a Management Committee.

The total remuneration of the key management personnel in 2025 is \$529,186 (2024: \$530,607).

The total remuneration of key management personnel not included in staff costs of 2025 is \$275,652 (2024: \$280,082).

The average monthly number of employees during the year was as follows:

	2025	2024
	Number	Number
Administration	<u>11</u>	<u>11</u>

During the year, the directors received reimbursement of expenses and fees of \$2,423 (2024: \$10,067).

8. DEBTORS

	2025	2024
	\$	\$
Grant income receivable	219,498	99,689
Prepayments and other debtors	<u>239,538</u>	<u>618,331</u>
	<u>459,036</u>	<u>718,020</u>

9. CREDITORS: Amounts falling due within one year

	2025	2024
	\$	\$
Accrued expenses	1,834,149	1,638,232
Grants received in advance	<u>-</u>	<u>2,025,264</u>
	<u>1,834,149</u>	<u>3,663,496</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2025**

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2024 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2025 \$
UNRESTRICTED FUNDS					
Designated funds					
General Assembly Reserves	125,000	-	-	125,000	250,000
Team Retreat	-	-	-	100,000	100,000
Undesignated funds					
Free reserves	617,841	-	-	63,136	680,977
Unrestricted Funds	403,790	-	(403,790)	-	-
Hewlett Foundation	-	2,000,000	(2,000,000)	-	-
Hewlett Foundation Unrestricted FC Supplement	-	1,000,000	-	-	1,000,000
National Philanthropic Trust	4,591,172	-	(1,753,278)	(288,136)	2,549,758
Sida	-	1,524,584	(1,524,584)	-	-
Porticus	-	133,200	(133,200)	-	-
Other Income	-	503	(503)	-	-
Bank Interest	-	48,891	(48,891)	-	-
Membership Fees	-	165	(165)	-	-
RESTRICTED FUNDS					
Ford Foundation SJB WIEGO - \$5M	2,829,890	-	(1,367,316)	-	1,462,574
Ford Foundation SJB Nets – HNI - \$5M	2,845,879	2,550	(781,426)	-	2,067,003
Ford Foundation SJB Nets – IDWF - \$5M	4,106,037	-	(2,385,867)	-	1,720,170
Ford Foundation SJB Nets – Global Alliance IAWP - \$5M	3,104,838	25	(1,079,829)	-	2,025,034
Ford Foundation SJB Nets – StreetNet - \$5M	2,122,942	-	(1,202,805)	-	920,137

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2025**

10. STATEMENT OF FUNDS (continued)

	Brought Forward 1 April 2024 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2025 \$
Ford Foundation Bank interest received	1,476,673	613,646	-	-	2,090,319
Comic Relief	25,921	25,919	(51,841)	-	0
Co-Impact	-	368,226	(224,894)	-	143,332
Echidna Giving Project 3	74,040	250,000	(274,464)	-	49,576
Health Care Without Harm	-	10,625	(10,625)	-	-
Hewlett Focal Cities 3	(114,040)	900,000	(768,234)	-	17,726
IDRC Covid 19 Study 2	76,776	15,167	(91,943)	-	-
IDRC 3		305,984	(197,363)		108,621
IDS (Institute of Development Studies) Sussex 2	4,377	21,419	(25,796)	-	-
ILO ESCWA	(6,360)	6,360	-	-	-
Sida Nets Support	82,683	1,332,728	(1,339,719)	-	75,692
Tearfund 4551	-	34,236	(34,236)	-	-
Tides Foundation/Zoom Care Fund	-	85,000	(9,759)	-	75,241
Wellspring Philanthropic Fund 2 (WPF)	94,633	-	(94,633)	-	-
Wellspring Philanthropic Fund 3 (WPF)	-	200,000	(123,748)	-	76,252
Other Income	-	11,885	(11,885)	-	-
Bank interest Restricted	-	140,708	(140,708)	-	-
Total Restricted	16,724,289	4,324,480	10,217,091	-	10,831,678
Total Funds	22,462,093	9,031,823	(16,081,503)	-	15,412,412

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2025**

10. STATEMENT OF FUNDS (continued)

The transfer of \$125,000 relates to General Assembly Reserves for the General Assembly to be held in 2026. The Reserves are being held for this purpose.

The transfer of \$100,000 relates to Team retreat Reserves for the General Team Retreat to be held in 2028. The Reserves are being held for this purpose.

WIEGO has built reserves to meet any adverse contingencies. The transfer of \$63,136 relates to an increase in free reserves as per our reserves policy. At present, this requires Free reserves of approximately \$681K. The \$63,136 transfer increases Free reserves in line to \$680,977.

Total Income includes investment income, other income and charitable income.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

10. STATEMENT OF FUNDS (for comparison only)

	Brought Forward 1 April 2023 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2024 \$
UNRESTRICTED FUNDS					
General Assembly Reserves	-	-	-	125,000	125,000
Undesignated funds					
Free reserves	583,000	-	-	34,841	617,841
Unrestricted Funds	403,790	-	-	-	403,790
Hewlett Foundation	-	2,000,000	(2,000,000)	-	-
National Philanthropic Trust	6,438,284	-	(1,687,271)	(159,841)	4,591,172
Sida	-	1,474,532	(1,474,532)	-	-
Anonymous	-	189,580	(189,580)	-	-
Open Society - Core Funding	363,120	-	(363,120)	-	-
Porticus	-	133,200	(133,200)	-	-
Other Income	-	1,114	(1,114)	-	-
Bank Interest	-	57,544	(57,544)	-	-
Membership Fees	-	3,351	(3,351)	-	-
RESTRICTED FUNDS					
Ford Foundation SJB WIEGO - \$5M	4,079,689	-	(1,249,799)	-	2,829,890
Ford Foundation SJB NETS – HNI - \$5M	4,107,400	1,250	(1,262,771)	-	2,845,879
Ford Foundation SJB NETS – IDWF - \$5M	4,590,057	-	(484,020)	-	4,106,037
Ford Foundation SJB NETS – Global Alliance	3,965,095	-	(860,257)	-	3,104,838
IAWP - \$5M					
Ford Foundation SJB NETS – Global Alliance	3,977,397	-	(1,854,455)	-	2,122,942
IAWP - \$5M					

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2025**

10. STATEMENT OF FUNDS (for comparison only) (continued)

	Brought Forward 1 April 2023 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2024 \$
Ford Foundation Bank interest received	511,094	965,579	-	-	1,476,673
Africa Platform for Social Protection	-	12,000	(12,000)	-	-
Comic Relief	56,601	113,736	(144,416)	-	25,921
Echidna/Schwab Giving Project 2	234,644	-	(234,644)	-	-
Echidna/Schwab Giving Project 3	-	250,000	(175,960)	-	74,040
Ford Foundation HomeNet International	155,264	48,834	(204,098)	-	-
HNSA HomeNet South Asia – Congress	-	100,126	(100,126)	-	-
Hewlett Foundation – Focal Cities 3	653,281	-	(767,321)	-	(114,040)
IDRC – COVID-19 Study 2	155,303	89,332	(167,858)	-	76,776
IDS (Institute of Development Studies) Sussex	-	10,011	(10,011)	-	-
IDS (Institute of Development Studies) Sussex 2	-	9,556	(5,179)	-	4,377
ILO ESCWA	(22,753)	14,839	1,554	-	(6,360)
Open Society Foundation - DW Social Protection in Asia	43,589	-	(43,589)	-	-
Open Society Foundation - Social Insurance Informal Workers	21,600	-	(21,600)	-	-
Open Society Initiative West Africa	5,575	-	(5,575)	-	-
Rockefeller Philanthropy Advisors - Plastic Solutions Fund 1	25,900	-	(25,900)	-	-
Rockefeller Philanthropy Advisors - Plastic Solutions Fund 2	-	25,000	(25,000)	-	-
Sida Nets Support	-	1,295,771	(1,213,088)	-	82,683

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2025**

10. STATEMENT OF FUNDS (for comparison only) (continued)

	Brought Forward 1 April 2023 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2024 \$
The University of Sheffield - Photo exhibit	-	12,507	(12,507)	-	-
Tearfund 4551	-	6,292	(6,292)	-	-
Tearfund Consultancy	9,270	-	(9,270)	-	-
University of the Witwatersrand Johannesburg	-	12,941	(12,941)	-	-
Wellspring Philanthropic Fund 2 (WPF)	66,478	200,000	(171,845)	-	94,633
Other Income	-	5,512	(5,512)	-	-
Bank Interest Restricted	-	120,147	(120,147)	-	-
Total Restricted	22,635,484	3,293,432	(9,204,627)	-	16,724,289
				-	
Total Funds	30,423,678	7,152,754	(15,114,339)	-	22,462,093

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
General Assembly	2026	\$125,000	Funds were set aside as a contribution towards the General Assembly in 2026.
Team Retreat	2028	\$100,000	Funds were set aside as a contribution towards the Team retreat in 2028.
Unrestricted funds			
Sida – Swedish International Development Co-operation Agency	01/04/23 - 31/03/27	SEK 64,000,000	To support the core activities
National Philanthropic Trust	21/10/22 – no end date	\$7,000,000	To support the core activities
Hewlett Unrestricted	01/04/24 – 01/04/26	\$4,000,000	To provide general operating support
Porticus Organisation	01/12/23 – 30/11/25	\$266,400	To provide general operating support
Hewlett Foundation Unrestricted FC Supplement	01/09/24 - no end date	\$1,000,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/23 - 31/03/27	SEK 56,000,000	To provide support to the WIEGO Network of informal workers' associations
Hewlett Foundation – Focal Cities 3	01/12/22 – No end date	\$1,800,000	To establish Urban Livelihood Learning
IDS Sussex 2	01/12/23 – 29/11/24	\$32,775.20	to cover the costs of the work for the Director of Social Protection in respect of "Futures of Workers – Ford Foundation" project
IDRC - COVID-19 Study 2	01/02/23-31/07/24	CAD 365,900	Covid 19 Study 2
IDRC 3 Climate Change and Cities	01/09/24-31/08/27	CAD 1,000,000	Secure concrete gains towards climate resilient and livelihood enhancing urban infrastructure and financing for home-based workers, street vendors and waste pickers, and to strengthen the agency of informal workers and their organizations to advocate for change
Co- Impact	01/04/24 – 31/03/29	\$ 1,626,752	Participatory research with women workers in informal employment, so their occupational health and safety needs are incorporated into public health systems
Echidna Giving/Schwab Charitable CC3	01/01/24 – 31/12/26	\$750,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service
Comic Relief	01/09/19 - 30/03/2025	£520,000	Empowering Women Home-Based Workers
TearFund	25/10/22 – 31/12/24	£31,200	Plastics Treaty Training

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

Ford Foundation – SJB	01/05/21 – 30/04/27	\$25,000,000	Build resilience, stabilise and strengthen WIEGO and the Nets
Wellspring Philanthropic 2	01/04/22 – 01/06/24	\$400,000	Women's Grassroots Advocacy for Social Protection Gains
International Labour Office	12/04/22 – 16/01/25	\$31,600	ESCWA. Cover the costs of the work for the Senior Program Advisor, Statistics, to improve statistics on work in the informal economy in the Middle East and North Africa region
Wellspring Philanthropic 3	01/06/24 – 31/05/26	\$400,000	Women Workers Mobilizing for Fair Taxation and Social Protection.
Tides Foundation/ Zoom Cares Fund	01/01/25 – 31/12/25	\$85,000	Women in Informal Employment Rights Protection
Health Care without Harm (IAWP)	01/10/24 – 31/01/25	\$10,625	Received on behalf of IAWP in support of the waste pickers meeting costs for the fifth meeting of the INC which took place in Busan - Korea, from 25 November – 01 December 2024

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

10. STATEMENT OF FUNDS (continued)

	Balance at 1 April 2024	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2025
	\$	\$	\$	\$	\$
Unrestricted Funds	5,737,804	4,707,343	(5,864,412)	-	4,580,735
Restricted Funds	<u>16,724,289</u>	<u>4,324,480</u>	<u>(10,217,091)</u>	<u>-</u>	<u>10,831,678</u>
Total of Funds	<u>22,462,093</u>	<u>9,031,823</u>	<u>(16,081,503)</u>	<u>-</u>	<u>15,412,412</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2025 \$	Unrestricted Funds 2025 \$	Total Funds 2025 \$
Current assets	12,030,043	5,216,518	17,246,561
Creditors due within one year	<u>1,198,366</u>	<u>635,783</u>	<u>1,834,149</u>
Total of Funds	<u>10,831,677</u>	<u>4,580,735</u>	<u>15,412,412</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Current assets	17,420,652	8,704,937	26,125,589
Creditors due within one year	<u>696,362</u>	<u>2,967,135</u>	<u>3,663,497</u>
Total of Funds	<u>16,724,290</u>	<u>5,737,802</u>	<u>22,462,093</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.29) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the Year Ended 31 March 2025

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, four members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were made of \$13,600 during the year (2024; \$33,623). Mirai is also the Director of the Social Security team at the Self-Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA (2024; \$0)

Payments were made to SEWA Bharat of \$49,070 (2024; \$48,340) to the Indian Academy of SEWA of \$0 (2024:0). Gujarat Mahila Housing Trust of \$29,223 (2024: \$13,304). Self Employed women's Association of \$9,686 (2024; \$0) to the Indian Academy of Self-Employed women IASEW of \$169,419 (2024; \$231,142) and SEWA Kerala of \$3,000 during the year (2024; \$12,000).

Carmen Britez is President (unremunerated) of the International Domestic Workers Federation (IDWF). Payments to FETRADOMOV IDWF were \$1,240 (2024; \$1,586). No payment to International Domestic Workers Federation IDWF (2024; \$ 32,804) and I D W F Switzerland of \$2,559,263 during the year (2024; \$ 621,756).

Uma Rani is Senior Economist at the International Labour Office (ILO). WIEGO received grants from the ILO of \$ 6,360 during the year (2024; \$14,839)

Simel Esim is Programme Manager at the International Labour Office (ILO). WIEGO received grants from the ILO of \$ 6,360 during the year (2024; \$14,839)

Poonsap Tulaphan is Manager of HomeNet Thailand (FLEP). HomeNet Thailand is affiliated to Home Net Southeast Asia – HNSEA and Home Net South Asia – HNSA. Payments were made to HNSEA of \$ 212,573 (2024: \$203,062), HNSA of \$ 184,724 (2024; \$0) and HomeNet Thailand (FLEP) of \$ 28,910 during the year (2024; \$27,340).

Lorraine Subanda is President (unremunerated) of the International Council of Street Net. Payments to Street Net International were \$1,495,547 during the year (2024; \$1,478,845).

Julie Duchatel is Gender Equality and Projects International Officer at International Union of Food and Allied Workers (IUF). Payments were made to IUF of \$22,365 during the year (2024; \$0).

Imraan Valodia is Professor of Economics at the University of Witwatersrand Johannesburg (WITS University). Payments made to WITS University were \$4,220 during the year (2024;\$ 5,000 and received income \$12,673).

Caroline Skinner the Programme Director for Urban Policies and a Board member for Asiye e Tafuleni (Aet). Payments to Asiye e Tafuleni were \$80,167 during the year (2024; \$123,871).

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2025

13. FINANCIAL COMMITMENTS

At 31 March 2025 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2025	2024
Payable:	\$	\$
Within one year	8,577	8,387
Between two and five years	<u>1,430</u>	<u>9,786</u>
	<u>10,007</u>	<u>18,173</u>

14. FINANCIAL INSTRUMENTS

	2025	2024
	\$	\$
Financial assets		
Financial assets measured at amortised cost	17,246,561	26,125,589
Financial liabilities		
Financial liabilities measured at amortised cost	1,834,149	3,663,497

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	\$	\$
Net incoming/(outgoing) resources for the year	(7,049,680)	(7,961,585)
Adjustments for:		
Interest received	(806,233)	(1,143,270)
Decrease/(increase) in debtors	258,984	468,228
Increase/(decrease) in creditors	<u>(1,829,348)</u>	<u>2,349,962</u>
Net cash used in operating activities	<u>(9,426,277)</u>	<u>(6,286,665)</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2025**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2024

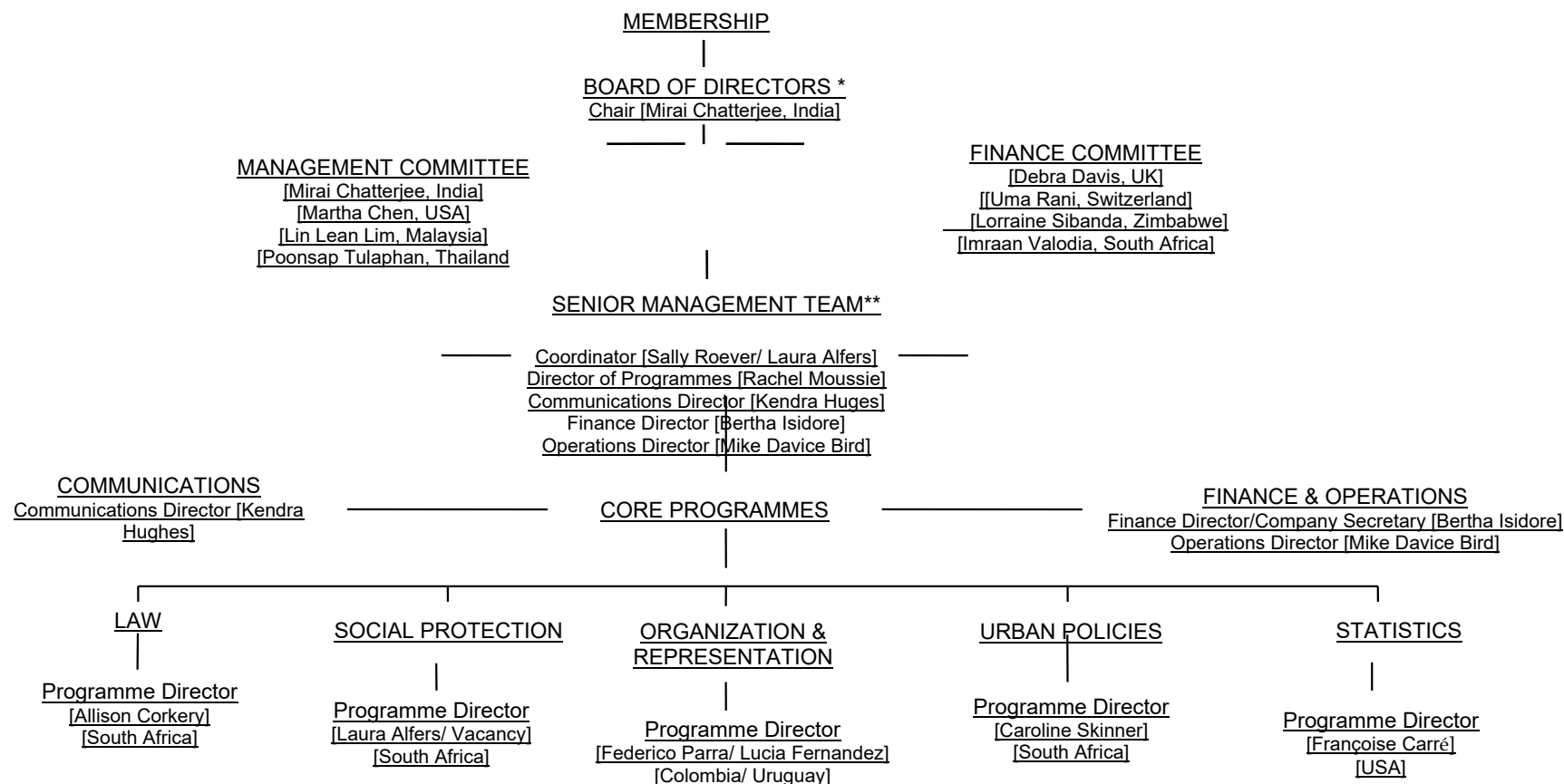
		Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
	Note			
INCOME				
Donations and legacies	2	1,250	3,351	4,601
Investment income	3	1,085,726	57,544	1,143,270
Charitable activities	4	2,206,456	3,798,427	6,004,883
TOTAL INCOME		<u>3,293,432</u>	<u>3,859,322</u>	<u>7,152,754</u>
EXPENDITURE				
Charitable activities	5	(9,204,627)	(5,909,712)	(15,114,339)
TOTAL EXPENDITURE		<u>(9,204,627)</u>	<u>(5,909,712)</u>	<u>(15,114,339)</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>(5,911,195)</u>	<u>(2,050,390)</u>	<u>(7,961,585)</u>
Transfers		-	-	-
TOTAL FUNDS AT 1 APRIL 2023		<u>22,635,484</u>	<u>7,788,194</u>	<u>30,423,678</u>
TOTAL FUNDS AT 31 MARCH 2024 10		<u>16,724,289</u>	<u>5,737,804</u>	<u>22,462,093</u>

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2025



WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

England & Wales - Charity number 1143510

Accounts

Company Registration No: 06273538

Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

FINANCIAL STATEMENTS

(COMPANY LIMITED BY GUARANTEE)

For the year ended 31 March 2024

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

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For the year ended 31 March 2024

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2024**

Name: Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited

Charity Registration No: 1143510

Company Registration No: 06273538

Principal and Registered Address 521 Royal Exchange
Manchester
M2 7EN
United Kingdom

Telephone: 0161 819 1200

Website: www.wiego.org

Names of Current Directors Mirai Chatterjee (Chair)
Debra Davis (Treasurer)

The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.
Lorraine Sibanda
Lin Lim Lean
Carmen Britez
Poonsap Tulaphan
Martha Chen
Uma Rani
Simel Esim
Julie Duchatel
Imraan Valodia

Chief Executive Officer (known as International Co-ordinator) Sally Roever

Company Secretary Bertha Isidore

Bankers Santander UK Bank plc
Manchester Business Centre
298 Deansgate
Manchester
M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2024**

Auditors

Crowe U.K. LLP
St George's House
56 Peter Street
Manchester
M2 3NQ

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Rachel Moussie
Kendra Hughes
Bertha Isidore
Mike Davice Bird
Jane Barrett
Allison Corkery
Laura Alfes
Caroline Skinner
Francoise Carré

International Co-ordinator
Director of Programmes
Communications Director
Finance Director
Operations Director
Programme Director, Organization & Representation
Programme Director, Law
Programme Director, Social Protection
Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Rachel Moussie
Bertha Isidore
Henrial Yaidoo
Carol Clayman
Mike Davice Bird
Niki Quinn

Director of Programmes
Finance Director/ Company Secretary
Financial Controller
Executive Assistant to International Coordinator
Operations Director
HR Manager

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

Directors' Report March 31, 2024

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2024.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 06273538). The Directors, officers and advisors of the organisation during 2023-24 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the General Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK. As at the end of the financial year, eighteen institutional funders provided financial support for WIEGO including \$2.8 million from the Swedish International Development Cooperation Agency (Sida) and \$2 million from the William and Flora Hewlett Foundation. WIEGO also received grants from Echidna/Schwab, International Development Research Centre (IDRC), International Labour Organization (ILO), Comic Relief, Wellspring Philanthropy, Rockefeller Philanthropy Advisors, Stiftung Auxilium (Porticus), Institute of Development Studies (IDS), Africa Platform for Social Protection, Sheffield University, University of Witwatersrand, and TearFund.

Governance

WIEGO is governed by an 11-person Board of Directors. The Directors are the Members of the Company and also trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically or virtually.

The Board was re-constituted during the four-yearly General Assembly that was held in Mexico City in November 2022. A motion to change WIEGO's Articles of Association (our governing constitution) was passed, increasing the number of representatives of the membership-based organizations (MBO) constituency on the WIEGO Board from three to four in order to allow more representation of this constituency on our governing body, and also changing references in the articles from workers in "the informal economy" to workers "in informal employment".

Apart from the four representatives of membership-based organizations of workers in informal employment (one of whom serves as the Chair), WIEGO's Board of Directors is also comprised of two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board re-elected Mirai Chatterjee as its Chair, and co-opted Debra Davis to continue in the role of Treasurer. The other co-opted members of the out-going Board were Elizabeth Tang and Patrick Ndlovu who both stepped down with the change of the Board.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

Three of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at the November 2022 General Assembly, and three new Directors were appointed. Three other members were co-opted by the Board thereafter, and four members have stepped down.

The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years, and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics, and Law) are each led by a Programme Director. Reports are received from the Programme Directors by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of seven members, including four Directors, the Director of Programmes, the Finance Director who also serves as the Company Secretary, and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Finance Director/Company Secretary, and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors further to their audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval; makes recommendations regarding the appointment of the external auditors; approves their remuneration and terms of engagement; reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO.

The Directors are assisted by WIEGO's International Coordinator and a Senior Management Team comprising of the Director of Programmes, Communications Director, Operations Director and the Finance Director / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

The Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

plan, which was approved at the General Assembly in November 2022.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

Recruitment and Appointment

The WIEGO General Assembly in 2022 elected eight Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus, however, if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also considers the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a Chartered Accountant with international experience, as a Director and Treasurer at the time of General Assembly in 2022. Two further Directors were co-opted in January 2023.

Each of the Directors has a commitment to WIEGO's objectives, and their appointment ends at the next General Assembly to be held in November 2026, at which time they may be reappointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors have been inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Board Chair, and the Director of Programmes.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roever. She is assisted by the Director of Programmes, a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1).

The development of the organisation since 2007 has required the extension and updating of operational procedures as needed, through revision of the Operations Manual. At its meeting in August 2023, the Board agreed to establish a Policy Review Committee to review all policies for approval by the Management Committee and the Board. The Policy Review Committee is comprised of three Board members and two members from the Senior Management Team.

Formation of Strategic Implementation Leads

At the final Internal Strategic Review (ISR) meeting in May 2022, the Board approved recommendations to inform our new 5-year strategic plan (2023-2028). In the past 5-year period (2018-2023), we set up regional and sector calls and working committees to monitor and implement ISR recommendations which initially improved coordination. Team members across programmes, functions, geographies, and sectors came together on these calls and in the committees. However, only the sector calls are still held on a regular basis given the demands and shifts in priorities brought on by the COVID-19 pandemic.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

In order to strengthen WIEGO's collaboration across programmes, functions, geographies and sectors, the SMT conceptualized a new way to move forward in order to ensure progress on strategy implementation. Five Team members were appointed as designated strategic issue leads (SIL) for the following strategic issues viz. Asia partnership strategy; climate change and just transitions; formalization; and social solidarity economy. SILs set a roadmap for each strategic issue, track progress and share insights with the International Coordinator, SMT and relevant Programme Directors.

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operating within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. The Diversity, Equity and Inclusion (DEI) working group, chaired by the International Coordinator, continues to steer us through a process of confronting and overcoming the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and to ensure delivery of results namely, the Operations Team, the Programme Team, the Communications Team, and the Fundraising Team. There are several routine communication methods, notably frequent and regular emails, an intranet, zoom meetings, and periodic physical meetings. All teams are kept up to date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

WIEGO was unable to hold face-to-face Team retreats over the last few years due to the restrictions on international travel caused by the COVID-19 pandemic. In September 2024, a face-to-face Team meeting will be held in Kenya in order to reestablish team spirit, support new team member induction, and strengthen alignment and integration within the team. This will be a purpose-driven retreat tailor-made to integrating Team members around strategic priorities.

Risk Management and Internal Controls

Review of the Risk Register is delegated to the Finance and Management Committees to support the Board in assessing and prioritising risks and developing risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in May 2023 and July 2023 respectively.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Teams are responding to risks effectively to ensure that risks are reduced to an acceptable level;

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

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- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

We have taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuous review of the impact of exchange rate fluctuations are in place.

The Board recognises that to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Finance Director's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. The Operations Manual has been updated during the year and is reviewed regularly. Additionally, a Policy Review Committee was formed in 2023 to review all policies.

Audit recommendations are systematically followed up, and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders.

The Treasurer reviews the work and ensures through the Finance Committee, the Policy Review Committee, and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud.
- WIEGO's internal control systems and procedures are kept under review.
- Controls are in place for the financial routines and systems that WIEGO operates.
- WIEGO is at an advanced stage in the recruitment of an Internal Auditor Consultant. It is expected that the position will be filled in the second quarter of FY 24/25. When hired, the Internal Auditor Consultant will provide independent and objective evaluations/assurances of WIEGO's financial, operational and compliance risks, and IT systems; identify potential vulnerabilities and make recommendations for risk mitigation strategies as needed to the Board.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting policies and procedures

Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.

- Quality and integrity of personnel

The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.

- Budgetary process

Each year Directors approve the annual budget taking account of the key risk areas, as well as income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The key Management Personnel consists of Sally Roever, International Coordinator; Mike Davice Bird, Operations Director; Rachel Moussié, Director of Programmes; Kendra Hughes, Communications

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Director; and Bertha Isidore, Finance Director. The salary for the International Coordinator is determined by the Board, whilst the salary for the other key members of the Management Team is set according to WIEGO's remuneration policy, which is reviewed periodically by the Management Committee.

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in informal employment. By doing so, our aim is to ensure in the long term, the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

a. *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor in informal employment;*

b. *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor in informal employment.*

c. *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policymaking and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations. and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general, and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;
- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;

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- to investigate and increase understanding of how different groups of the working poor, especially women, in informal employment are linked to the formal economy and inserted into the global economy;
 - to strengthen membership-based organisations of informal economy workers, and assist the self- development of national, regional and global networks;
 - to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in informal employment.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in informal employment and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association, as revised on 15 November 2022, and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements, impact and performance during 2023/24 is provided in the Annual Report for general distribution.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2024, WIEGO had 152 members: 32 Institutional Members and 120 Individual Members, in 37 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers), and in developing improved two-way communication with them.

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DIRECTORS' REPORT For the year ended 31 March 2024

WIEGO maintained its strong communications capacity during 2023/24 to help meet our goals of producing user-friendly publications and improving how we disseminate information. To further enhance communications capacity, the WIEGO website which is a key resource for disseminating research, policy analysis, and capacity-building tools, is undergoing a significant redesign led by the Digital Team and an external consultant (with participation from the Management and Programme Teams). Initiated in the second half of 2023/2024, the revamp addresses the issues of mobile compatibility, accessibility, searchability, organization and content updates identified by users. The new site will integrate a Research Library (acting as a repository of WIEGO's research and integrating enhanced search functionality), a dedicated section for worker education tools, and areas for showcasing worker stories and WIEGO's impact. The new website will also adhere to accessibility best practices, be mobile-friendly, offer improved readability and feature automatic content updates through tagging. With several key milestones already completed, the site launch is anticipated in the first half of FY 2024/2025. Through this work, we hope that new and different actors will feature WIEGO statistics, documented grassroots experience, and research in their publications, websites, digital platforms, and policy positions.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises that there are a number of factors which could affect the achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- WIEGO continues to monitor the repercussions of the Covid-19 pandemic, and to advocate for the application of the lessons that we have learnt from our studies into its impacts, in the form of plans that take account of the rights, needs and circumstances of those who work in the informal economy.
- The wars in Ukraine as well as the Middle East continues to have profound economic and social consequences all around the world as supply chains of vital fuel and foodstuffs are disrupted. It is those at the bottom of the economic pyramid who are feeling these impacts most severely and this includes women working informally.
- Many of the organisations in the WIEGO Network are reporting a reduction of political space in their respective countries, and the rise to power of right-wing populists in many countries shows signs of continuing through many of the elections taking place in 2024.

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase their well-being, and relieve the poverty of the working poor, especially women. Additionally, WIEGO is committed to providing support to the formation and strengthening of global networks of informal worker groups. This has remained unchanged throughout 2023/24. WIEGO's mission, vision and purpose have remained essentially unchanged, but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities (SORP), the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2024, our total incoming resources were US\$7,152,754 (as compared to US\$14,405,851 in the previous year.)

Our total expenditure was US\$15,114,339 (as compared with US\$13,166,383 in the previous year.)

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes, and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over the resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The financial outlook for WIEGO is secure. WIEGO still has approximately two years of funding left from the five-year grant totalling US\$25million which was received in October 2021 from the Ford Foundation. This is an unrestricted grant intended to support organisational strengthening work for WIEGO and the four main international networks of informal workers that are part of the WIEGO Network. A USD 95-day notice deposit account was established in March 2022 with the monies received from this grant, and the interest earned will be shared equally among WIEGO and the four NETs.

Additionally, WIEGO has also received extensions from the following four funders:

- Swedish International Development Cooperation Agency-US\$12 million- A four-year extension covering the periods 23/24; 24/25;25/26 and 26/27.
- Echidna Giving US\$750K-A three-year extension covering the periods 23/24;24/25 and 25/26.
- William and Flora Hewlett Foundation - A two-year extension covering the periods 24/25 and 25/26.
- Wellspring Philanthropic Fund US\$400K- A two-year extension covering the periods 24/25 and 25/26.

From an organisational point of view WIEGO is also well-placed to continue its work, as the systems which have been put in place after the pandemic continue to work well. The Manchester office now works entirely remotely, being well aided by our banking, financial management and payment systems which are all on-line. Town hall meetings for the whole Team, and liaison meetings with the leaders of the networks of informal workers that are our members, are held monthly and continue to enable effective management and communication.

The Operations Team continues to monitor the risks which WIEGO is exposed to, and these are added to the risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team. The risk register is reviewed by the Finance and Management Committees of the Board, to ensure continuity in the activities of the programmes, and to make any adjustments as deemed necessary. The view of the Directors and WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

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DIRECTORS' REPORT For the year ended 31 March 2024

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2026 and beyond. On this basis, forecast budgets for 24 months after the year end i.e. up to 31 March 2026 have been prepared. In light of the extensions received from current donors, and funding available from the Ford Foundation for the next two years, the Directors are of the view that there are no financial or operational uncertainties which cast doubt about the charity's ability to continue as a going concern in the foreseeable future, and that the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available;
- managing cash flow and contingencies with respect to utilisation of grant funds

Total funds held at March 31, 2024, is \$22,462,093. Of this amount \$16,724,289 is restricted and not available for general purposes.

Funds of \$125K have been set aside as designated reserves for the General Assembly which will be held in November 2026. The Board of Directors seeks to have free reserves at a level at which core programmes can be maintained for a 3-month period in order to maintain WIEGO's core activities in the event of fundraising problems. At March 31, 2024 the total amount of undesignated or free reserves required is US\$617K in keeping with the Reserves Policy.

The free reserves of US\$618K will be carried forward into the new financial year to fund budgeted costs of the core programmes for 3 months in the next financial year.

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2023/24 the principal funding for WIEGO was received from the following sources:

William and Flora Hewlett Foundation
Swedish International Development Agency (Sida)
Schwab Charitable Fund International Development Research Centre
Comic Relief
Wellspring Philanthropic Fund
Stiftung Auxilium

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2024

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (NETs) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for, and networking of researchers-statisticians-academics focusing on the informal economy.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing WIEGO-wide research, policy and organising strategies on climate justice, social and solidarity economy, and formalization.
- Expanding WIEGO's programmatic presence in terms of research and policy spaces in South East Asia.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.
- Deepening learning and evaluation processes to review and improve emerging programmatic initiatives in the ORP, Law and Urban Policies Programme.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

Internal

In order to ensure that the International Coordinator has the support she needs to continue to lead WIEGO, the three-person Senior Management Team was replaced by a five-person team, as agreed by

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DIRECTORS' REPORT For the year ended 31 March 2024

the Board. This included the appointment of a Director of Programmes, Finance Director/Company Secretary, and a Communications Director during 22/23.

The position of Internal Auditor Consultant is expected to be filled in the second quarter of FY 24/25. When hired, the Internal Auditor Consultant will provide independent and objective valuations/assurances of WIEGO's financial, operational and compliance risks, and IT systems; identify potential vulnerabilities and make recommendations for risk mitigation strategies as needed to the Board.

Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Financial Controller, two Senior Finance Officers, four Finance Officers, an Events and Logistics Manager, a Travel Support Consultant, an Information Systems and IT Coordinator, an HR Officer and an Administrative Assistant. The Finance Director/ Company Secretary who resides in Saint Lucia has oversight of the Finance Team.

Evolution of the Global Network of Informal Workers

FY 23/24 was a momentous one across the global network of informal workers, as years of network-strengthening activity culminated in three International Congresses (HomeNet, StreetNet and IDWF) and preparation for the final stages of a fourth (IAWP). In May 2024 the first IAWP Elective Congress was formally inaugurated in Argentina and the first election was held for office bearers.

Additionally, during FY 23/24 WIEGO continued to support these networks of informal workers and MBOs through training and capacity building in democratic leadership, and core functions such as Monitoring, Learning and Evaluation; finance, fundraising; and communications. Trainings under the Ford Foundation SJB grant will continue in FY 24/25 and FY 25/26 and will incorporate financial and project management with a view to equipping them for future sustainability, as the Ford Foundation SJB grant comes to an end. In May 2024, the Ford Foundation approved a one year no cost extension on the SJB grant. The end date of the grant is now April 30, 2027.

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DIRECTORS' REPORT For the year ended 31 March 2024

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
 - make judgments and accounting estimates that are reasonable and prudent;
 - state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
-
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk.

The Directors confirm that, so far as they are aware, WIEGO's auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements, and the overriding need to protect the capital value of WIEGO's funds. WIEGO's funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

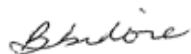
Number of employees

The average number of persons employed by the company in each week during the financial year was 11.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO.

This report, which incorporates the Directors' Report, was approved by the Board of Directors and signed on its behalf, by:



Bertha Isidore, Company Secretary
August 21, 2024

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2024

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2024

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2024

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

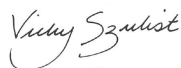
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, reviewing sample of income to supporting documents, agreeing through contracts and banks, reviewing the period the income relates to and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist

Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
St George's House
56 Peter Street
Manchester M2 3NQ
Date: 1st November 2024

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2024

	Note	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$	Total Funds 2023 \$
INCOME					
Donations and legacies	2	1,250	3,351	4,601	1,911
Investment income	3	1,085,726	57,544	1,143,270	617,173
Charitable activities	4	2,206,456	3,798,427	6,004,883	13,786,768
TOTAL INCOME		3,293,432	3,859,322	7,152,754	14,405,851
EXPENDITURE					
Charitable activities	5	(9,204,627)	(5,909,712)	(15,114,339)	(13,166,383)
TOTAL EXPENDITURE		(9,204,627)	(5,909,712)	(15,114,339)	(13,166,383)
NET INCOMING/(OUTGOING) RESOURCES		(5,911,195)	(2,050,390)	(7,961,585)	1,239,468
Transfers		-	-	-	-
TOTAL FUNDS AT 1 APRIL 2023		22,635,484	7,788,194	30,423,678	29,184,210
TOTAL FUNDS AT 31 MARCH 2024 10		16,724,289	5,737,804	22,462,093	30,423,678

All activities relate to continuing operations.
The Statement of Financial Activities includes all gains and losses recognised in the year.

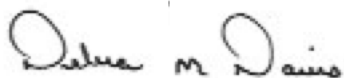
The notes on pages 22 to 43 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2024

	Note	\$	2024 \$	\$	2023 \$
CURRENT ASSETS					
Debtors	8	718,020		1,186,248	
Cash at bank		<u>25,407,569</u>		<u>30,550,964</u>	
		26,125,589		31,737,212	
CREDITORS:					
Amounts falling due within one year	9	<u>(3,663,496)</u>		<u>(1,313,534)</u>	
NET ASSETS			<u>22,462,093</u>		<u>30,423,678</u>
FUNDS					
Unrestricted Funds	10	5,737,804		7,788,194	
Restricted Funds	10	<u>16,724,289</u>		<u>22,635,484</u>	
			<u>22,462,093</u>		<u>30,423,678</u>

The financial statements were approved and authorised for issue by the Directors on **August 21, 2024**, and signed on their behalf, by:



D Davis
Director and Treasurer

The notes on pages 22 to 43 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

CASH FLOW STATEMENT As at 31 March 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>(6,286,665)</u>	<u>(2,167,401)</u>
Cash Flows from investing activities			
Interest received		<u>1,143,270</u>	<u>617,173</u>
Net cash provided by investing activities		<u>1,143,270</u>	<u>617,173</u>
Change in cash and cash equivalents in the year.		(5,143,395)	(1,550,228)
Cash and cash equivalents at the beginning of the year.		<u>30,550,964</u>	<u>32,101,192</u>
Cash and cash equivalents at the end of the year.		<u>25,407,569</u>	<u>30,550,964</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 \$	2023 \$
Cash at bank	<u>25,407,569</u>	<u>30,550,964</u>

RECONCILIATION OF NET FUNDS

	2023 \$	Cash flow \$	2024 \$
Cash at hand and at bank	<u>30,550,964</u>	<u>(5,143,395)</u>	<u>25,407,569</u>

The notes on pages 22 to 43 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 06273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to October 2025. On this basis, forecast budgets for the year ending 31 March 2025 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed, they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2024 was £1: \$1.26.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Membership fees	<u>1,250</u>	<u>3,351</u>	<u>4,601</u>

	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
Membership fees	<u>-</u>	<u>1,911</u>	<u>1,911</u>

3. INVESTMENT INCOME

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Bank Interest	<u>1,085,726</u>	<u>57,544</u>	<u>1,143,270</u>

	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
Bank Interest	<u>511,094</u>	<u>106,078</u>	<u>617,173</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

4. INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Total Funds
	2024	2024	2024
	\$	\$	\$
Ford Foundation	48,834	-	48,834
Sida	1,295,771	1,474,532	2,770,303
IDRC Covid 19 Study 2	89,332	-	89,332
Comic Relief	113,736	-	113,736
Wellspring Philanthropic Fund 2 (WPF)	200,000	-	200,000
International Labour Organisation – ESCWA	14,839	-	14,839
Anonymous donor	-	189,580	189,580
Hewlett Foundation	-	2,000,000	2,000,000
Tearfund 4551	6,292	-	6,292
Rockefeller	25,000	-	25,000
The University of Sheffield - Photo exhibit	12,507	-	12,507
University of the Witwatersrand Johannesburg	12,941	-	12,941
HNSA (HomeNet South Asia) - Congress	100,126	-	100,126
IDS (Institute of Development Studies) Sussex	10,011	-	10,011
IDS (Institute of Development Studies) Sussex 2	9,556	-	9,556
Africa Platform for Social Protection	12,000	-	12,000
Porticus	-	133,200	133,200
Echidna/Schwab 3	250,000	-	250,000
Other Income	5,512	1,114	6,627
Total	2,206,456	3,798,427	6,004,883

	Restricted Funds	Unrestricted Funds	Total Funds
	2023	2023	2023
	\$	\$	\$
Ford Foundation	296,386	-	296,386
Sida	1,712,704	972,019	2,684,723
Echidna 2	125,000	-	125,000
IDRC Covid 19 Study	185,334	-	185,333
Anonymous donor	-	184,200	184,200
Comic Relief	137,055	-	137,055
Wellspring Philanthropic	200,000	-	200,000
International Labour Organisation	10,403	-	10,403
International Initiative for Environment & Development (IIED)	6,460	-	6,460
Tearfund	29,371	-	29,371
National Philanthropic Trust	-	7,000,000	7,000,000
Rockefeller	25,900	-	25,900
Hewlett Foundation	900,000	-	900,000
The William Flora Hewlett Foundation	-	2,000,000	2,000,000
Other income	1914	23	1,937
Total	3,630,526	10,156,242	13,786,768

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2024
	\$	\$	\$	\$
Charitable activities				
Law	-	907,212	209,808	1,117,020
Organisation & Representation	-	855,095	196,971	1,052,066
Social Protection	39,724	525,831	130,276	695,831
Statistics	-	424,823	97,858	522,681
Urban Policies	-	784,971	180,818	965,789
Focal Cities	-	499,620	115,088	614,708
Governance cost - unrestricted	-	124,237	-	124,238
Senior Management/ International Coordination Team	172,913	558,183	58,879	789,975
Loss/(Gain) on foreign exchange	-	27,405	-	27,405
Africa Platform for Social Protection	-	12,000	-	12,000
Comic Relief	88,371	56,045	-	144,416
Echidna/Schwab 2	119,381	115,263	-	234,644
Echidna/Schwab 3	112,682	63,278	-	175,960
Ford Foundation - HomeNet International		204,098		204,098
Ford Foundation – Social Justice Bond – WIEGO only	45,190	1,187,584	12,903	1,245,677
Ford Foundation – SJB NETS – HomeNet International	558,337	514,809	189,625	1,262,771
Ford Foundation – SJB NETS – Global Alliance IAWP	167,091	659,404	33,762	860,257
Ford Foundation – SJB NETS – International Domestic Workers Federation	468,056	11,580	4,385	484,020
Ford Foundation – Social Justice Bond NETS – StreetNet	1,853,625	0	830	1,854,455
Hewlett Foundation-Focal Cities 3	-	687,477	79,845	767,321
HNSA (HomeNet South Asia) Congress	-	90,113	10,013	100,126
International Development Research Centre – Covid 19 Study 2	-	167,216	642	167,858
IDS (Institute of Development Studies) Sussex	-	10,011	-	10,011
IDS (Institute of Development Studies) Sussex 2	-	5,179	-	5,179
ILO – ESCWA	-	(1,554)	-	(1,554)
Open Society Initiative - West Africa	-	1,388	4,187	5,575
Open Society Foundations - DW Social Protection Asia	42,600	989	-	43,589
Open Society Foundations - Social Insurance Informal Worker	-	21,600	-	21,600
Plastic Solutions Fund 1 – Rockefeller Philanthropy Advisors	-	25,900	0	25,900
Plastic Solutions Fund 2 – Rockefeller Philanthropy Advisors Asia Meeting 2024	-	25,000	-	25,000
The University of Sheffield - Photo exhibit	-	12,507	-	12,507
Sida Nets Support	530,000	683,088	-	1,213,088

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

5. RESOURCES EXPENDED (continued)

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2024
	\$	\$	\$	\$
Tearfund 4551	-	6,292	-	6,292
Tearfund Consultancy	-	9,270	-	9,270
University of the Witwatersrand Johannesburg	-	12,941	-	12,941
Wellspring Philanthropic 2	2,057	166,380	3,408	171,845
Governance costs – restricted	-	4,122	-	4,122
Bank interest	-	5,512	-	5,512
Other income	-	120,147	-	120,147
TOTAL RESOURCES EXPENDED	4,200,027	9,585,015	1,329,298	15,114,339
Unrestricted expenditure	212,637	4,707,377	989,698	5,909,712
Restricted expenditure	3,987,390	4,877,638	339,600	9,204,627

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to AeT, International Union Foodworkers, IDWF, HomeNet South East Asia, HomeNet South Asia, StreetNet, SEWA, FACCYR/CTEP and HomeNet International this year.

	2024	2023
Support Costs	\$	\$
Salaries	856,282	700,815
Meeting costs/events	8,527	57,938
Consultants and professional	259,892	220,581
Rent and office costs	204,597	178,951
Total support cost	1,329,298	1,158,285

Support costs have been apportioned across core programmes according to the size of the core programme.

	2024	2023
Governance Costs	\$	\$
Board meetings	85,969	65,999
Company secretarial	23,547	20,804
Internal Strategic Review	-	43,262
General Assembly	-	562,281
Professional fees	18,844	18,795
Total governance cost	128,360	711,140

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2023 (comparison only)				
	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2023
	\$	\$	\$	\$
Charitable activities				
Law	-	574,001	99,586	673,587
Organisation & Representation	-	850,775	147,604	998,379
Social Protection	8,000	472,950	83,442	564,392
Statistics	-	263,265	45,675	308,940
Urban Policies	-	816,310	141,625	957,935
Focal Cities	-	782,833	135,817	918,650
Comic Relief	58,854	89,229	-	148,083
Echidna/Schwab 2	(23,622)	123,731	-	100,109
Ford Foundation - HomeNet International	-	138,379	-	138,379
Ford Foundation – Social Justice Bond – WIEGO only	-	537,477	76,276	613,753
Ford Foundation – SJB NETS – HomeNet International	249,013	255,390	103,979	608,382
Ford Foundation – SJB NETS – Global Alliance IAWP	280,811	547,675	60,359	888,845
Ford Foundation – SJB NETS – International Domestic Workers Federation	347,258	35,653	6,082	388,993
Ford Foundation – Social Justice Bond NETS – StreetNet	640,015	2,785	415	643,215
Hewlett Foundation – Focal Cities 2	-	365,709	65,118	430,826
Hewlett Foundation-Focal Cities 3	-	202,314	44,405	246,719
International Development Research Centre - Covid 19 Study	-	35,373	10,905	46,278
International Development Research Centre – Covid 19 Study 2	-	13,920	-	13,920
International Initiative for Environment & Development (IIED)	-	6,460	-	6,460
ILO – ESCWA	-	33,156	-	33,156
Open Society Initiative - West Africa	-	58,039	-	58,039
Open Society Foundations – Child Care Rebuilding project	-	714	-	714
Open Society Foundations - DW Social Protection Asia	-	20,059	-	20,059
Open Society Foundations - Social Insurance Informal Worker	-	26,815	1,755	28,570
Sida Nets Support	735,000	921,921		1,656,921

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

5. RESOURCES EXPENDED - YEAR ENDED 31 MARCH 2023 (comparison only) (continued)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2023
	\$	\$	\$	\$
Sida Social Protection Research (SSP)	-	451,912	-	451,912
Sida Waste Picker Project Coastal Cities	120,096	484,464	52,534	657,094
Tearfund 4551	-	20,101	-	20,101
Wellspring Philanthropic	-	13,178	-	13,178
Wellspring Philanthropic 2	-	127,505	6,017	133,522
Senior Management/ International Coordination Team	-	432,600	76,691	509,291
Governance costs – restricted	-	39,450	-	39,450
Governance cost - unrestricted		671,690		671,690
Loss/(Gain) on foreign exchange		176,841		176,841
TOTAL RESOURCES EXPENDED	2,415,425	9,592,673	1,158,285	13,166,383
Unrestricted expenditure	8,000	5,332,608	594,623	5,935,231
Restricted expenditure	2,407,425	4,260,065	563,662	7,231,152

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT and FACCYR/CREP this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2024	2023
	\$	\$
Operating lease rentals – property	9,785	16,530
Auditors Remuneration – Audit fees excluding VAT	<u>15,158</u>	<u>12,958</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2024	2023
	\$	\$
Wages and salaries	723,060	547,852
Social security costs	56,845	38,138
Pension costs	<u>11,989</u>	<u>8,583</u>
	<u>791,894</u>	<u>594,572</u>

The key management personnel of the charity are Sally Roever, International Co-ordinator, Mike Bird, the Operations Director, Bertha Isidore, Finance Director, Rachel Moussie, Director of Programmes and Kendra Hughes Communications Director. Sally Roever is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, Bertha Isidore is based in Saint Lucia, Rachel Moussie is based in Mauritius and Kendra Hughes is based in Canada. Their rates of remuneration are set according to market rates and reviewed periodically by a Management Committee.

The total remuneration of the key management personnel in 2024 is \$530,607 (2023: \$465,381).

The total remuneration of key management personnel not included in staff costs of 2024 is \$280,082 (2023: \$246,385).

The average monthly number of employees during the year was as follows:

	2024	2023
	Number	Number
Administration	<u>11</u>	<u>8</u>

During the year, the directors received reimbursement of expenses and fees of \$10,067 (2023: \$18,742).

8. DEBTORS

	2024	2023
	\$	\$
Grant income receivable	99,689	61,178
Prepayments and other debtors	<u>618,331</u>	<u>1,125,070</u>
	<u>718,020</u>	<u>1,186,248</u>

9. CREDITORS: Amounts falling due within one year

	2024	2023
	\$	\$
Accrued expenses	1,638,232	1,313,534
Grants received in advance	<u>2,025,264</u>	<u>-</u>
	<u>3,663,496</u>	<u>1,313,534</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS						
		Brought Forward 1 April 2023	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2024
		\$	\$	\$	\$	\$
UNRESTRICTED FUNDS						
Designated funds						
General Assembly Reserves		-	-	-	125,000	125,000
Undesignated funds						
Free reserves		583,000	-	-	34,841	617,841
Unrestricted Funds		403,790	-	-	-	403,790
Hewlett Foundation		-	2,000,000	(2,000,000)	-	-
National Philanthropic Trust		6,438,284	-	(1,687,271)	(159,841)	4,591,172
Sida		-	1,474,532	(1,474,532)	-	-
Anonymous		-	189,580	(189,580)	-	-
Open Society - Core Funding		363,120	-	(363,120)	-	-
Porticus		-	133,200	(133,200)	-	-
Other Income		-	1,114	(1,114)	-	-
Bank Interest		-	57,544	(57,544)	-	-
Membership Fees		-	3,351	(3,351)	-	-
RESTRICTED FUNDS						
Ford Foundation SJB WIEGO - \$5M		4,079,689	-	(1,249,799)	-	2,829,890
Ford Foundation SJB Nets – HNI - \$5M		4,107,400	1,250	(1,262,771)	-	2,845,879
Ford Foundation SJB Nets – IDWF - \$5M		4,590,057	-	(484,020)	-	4,106,037
Ford Foundation SJB Nets – Global Alliance IAWP - \$5M		3,965,095	-	(860,257)	-	3,104,838
Ford Foundation SJB Nets – StreetNet - \$5M		3,977,397	-	(1,854,455)	-	2,122,942

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS (continued)						
		Brought Forward 1 April 2023	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2024
		\$	\$	\$	\$	\$
	Ford Foundation Bank interest received	511,094	965,579	-	-	1,476,673
	Africa Platform for Social Protection	-	12,000	(12,000)	-	-
	Comic Relief	56,601	113,736	(144,416)	-	25,921
	Echidna/Schwab Giving Project 2	234,644	-	(234,644)	-	-
	Echidna/Schwab Giving Project 3	-	250,000	(175,960)	-	74,040
	Ford Foundation HomeNet International	155,264	48,834	(204,098)	-	-
	HNSA HomeNet South Asia - Congress	-	100,126	(100,126)	-	-
	Hewlett Foundation – Focal Cities 3	653,281	-	(767,321)	-	(114,040)
	IDRC – COVID-19 Study 2	155,303	89,332	(167,858)	-	76,776
	IDS (Institute of Development Studies) Sussex	-	10,011	(10,011)	-	-
	IDS (Institute of Development Studies) Sussex 2	-	9,556	(5,179)	-	4,377
	ILO ESCWA	(22,753)	14,839	1,554	-	(6,360)
	Open Society Foundation - DW Social Protection in Asia	43,589	-	(43,589)	-	-
	Open Society Foundation - Social Insurance Informal Workers	21,600	-	(21,600)	-	-
	Open Society Initiative West Africa	5,575	-	(5,575)	-	-
	Rockefeller Philanthropy Advisors - Plastic Solutions Fund 1	25,900	-	(25,900)	-	-
	Rockefeller Philanthropy Advisors - Plastic Solutions Fund 2	-	25,000	(25,000)	-	-
	Sida Nets Support	-	1,295,771	(1,213,088)	-	82,683
	The University of Sheffield - Photo exhibit	-	12,507	(12,507)	-	-
	Tearfund 4551	-	6,292	(6,292)	-	-
	Tearfund Consultancy	9,270	-	(9,270)	-	-

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS (continued)						
		Brought Forward 1 April 2023	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2024
		\$	\$	\$	\$	\$
	University of the Witwatersrand Johannesburg	-	12,941	(12,941)	-	-
	Wellspring Philanthropic Fund 2 (WPF)	66,478	200,000	(171,845)	-	94,633
	Other Income	-	5,512	(5,512)	-	-
	Bank Interest Restricted	-	120,147	(120,147)	-	-
	Total Restricted	22,635,484	3,293,432	(9,204,627)	-	16,724,289
					-	
	Total Funds	30,423,678	7,152,754	(15,114,339)	-	22,462,093

The transfer of \$125,000 relates to General Assembly Reserves for the General Assembly to be held in 2026. The Reserves are being held for this purpose.

WIEGO has built reserves to meet any adverse contingencies. The transfer of \$34,841 relates to an increase in free reserves as per our reserves policy. At present, this requires Free reserves of approximately \$618K. The \$34,841 transfer increases Free reserves in line to \$617,841.

Total Income includes investment income, other income and charitable income.

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS (for comparison only)

		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
		\$	\$	\$	\$	\$
	UNRESTRICTED FUNDS					
	General Assembly Reserves	320,000	0	0	(320,000)	0
	Undesignated funds					
	Free reserves	500,744	0	0	82,256	583,000
	Unrestricted Funds	83,790	0	0	320,000	403,790
	Ford Foundation	0	0	0	-	0
	Hewlett Foundation	0	2,000,000	(2,000,000)	0	0
	National Philanthropic Trust	0	7,000,000	(511,094)	(50,621)	6,438,284
	Sida	0	972,019	(972,019)	0	0
	Anonymous	0	184,200	(184,200)	0	0
	Open Society - Core Funding	2,523,026	0	(2,159,906)	0	363,120
	Other Income	0	23	(23)	0	0
	Bank Interest	0	106,078	(106,078)	0	0
	Membership Fees	0	1,911	(1,911)	-	0
	RESTRICTED FUNDS					
	Ford Foundation SJB WIEGO - \$5M	4,732,892	0	(653,203)	0	4,079,689
	Ford Foundation SJB NETS – HNI - \$5M	4,715,782	0	(608,382)	0	4,107,400
	Ford Foundation SJB NETS – IDWF - \$5M	4,979,050	0	(388,993)	0	4,590,057
	Ford Foundation SJB NETS – Global Alliance IAWP - \$5M	4,853,940	0	(888,845)	0	3,965,095

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS (for comparison only) (continued)

		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
		\$	\$	\$	\$	\$
	Ford Foundation SJB NETS – StreetNet - \$5M	4,620,612	-	(643,215)	-	3,977,397
	Ford Foundation Bank interest Received	-	511,094	0	-	511,094
	Comic Relief	67,629	137,055	(148,083)	-	56,601
	Echidna/Schwab 2	209,752	125,000	(100,109)	-	234,644
	Ford Foundation HomeNet International	(2,743)	296,386	(138,379)	-	155,264
	Hewlett Foundation - Focal Cities 2	427,699	-	(427,699)	-	-
	Hewlett Foundation - Focal Cities 3	0	900,000	(246,719)	-	653,281
	IDRC - COVID-19 Study	30,639	16,111	(46,750)	-	-
	IDRC - COVID-19 Study 2	0	169,223	(13,920)	-	155,303
	International Institute for Environment & Development (IIED)	-	6,460	(6,460)	-	-
	ILO/ ILO ESCWA	-	10,403	(33,156)	-	(22,753)
	Open Society Foundation - DW Social Protection in Asia	63,648	-	(20,059)	-	43,589
	Open Society Foundation - Social Insurance Informal Workers	50,170	-	(28,570)	-	21,600
	Open Society Foundation - Child Care Rebuilding Project	714	-	(714)	-	-
	Open Society Initiative West Africa	63,614	-	(58,039)	-	5,575
	Open Society Foundation – Kazakhstan Mapping	31,634	-	-	31,634	-
	Rockefeller Philanthropy Advisors – Plastic Solutions Fund 1	-	25,900	-	-	25,900
	Sida Nets Support	299,696	1,240,994	(1,540,690)	-	-
	Sida Waste Picker Coastal Cities	146,831	471,710	(618,541)	-	-

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

10. STATEMENT OF FUNDS (for comparison only) (continued)

		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
		\$	\$	\$	\$	\$
	Sida Social Protection	451,912	0	(451,912)	-	-
	Tearfund	-	20,101	(20,101)	-	-
	Tearfund Consultancy	-	9,270	-	-	9,270
	Wellspring Philanthropic Fund (WPF)	13,178	-	(13,178)	-	-
	Wellspring Philanthropic Fund 2 (WPF)	-	200,000	(133,522)	-	66,478
	Other Income	-	1,914	(1,914)	-	-
	Total Restricted Funds	25,756,650	4,141,620	(7,231,152)	(31,634)	22,635,484
	TOTAL FUNDS	29,184,210	14,405,851	(13,166,383)	-	30,423,678

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
General Assembly	2026	\$125,000	Funds were set aside as a contribution towards the General Assembly in 2026.
Unrestricted funds			
Sida – Swedish International Development Co-operation Agency	01/04/23 - 31/03/27	SEK 64,000,000	To support the core activities
National Philanthropic Trust	21/10/22 – no disclosed date	\$7,000,000	To support the core activities
Open Society Foundations	01/07/21-30/09/22	\$3,000,000	To provide general operating support
Hewlett Unrestricted	01/04/22 – 01/04/24	\$4,000,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£600,000	To provide general operating support
Porticus Organisation	01/12/23 – 30/11/25	\$266,400	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/23 - 31/03/27	SEK 56,000,000	To provide support to the WIEGO Network of informal workers' associations
The Africa Platform for Social Protection	11/07/23 -20/01/24	\$12,000	To jointly implement the project on seizing the Political moment for Social Protection in sub-Saharan Africa
Hewlett Foundation – Focal Cities 3	01/12/22 – 01/12/24	\$1,800,000	To establish Urban Livelihood Learning
IDS Sussex	28/07/23 – 25/10/23	\$10,011	To cover the costs of the work for the Director of Social Protection in respect of "Digitalisation of social protection: impact on workers" project
IDS Sussex 2	01/12/23 – 29/11/24	\$32,775.20	to cover the costs of the work for the Director of Social Protection in respect of "Futures of Workers – Ford Foundation" project
HomeNet South Asia Trust (HNSA)	April 2023- April 2023	\$ 100,126	Received on behalf of HNI by HNSA from the Open Society Foundation, for the HomeNet International Congress, and was transferred to WIEGO to reimburse Ford SJB Nets: HNI funds already spent by WIEGO on the Congress on behalf of HNI
IDRC - COVID-19 Study 2	01/02/23-31/07/24	CAD 365,900	Covid 19 Study 2
Open Society Foundations	1/10/18 – No specified end date	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 30/06/23	\$300,000	Social Insurance – Informal Workers
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.
Rockefeller Philanthropy Advisors on behalf of Plastic Solutions Fund 2	01/01/24 - 31/03/24	\$25,000	Asia Pacific Regional Coordination Mtg WIEGO 2024. Strengthening Waste Pickers movements in the Asia Pacific region
Rockefeller Philanthropy Advisors on behalf of Plastic Solutions Fund	01/11/22 – 31/03/24	\$25,900	Training of waste pickers on international conventions.
Echidna Giving/Schwab Charitable CC2	01/01/22 – 31/12/23	\$500,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service
Echidna Giving/Schwab Charitable CC3	01/01/24 – 31/12/26	\$750,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Comic Relief	01/09/19 - 30/8/24	£520,000	Empowering Women Home-Based Workers
TearFund	25/10/22 – 31/12/24	£31,200 GBP	Plastics Treaty Training
TearFund Consultancy Services	25/10/22 – No specified end date	£8,050 GBP	Delivery of Advocacy Training content for waste pickers
Ford Foundation – HNI	01/01/21 – 31/12/23	\$500,000	Core support for HomeNet International
Ford Foundation – SJB	01/05/21 – 30/04/27	\$25,000,000	Build resilience, stabilise and strengthen WIEGO and the NETS
University of Sheffield	11/07/23 – 04/02/24	£10,000	Photo exhibit for providing artistic documentation of waste pickers within the context of WIEGO's climate change research in Brazil
University of Witwatersrand Johannesburg	01/05/23 – 31/10/23	R 240,000	Drafting a case study for the IDRC/SCIS intersectionality project.
Wellspring Philanthropic 2	01/04/22 – 01/06/24	\$400,000	Women's Grassroots Advocacy for Social Protection Gains
International Labour Office	12/04/22 – 20/12/23	\$34,675	ESCWA

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

10. STATEMENT OF FUNDS (continued)

	Balance at 1 April 2023 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Balance at 31 March 2024 \$
Unrestricted Funds	7,788,194	3,859,322	(5,909,712)	-	5,737,804
Restricted Funds	<u>22,635,484</u>	<u>3,293,432</u>	<u>(9,204,627)</u>	-	<u>16,724,289</u>
Total of Funds	30,423,678	7,152,754	(15,114,339)	-	22,462,093

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2024 \$	Unrestricted Funds 2024 \$	Total Funds 2024 \$
Current assets	17,420,652	8,704,937	26,125,589
Creditors due within one year	<u>696,362</u>	<u>2,967,135</u>	<u>3,663,497</u>
Total of Funds	<u>16,724,290</u>	<u>5,737,802</u>	<u>22,462,093</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
Current assets	23,458,318	8,278,895	31,737,212
Creditors due within one year	<u>822,834</u>	<u>490,701</u>	<u>1,313,534</u>
Total of Funds	<u>22,635,484</u>	<u>7,788,194</u>	<u>30,423,678</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.23) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, four members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were made of \$33,623 during the year (2023: \$0). Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA. (2023:0)

Payments were made to SEWA Bharat of \$48,340, (2023: \$ 32,599) to the Indian Academy of SEWA of \$0, (2023: \$37,500) Gujarat Mahila Housing Trust of \$13,304, (2023: \$12,032) SEWA Academy (IASAW) of \$0 (2023: \$1,000), Indian Academy of Self Employed women (IASAW) \$231,142 (2023:\$0) and SEWA Karala of \$12,000 during the year (2023: \$5,342).

Carmen Britez is President (unremunerated) of the International Domestic Workers Federation (IDWF). Payments to FETRADOMOV IDWF were \$1,586 during the year. (2023: \$25,000). International Domestic Workers Federation IDWF \$32,804 (2023 \$0). I D W F Switzerland \$621,756 (2023: \$0).

Uma Rani is Senior Economist at the International Labour Office (ILO). WIEGO received grants from the ILO of \$14,839 during the year. (2023: \$10,403)

Simel Esim is Programme Manager at the International Labour Office (ILO). WIEGO received grants from the ILO of \$14,839 during the year. (2023: \$10,403)

Poonsap Tulaphan is Manager of HomeNet Thailand. HomeNet Thailand is affiliated to HomeNet Southeast Asia and HomeNet International. Payments were made to HNSEA of \$203,062 (2023: \$253,124) and \$27,340 to HomeNet Thailand. (2023: \$1,923)

Lorraine Subanda is President (unremunerated) of the International Council of StreetNet. Payments to StreetNet International were \$1,478,845 during the year. (2023: \$1,557,832)

Julie Duchatel is Gender Equality and Projects International Officer at International Union of Food and Allied Workers (IUF). No payments were made to IUF during the year. (2023: \$0)

Imraan Valodia is Professor of Economics at the University of Witwatersrand Johannesburg (WITS University). Payments made to WITS University were \$5,000 during the year. (2023: \$20,000) and Income of \$12,673 (2023 :\$0)

Caroline Skinner the Programme Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$123,871 during the year. (2023: \$9,040)

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024

13. FINANCIAL COMMITMENTS

At 31 March 2024 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2024	2023
	\$	\$
Payable:		
Within one year	8,387	9,560
Between two and five years	<u>9,786</u>	<u>17,754</u>
	<u>18,173</u>	<u>27,314</u>

14. FINANCIAL INSTRUMENTS

	2024	2023
	\$	\$
Financial assets		
Financial assets measured at amortised cost	26,125,589	31,737,212
Financial liabilities		
Financial liabilities measured at amortised cost	3,663,497	1,313,535

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	\$	\$
Net incoming/(outgoing) resources for the year	(7,961,585)	1,239,467
Adjustments for:		
Interest received	(1,143,270)	(617,173)
Decrease/(increase) in debtors	468,228	(1,056,504)
Increase/(decrease) in creditors	<u>2,349,962</u>	<u>(1,733,191)</u>
Net cash used in operating activities	<u>(6,286,665)</u>	<u>(2,167,401)</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

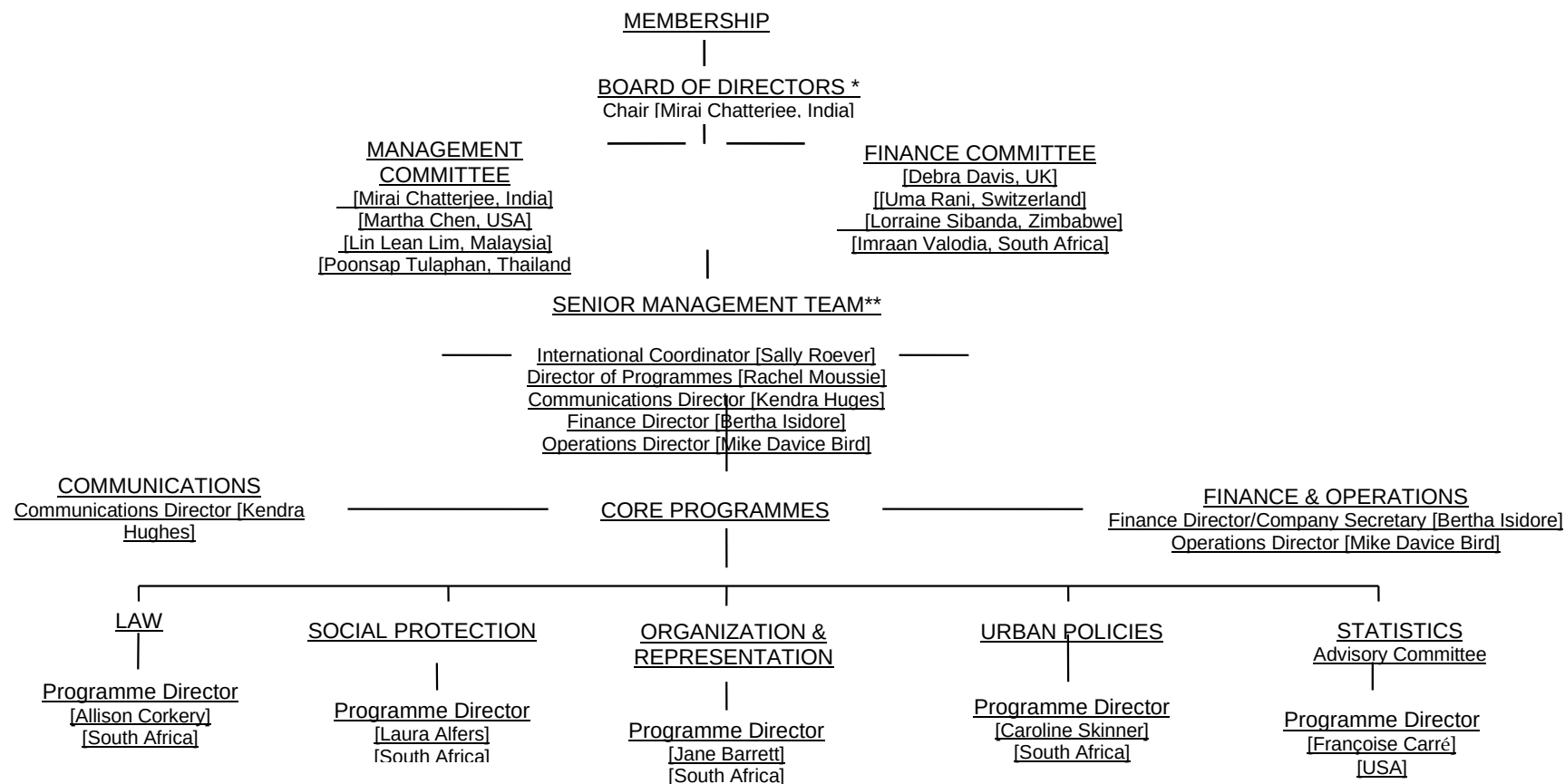
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2023

		Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
	Note			
INCOME				
Donations and legacies	2	-	1,911	1,911
Investment income	3	511,094	106,078	617,173
Charitable activities	4	3,630,526	10,156,242	13,786,768
TOTAL INCOME		4,141,620	10,264,231	14,405,851
EXPENDITURE				
Charitable activities	5	(7,231,152)	(5,935,231)	(13,166,383)
TOTAL EXPENDITURE		(7,231,152)	(5,935,231)	(13,166,383)
NET INCOMING/(OUTGOING) RESOURCES		(3,089,531)	4,328,998	1,239,468
Transfers		(31,634)	31,634	-
TOTAL FUNDS AT 1 APRIL 2022		25,756,650	3,427,560	29,184,210
TOTAL FUNDS AT 31 MARCH 2023	10	22,635,484	7,788,194	30,423,678

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2024



WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

England & Wales - Charity number 1143510

Accounts

a)

Company Registration No: 6273538

Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)
For the year ended 31 March 2023**

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

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For the year ended 31 March 2023

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2023**

Name:	Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited
Charity Registration No:	1143510
Company Registration No:	6273538
Principal and Registered Address	521 Royal Exchange Manchester M2 7EN United Kingdom
Telephone:	0161 819 1200
Website:	www.wiego.org
Names of Current Directors	Mirai Chatterjee (Chair) Debra Davis (Treasurer) Lorraine Sibanda Lin Lim Lean Carmen Britez Poonsap Tulaphan Martha Chen Uma Rani Simel Esim Julie Duchatel Imraan Valodia
The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.	
Chief Executive Officer (known as International Co-ordinator)	Sally Roever
Company Secretary	Bertha Isidore (August 25, 2022)
Bankers	Santander UK Bank plc Manchester Business Centre 298 Deansgate Manchester M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2023**

Auditors

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Rachel Moussie
Kendra Hughes
Bertha Isidore
Mike Davice Bird
Jane Barrett
Marlese von Broembsen
Laura Alfes
Caroline Skinner
Francoise Carré

International Co-ordinator
Director of Programmes
Communications Director
Finance Director
Operations Director
Programme Director, Organization & Representation
Programme Director, Law
Programme Director, Social Protection
Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Rachel Moussie
Bertha Isidore
Henrial Yaidoo
Carol Clayman
Mike Davice Bird
Niki Quinn

Director of Programmes
Finance Director/ Company Secretary
Financial Controller
Executive Assistant to International Coordinator
Operations Director
HR Manager

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2023.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2022-23 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the General Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK.

As at the end of the financial year, thirteen institutional funders provided financial support for WIEGO including \$7 million from the National Philanthropic Trust Fund, \$2.7 million from Sida, and \$2 million from the Hewlett Foundation. WIEGO also received grants from the Ford Foundation, Echidna/Schwab, IDRC, Comic Relief, Wellspring Philanthropy, International Labour Organisation, Rockefeller Philanthropy Advisors and TearFund.

Governance

WIEGO is governed by an 11-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically or virtually.

The Board was re-constituted during the four-yearly General Assembly that was held in Mexico City in November 2022. A motion to change WIEGO's Articles of Association (our governing constitution) was passed, increasing the number of representatives of the membership-based organizations (MBO) constituency on the WIEGO Board from three to four in order to allow more representation of this constituency on our governing body, and also changing references in the articles from workers in "the informal economy" to workers "in informal employment".

Apart from the four representatives of membership-based organizations of workers in informal employment (one of whom serves as the Chair); WIEGO's Board of Directors is also comprised of two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The newly nominated Board re-elected Mirai Chatterjee as its Chair, and co-opted Debra Davis back onto the new Board to continue in the role of Treasurer. The other co-opted members of the out-going Board were Elizabeth Tang and Patrick Ndlovu who both stepped down with the change of the Board.

Three of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at the November 2022 General Assembly, and three new Directors were appointed.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Three other members were co-opted by the Board thereafter, and four members have stepped down. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics and Law) are each led by a Programme Director. Reports are received from the Programme Directors by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of seven members, comprising four Directors, the Director of Programmes, the Finance Director who also serves as the Company Secretary and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Finance Director/Company Secretary, and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors further to their audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval; makes recommendations regarding the appointment of the external auditors; approves their remuneration and terms of engagement; reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO.

The Directors are assisted by WIEGO's International Coordinator and a Senior Management Team comprising of the Director of Programmes, Communications Director, Operations Director and the Finance Director / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

The Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic plan, which was approved at the General Assembly in November 2022.

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The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

Recruitment and Appointment

The WIEGO General Assembly in 2022 elected eight Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus, however, if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also considers the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a Chartered Accountant with international experience, as a Director and Treasurer at the time of General Assembly in 2022. Two further Directors were co-opted in January 2023.

Each of the Directors has a commitment to WIEGO's objectives, and their appointment ends at the next General Assembly to be held in November 2026, at which time they may be reappointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Board Chair, and the Director of Programmes.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roever. She is assisted by the Director of Programmes, a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1).

The development of the organisation since 2007 has required the extension and updating of operational procedures as needed through revision of the Operations Manual.

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operating within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. The Diversity, Equity and Inclusion working group, chaired by the International Coordinator continues to work with a DEI partner, Emunthini Consulting based in South Africa to steer us through a process of confronting and overcoming the biases and power imbalances that are present within WIEGO as much as in any other institution.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and to ensure delivery of results namely, the Operations Team, the Programme Team, the Communications Team, and the Fundraising Team. There are several routine communication methods, notably frequent and regular emails, an intranet, skyping, zoom meetings, and periodic physical meetings. All teams are kept up to date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

There is normally a physical meeting of the WIEGO Team each year. In spite of the international travel restrictions over the last two years, we were able to hold one successful "virtual" Team retreat. With a diverse and geographically dispersed team, it has been important to hold face-to-face meetings in order to establish a team spirit and provide an opportunity to share ideas and challenges. In that regard, we hope to resume this aspect of our work in the near future, and discussions are ongoing with a view to holding a face-to face Team retreat during the 24/25 financial year.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and developing risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Management and Finance Committees in May and August of 2022.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively to ensure that risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

We have taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuous review of the impact of exchange rate fluctuations are in place.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Internal Financial Control

The Finance Director's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. The Operations Manual has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders.

The Treasurer reviews the work and ensures through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting policies and procedures
Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.
- Quality and integrity of personnel
The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.
- Budgetary process
Each year Directors approve the annual budget taking account of the key risk areas, as well as income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The key Management Personnel consists of Sally Roever, International Coordinator; Mike Bird, Operations Director; Rachel Moussié, Director of Programmes; Kendra Hughes, Communications Director; and Bertha Isidore, Finance Director. The salary for the International Coordinator is determined by the Board, whilst the salary for the other key members of the Management Team is set according to WIEGO's remuneration policy, which is reviewed periodically by the Management Committee.

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

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DIRECTORS' REPORT For the year ended 31 March 2023

- b) *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor in informal employment;*
- c) *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor in informal employment.*
- d) *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;
- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

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DIRECTORS' REPORT For the year ended 31 March 2023

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO's activities, achievements and performance during 2022/23 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association, as revised on 15 November 2022, and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements and performance during 2022/23 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.

Evidence of Impact

For a detailed report on impact achieved during 2022/23 please see Appendix 2.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2023, WIEGO had 159 members: 33 Institutional Members and 126 Individual Members in 38 countries.

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WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them.

WIEGO maintained our strong communications capacity during 2022/23 to help meet our goals of producing user-friendly publications and improving how we disseminate information, with an increasing focus on supporting our messaging through social media.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises that there are a number of factors which could affect achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- WIEGO continues to monitor the repercussions of the Covid-19 pandemic, and to advocate for recovery plans that take account of the rights, needs and circumstances of those who work in the informal economy.
- The war in Ukraine continues to have profound economic and social consequences all around the world as supply chains of vital fuel and foodstuffs are disrupted. It is those at the bottom of the economic pyramid who will feel these impacts most severely and this includes women working informally.

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. Additionally, WIEGO is committed to providing support to the formation and strengthening of global networks of informal worker groups. This has remained unchanged through 2022/23. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2023, our total incoming resources were \$14,405,851 (as compared to \$33,152,671 in the previous year.)

Our total expenditure was \$13,166,383 (as compared with \$10,301,071 in the previous year.)

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DIRECTORS' REPORT For the year ended 31 March 2023

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The financial outlook for WIEGO is secure. WIEGO still has approximately three years of funding left from the five-year grant totalling US\$25million which was received in October 2021 from the Ford Foundation. This is an unrestricted grant intended to support organisational strengthening work for WIEGO and the four main international networks of informal workers that are part of the WIEGO Network. A USD deposit account has been established with the monies received from this grant and will be shared equally among WIEGO and the four NETS. WIEGO has also received two and four-year extension contracts from the Hewlett Foundation (\$4million) and Sida (US\$12million) respectively, which relate to the period after the 22/23 financial year. In October 2022, WIEGO received a one-time unsolicited gift of US\$7million from the National Philanthropic Trust Fund which will be used to fund unrestricted activities.

From an organisational point of view WIEGO is also well-placed to continue its work, as the systems which have been put in place after the pandemic continue to work well. The Manchester office now works entirely remotely, being well aided by our banking, financial management and payment systems which are all on-line. Town hall meetings for the whole Team and liaison meetings with the leaders of the networks of informal workers that are our members are held monthly and continue to enable effective management and communication.

The Operations Team continues to monitor the risks which WIEGO is exposed to, and these are added to the risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team. The risk register is reviewed by the Finance and Management Committees of the Board, to ensure continuity in the activities of the programmes, and to make any adjustments as deemed necessary. The view of the Directors and WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2024 and beyond. On this basis, forecast budgets for the year ending 31 March 2024 have been prepared. In light of the extensions received from current donors, funding available from the Ford Foundation for the next three years, and the one-time unsolicited gift from the National Philanthropic Trust Fund, the Directors are of the view that there are no financial or operational uncertainties which cast doubt about the charity's ability to continue as a going concern in the foreseeable future, and that the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available;
- managing cash flow and contingencies with respect to utilisation of grant funds

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DIRECTORS' REPORT For the year ended 31 March 2023

During 2022/23 as shown in the Financial Statements, designated and undesignated or free reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in the event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have free reserves at a level at which core programmes can be maintained for a 3-month period.

At present, this requires reserves of approximately \$583K. From the US\$25M Social Justice Bond (SJB) grant which WIEGO received from the Ford Foundation in FY 2021/22 for a period of five years, US\$24M has been placed on a 95-day deposit with Santander UK plc. currently earning interest at a rate of 4.0% per annum. For the FY 22/23 the total interest earned on the deposit account was US\$514K. The interest earned on the deposit will be shared proportionally between WIEGO, and the four NETS. Therefore, when added to the existing free reserves, the principal plus interest from the Ford Foundation SJB grant is more than adequate to cover the amount needed for the core programmes for a 3-month period. The level of reserves is subject to regular review.

The free reserves of \$583K will be carried forward into the new financial year to fund budgeted costs of the core programmes for 3 months in the next financial year.

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2022/23 WIEGO received our principal funding from the following funders:

- National Philanthropic Trust Fund
- Hewlett Foundation
- Ford Foundation
- Swedish International Development Agency (Sida)
- Echidna/Schwab
- IDRC
- Comic Relief
- Wellspring Philanthropic Fund
- International Labour Organisation

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond "problem identification" to "solution specification" for the three thematic programmes (Law, Social Protection and Urban Policies).
- In the Statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Transitions

In order to ensure that the International Coordinator has the support she needs to continue to lead WIEGO, the three-person Senior Management Team was replaced by a five-person team, as agreed by the Board. This included the appointment of a Director of Programmes, Finance Director/Company Secretary, and a Communications Director during the financial year.

Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Financial Controller, two Senior Finance Officers, four Finance Officers, an Events and Logistics Manager, a Travel Support Consultant, an Information Systems and IT Coordinator, an HR Officer and an Administrative Assistant. The Finance Director/ Company Secretary who resides in Saint Lucia has oversight of the Finance Team.

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS' REPORT For the year ended 31 March 2023

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

Number of employees

The average number of persons employed by the company in each week during the financial year was 11.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO.

This report, which incorporates the Directors' Report, was approved by the Board of Directors and signed on its behalf, by:



.....
Bertha Isidore Company
Secretary
15th November 2023

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 14, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

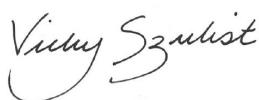
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date: 1st December 2023

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
For the year ended 31 March 2023**

	Note	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$	Total Funds 2022 \$
INCOME					
Donations and legacies	2	-	1,911	1,911	-
Investment income	3	511,094	106,078	617,173	11,852
Charitable activities	4	3,630,526	10,156,242	13,786,768	33,140,819
TOTAL INCOME		4,141,620	10,264,231	14,405,851	33,152,671
EXPENDITURE					
Charitable activities	5	(7,231,152)	(5,935,231)	(13,166,383)	10,301,071
TOTAL EXPENDITURE		(7,231,152)	(5,935,231)	(13,166,383)	10,301,071
NET INCOMING/(OUTGOING) RESOURCES		(3,089,531)	4,328,998	1,239,468	22,851,600
Transfers		(31,634)	31,634	-	-
TOTAL FUNDS AT 1 APRIL 2022		25,756,650	3,427,560	29,184,210	6,332,610
TOTAL FUNDS AT 31 MARCH 2023	10	22,635,484	7,788,194	30,423,678	29,184,210

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

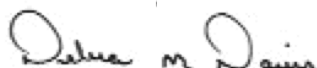
The notes on pages 22 to 41 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2023

	Note	2023	2022
		\$	\$
CURRENT ASSETS			
Debtors	8	1,186,248	129,744
Cash at bank		<u>30,550,964</u>	<u>32,101,192</u>
		31,737,212	32,230,936
CREDITORS:			
Amounts falling due within one year	9	<u>(1,313,534)</u>	<u>(3,046,726)</u>
NET ASSETS		<u>30,423,678</u>	<u>29,184,210</u>
FUNDS			
Unrestricted Funds	10	7,788,194	3,427,560
Restricted Funds	10	<u>22,635,484</u>	<u>25,756,650</u>
		<u>30,423,678</u>	<u>29,184,210</u>

The financial statements were approved and authorised for issue by the Directors on 15.11.2023 and signed on their behalf, by:



D Davis
Director and Treasurer

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**CASH FLOW STATEMENT
As at 31 March 2023**

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>(2,167,401)</u>	<u>25,227,738</u>
Cash Flows from investing activities			
Interest received		<u>617,173</u>	<u>11,852</u>
Net cash provided by investing activities		<u>617,173</u>	<u>11,852</u>
Change in cash and cash equivalents in the year.		(1,550,228)	25,239,950
Cash and cash equivalents at the beginning of the year.		<u>32,101,192</u>	<u>6,861,602</u>
Cash and cash equivalents at the end of the year.		<u>30,550,964</u>	<u>32,101,192</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 \$	2022 \$
Cash at bank	<u>30,550,964</u>	<u>32,101,192</u>

RECONCILIATION OF NET DEBT

	2022 \$	Cash flow \$	2023 \$
Cash at hand and at bank	<u>32,101,192</u>	<u>(1,550,228)</u>	<u>30,550,964</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2023 was £1: \$1.23405.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
Membership fees		<u>1,911</u>	<u>1,911</u>

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Membership fees	<u>-</u>	<u>-</u>	<u>-</u>

3. INVESTMENT INCOME

	Restricted Funds 2023 \$	Unrestricted Funds 2023 \$	Total Funds 2023 \$
Bank Interest	<u>511,094</u>	<u>106,078</u>	<u>617,173</u>

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Bank Interest	<u>10,574</u>	<u>1,278</u>	<u>11,852</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

4. INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Total Funds
	2023	2023	2023
	\$	\$	\$
Ford Foundation	296,386	-	296,386
Sida	1,712,704	972,019	2,684,723
Echidna 2	125,000	-	125,000
IDRC Covid 19 Study	185,334	-	185,333
Anonymous donor	-	184,200	184,200
Comic Relief	137,055	-	137,055
Wellspring Philanthropic	200,000	-	200,000
International Labour Organisation	10,403	-	10,403
International Initiative for Environment & Development (IIED)	6,460	-	6,460
Tearfund	29,371	-	29,371
National Philanthropic Trust	-	7,000,000	7,000,000
Rockefeller	25,900	-	25,900
Hewlett Foundation	900,000	-	900,000
The William Flora Hewlett Foundation	-	2,000,000	2,000,000
Other income	1914	23	1,937
Total	3,630,526	10,156,242	13,786,768

	Restricted Funds	Unrestricted Funds	Total Funds
	2022	2022	2022
	\$	\$	\$
Ford Foundation	25,000,000	200,000	25,200,000
Sida	2,595,066	1,169,671	3,764,737
The Open Society Foundations	15,000	3,000,000	3,015,000
Echidna 2	375,000	-	375,000
IDRC Covid 19 Study	314,236	-	314,236
Anonymous donor	-	141,108	141,108
Comic Relief	120,927	-	120,927
DFID	91,697	-	91,697
Wellspring Philanthropic	50,000	-	50,000
Other Income	38,130	8,700	46,830
International Labour Organisation	11,285	-	11,285
USAID	10,000	-	10,000
Total	28,621,341	4,519,479	33,140,819

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2023
	\$	\$	\$	\$
Charitable activities				
Law	-	574,001	99,586	673,587
Organisation & Representation	-	850,775	147,604	998,379
Social Protection	8,000	472,950	83,442	564,392
Statistics	-	263,265	45,675	308,940
Urban Policies	-	816,310	141,625	957,935
Focal Cities	-	782,833	135,817	918,650
Comic Relief	58,854	89,229	-	148,083
Echidna/Schwab 2	(23,622)	123,731	-	100,109
Ford Foundation - HomeNet International	-	138,379	-	138,379
Ford Foundation – Social Justice Bond – WIEGO only	-	537,477	76,276	613,753
Ford Foundation – SJB NETS – HomeNet International	249,013	255,390	103,979	608,382
Ford Foundation – SJB NETS – Global Alliance IAWP	280,811	547,675	60,359	888,845
Ford Foundation – SJB NETS – International Domestic Workers Federation	347,258	35,653	6,082	388,993
Ford Foundation – Social Justice Bond NETS – StreetNet	640,015	2,785	415	643,215
Hewlett Foundation – Focal Cities 2	-	365,709	65,118	430,826
Hewlett Foundation - Focal Cities 3	-	202,314	44,405	246,719
International Development Research Centre - Covid 19 Study	-	35,373	10,905	46,278
International Development Research Centre – Covid 19 Study 2	-	13,920	-	13,920
International Initiative for Environment & Development (IIED)	-	6,460	-	6,460
ILO – ESCWA	-	33,156	-	33,156
Open Society Initiative - West Africa	-	58,039	-	58,039
Open Society Foundations – Child Care Rebuilding project	-	714	-	714
Open Society Foundations - DW Social Protection Asia	-	20,059	-	20,059
Open Society Foundations - Social Insurance Informal Worker	-	26,815	1,755	28,570
Sida Nets Support	735,000	921,921		1,656,921

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

5. RESOURCES EXPENDED (continued)

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2023
	\$	\$	\$	\$
Sida Social Protection Research (SSP)	-	451,912	-	451,912
Sida Waste Picker Project Coastal Cities	120,096	484,464	52,534	657,094
Tearfund 4551	-	20,101	-	20,101
Wellspring Philanthropic	-	13,178	-	13,178
Wellspring Philanthropic 2	-	127,505	6,017	133,522
Senior Management/ International Coordination Team	-	432,600	76,691	509,291
Governance costs - restricted	-	39,450	-	39,450
Governance cost - unrestricted	-	671,690	-	671,690
Loss/(Gain) on foreign exchange	-	176,841	-	176,841
TOTAL RESOURCES EXPENDED	2,415,425	9,592,673	1,158,285	13,166,383
Unrestricted expenditure	8,000	5,332,608	594,623	5,935,231
Restricted expenditure	2,407,425	4,260,065	563,662	7,231,152

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, FACCYR/CTEP and ANCAT - Associação Nacional dos Catadores e Catadoras de Materiais Recic this year.

	2023	2022
Support Costs	\$	\$
Salaries	700,815	693,863
Meeting costs/events	57,938	707
Consultants and professional	220,581	145,662
Rent and office costs	178,951	171,687
Total support cost	1,158,285	1,011,880

Support costs have been apportioned across core programmes according to the size of the core programme.

	2023	2022
Governance Costs	\$	\$
Board meetings	65,999	94,046
Company secretarial	20,804	26,465
Internal Strategic Review	43,262	4,313
General Assembly	562,281	-
Professional fees	18,795	14,635
Total governance cost	711,140	139,459

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2022 (comparison only)				
	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2022
	\$	\$	\$	\$
Charitable activities				
Law	-	431,379	88,849	520,228
Organisation & Representation	25,000	622,903	133,445	781,349
Social Protection	60,000	512,590	117,934	690,524
Statistics and Research	-	305,803	62,985	368,788
Urban Policies	39,093	699,383	152,100	890,576
Focal Cities	-	344,125	70,878	415,003
Comic Relief	74,333	58,490	-	132,823
DFID WOW Project	23,809	61,477	-	85,287
Echidna/Schwab	6,850	38,956	-	45,806
Echidna/Schwab 2	143,001	22,248	-	165,249
Ford Foundation - Homenet Intern'al	-	149,462	2,974	152,436
Ford Foundation – Social Justice Bond – WIEGO ONLY	25,336	222,124	21,224	268,685
Ford Foundation - SJB NETS – HomeNet International	125,453	156,929	1,835	284,217
Ford Foundation – SJB NETS – Global Alliance/IAWP	40,328	95,874	9,859	146,060
Ford Foundation – SJB NETS – International Domestic Workers Federation	-	20,949	-	20,949
Ford Foundation – Social Justice Bond NETS – SteetNet	379,388	-	-	379,388
Hewlett Foundation – Communications Support & Fundraising	-	35,480	-	35,480
Hewlett Foundation – Covid Recovery	310,816	529,095	13,509	853,420
Hewlett Foundation – Focal Cities 2	-	559,983	95,879	655,862
International Development Research Centre – Covid 19 Study	-	295,031	58,684	353,715
ILO	-	22,033	-	22,033
ILO/ILO ESCWA	-	3,075	-	3,075
Open Society Initiative – West Africa	-	36,386	-	36,386
OSF - Child Care Project	6,701	2,587	-	9,288
OSF - Covid Response NETS Comms	6,974	107,224	29,943	144,141
OSF - Covid Response 1	-	3,912	43	3,954
OSF - Waste Pickers Brazil	-	60,267	-	60,267
OSF - DW Social Protection Asia	-	43,730	4,613	48,343

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

5. RESOURCES EXPENDED - YEAR ENDED 31 MARCH 2022 (comparison only) (continued)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2022
	\$	\$	\$	\$
OSF – Kazakhstan Mapping	-	12,335	-	12,335
OSF – NETS Comms Conference	-	10,000	-	10,000
OSF – Social Insurance Informal Worker	18,000	147,077	-	165,077
Sida Nets Support	726,340	581,026	-	1,307,366
Sida Social Protection Research (SSP)	-	123,386	-	123,386
Sida Waste Pickers – Coastal Cities	85,050	350,369	60,167	495,586
USAID	-	9,200	-	9,200
Wellspring Philanthropic	-	97,889	1,241	99,130
Governance costs	-	139,459	-	139,459
International Coordination Team	-	112,455	85,719	198,174
Loss/(Gain) on foreign exchange	-	(168,025)	-	(168,025)
TOTAL RESOURCES EXPENDED	2,096,473	7,192,717	1,011,880	10,301,071

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT and FACCYR/CREP this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2023	2022
	\$	\$
Operating lease rentals – property	16,530	13,086
Auditors Remuneration – Audit fees excluding VAT	<u>12,958</u>	<u>11,168</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2023	2022
	\$	\$
Wages and salaries	547,852	524,676
Social security costs	38,138	32,535
Pension costs	<u>8,583</u>	<u>8,568</u>
	<u>594,572</u>	<u>565,779</u>

The key management personnel of the charity are Sally Roever, International Co-ordinator, Mike Bird, the Operations Director, Bertha Isidore, Finance Director, Rachel Moussie, Director of Programmes and Kendra Hughes Communications Director. Sally Roever is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, Bertha Isidore is based in Saint Lucia, Rachel Moussie is based in Mauritius and Kendra Hughes is based in Canada. Their rates of remuneration are set according to market rates and reviewed periodically by a Management Committee.

The total cost of the key management personnel in 2023 is \$465,381 USD (2022 \$216,126). The increase in 2023 is due to a restructure during the year. A newly formed Senior Management Team (SMT) was created which includes new key management team members. These additions are included in key management personnel costs.

The total cost of key management personnel not included in Staff costs 2023 is \$246,385 USD

The average monthly number of employees during the year was as follows:

	2023	2022
	Number	Number
Administration	<u>11</u>	<u>8</u>

During the year, the directors received reimbursement of expenses and fees of \$18,742 USD (2022: \$0).

8. DEBTORS

	2023	2022
	\$	\$
Grant income receivable	61,178	60,536
Prepayments and other debtors	<u>1,125,070</u>	<u>69,207</u>
	<u>1,186,248</u>	<u>129,743</u>

9. CREDITORS: Amounts falling due within one year

	2023	2022
	\$	\$
Accrued expenses	1,313,534	1,046,726
Grants Rec'd in Advance	<u>-</u>	<u>2,000,000</u>
	<u>1,313,534</u>	<u>3,046,726</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

10. STATEMENT OF FUNDS						
		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
		\$	\$	\$	\$	\$
UNRESTRICTED FUNDS						
Designated funds						
General Assembly Reserves		320,000	0	0	(320,000)	0
Undesignated funds						
Free reserves		500,744	0	0	82,256	583,000
Unrestricted Funds		83,790	0	0	320,000	403,790
Ford Foundation		0	0	0	-	0
Hewlett Foundation		0	2,000,000	(2,000,000)	0	0
National Philanthropic Trust		0	7,000,000	(511,094)	(50,621)	6,438,284
Sida		0	972,019	(972,019)	0	0
Anonymous		0	184,200	(184,200)	0	0
Open Society - Core Funding		2,523,026	0	(2,159,906)	0	363,120
Other Income		0	23	(23)	0	0
Bank Interest		0	106,078	(106,078)	0	0
Membership Fees		0	1,911	(1,911)	-	0
Total Unrestricted Funds		3,427,560	10,264,231	(5,935,231)	31,634	7,788,194
RESTRICTED FUNDS						
Ford Foundation SJB WIEGO - \$5M		4,732,892	0	(653,203)	0	4,079,689
Ford Foundation SJB NETS – HNI - \$5M		4,715,782	0	(608,382)	0	4,107,400
Ford Foundation SJB NETS – IDWF - \$5M		4,979,050	0	(388,993)	0	4,590,057
Ford Foundation SJB NETS – Global Alliance IAWP - \$5M		4,853,940	0	(888,845)	0	3,965,095

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

10. STATEMENT OF FUNDS (continued)						
		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
	Ford Foundtion SJB NETS – StreetNet - \$5M	4,620,612	0	(643,215)	0	3,977,397
	Ford Foundation Bank Interest Received	0	511,094	0	0	511,094
	Comic Relief	67,629	137,055	(148,083)	0	56,601
	Echidna/Schwab 2	209,752	125,000	(100,109)	0	234,644
	Ford Foundation HomeNet International	(2,743)	296,386	(138,379)	0	155,264
	Hewlett Foundation - Focal Cities 2	427,699	0	(427,699)	0	0
	Hewlett Foundation – Focal Cities 3	0	900,000	(246,719)	0	653,281
	IDRC - COVID-19 Study	30,639	16,111	(46,750)	0	0
	IDRC – COVID-19 Study 2	0	169,223	(13,920)	0	155,303
	International Institute for Environment & Development (IIED)	0	6,460	(6,460)	0	0
	ILO ESCWA	0	10,403	(33,156)	0	(22,754)
	Open Society Foundation - DW Social Protection in Asia	63,648	0	(20,059)	0	43,589
	Open Society Foundation - Social Insurance Informal Workers	50,170	0	(28,570)	0	21,600
	Open Society Foundation - Child Care Rebuilding Project	714	0	(714)	0	0
	Open Society Initiative West Africa	63,614	0	(58,039)	0	5,575
	Open Society Foundation - Kazakhstan Mapping	31,634			(31,634)	-
	Rockefeller Philanthropy Advisors – Plastic Solutions Fund 1	0	25,900	0	0	25,900
	Sida Nets Support	299,696	1,240,994	(1,540,690)	0	0
	Sida Waste Picker Coastal Cities	146,831	471,710	(618,541)	0	0
	Sida Social Protection	451,912	0	(451,912)	0	0
	Tearfund	0	20,101	(20,101)	0	0

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

10. STATEMENT OF FUNDS (continued)						
		Brought Forward 1 April 2022	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2023
	Tearfund Consultancy	0	9,270	0	0	9,270
	Wellspring Philanthropic Fund (WPF)	13,178	0	(13,178)	0	0
	Wellspring Philanthropic Fund 2 (WPF)	0	200,000	(133,522)	0	66,478
	Other Income	0	1,914	(1,914)	0	0
	Total Restricted Funds	25,756,650	4,141,620	(7,231,152)	(31,634)	22,635,484
	TOTAL FUNDS	29,184,210	14,405,851	(13,166,383)	0	30,423,678

The transfer of \$320,000 USD relates to General Assembly Reserves used to pay for our General Assembly held in November 2022. The Reserves were held for this purpose.

WIEGO has built reserves to meet any adverse contingencies. The transfer of 50,621 USD relates to an increase in free reserves as per our reserves policy. At present, this requires Free reserves of approximately \$583K. The \$50,621 USD transfer increases Free reserves in line to \$583,000 USD.

Total Income includes investment income, other income and charitable income.

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

10. STATEMENT OF FUNDS (for comparison only)

		Brought Forward 1 April 2021	Incoming Resources	Resources Expended	Transfers	Carried Forward 31 March 2022
		\$	\$	\$	\$	\$
	UNRESTRICTED FUNDS					
	Designated funds					
	General Assembly Reserves	240,000	-	-	80,000	320,000
	DFID WOW Project	50,000	-	-	(50,000)	-
	Undesignated funds					
	Free reserves	500,744	-	-	-	500,744
	Unrestricted Funds	33,790	-	-	50,000	83,790
	Ford Foundation	200,000	200,000	(400,000)	-	-
	Hewlett Foundation	1,974,280	-	(1,974,280)	-	-
	Sida	-	1,169,671	(1,169,671)	-	-
	Anonymous	-	141,108	(141,108)	-	-
	Open Society - Core Funding	-	3,000,000	(396,974)	(80,000)	2,523,026
	Other Income/Other Classes	-	9,978	(9,978)	-	-
	Total Unrestricted Funds	2,998,814	4,520,757	(4,092,011)	-	3,427,560
	RESTRICTED FUNDS					
	Ford Foundation SJB WIEGO	-	25,000,000	(1,097,720)	-	23,902,280
	Comic Relief	89,021	120,927	(142,319)	-	67,629
	DFID WOW	(3,703)	91,697	(87,994)	-	-
	Echidna/Schwab	45,805	-	(45,805)	-	-
	Echidna/Schwab 2	-	375,000	(165,249)	-	209,752
	Ford Foundation HomeNet International	149,693	-	(152,436)	-	(2,743)

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

Hewlett Communications Support & FR	36,703	-	(36,703)	-	-
Hewlett Foundation - Focal Cities 2	1,084,398	-	(656,699)	-	427,699
Hewlett Foundation COVID Response	853,420	-	(853,420)	-	-
IDRC - COVID-19 Study	70,118	314,236	(353,715)	-	30,639
ILO/ ILO ESCWA	10,297	11,285	(21,581)	-	-
Open Society Foundation - Covid Response	3,954	-	(3,954)	-	-
Open Society Foundation - Kazakhstan Mapping	43,969	-	(12,335)	-	31,634
Open Society Foundation - DW Social Protection in Asia	111,991	-	(48,343)	-	63,648
Open Society Foundation - Social Insurance Informal Workers	215,247	-	(165,077)	-	50,170
Open Society Foundation - Covid Response WP Brazil	60,267	-	(60,267)	-	-
Open Society Foundation - Covid Response NETS Communications	144,141	10,000	(154,141)	-	-
Open Society Foundation - Child Care Rebuilding Project	5,002	5,000	(9,288)	-	714
Open Society Initiative West Africa	100,000	-	(36,386)	-	63,614
Sida Nets Support	143,586	1,462,591	(1,306,481)	-	299,696
Sida Waste Picker Coastal Cities	107,581	557,177	(517,927)	-	146,831
Sida Social Protection	-	575,298	(123,386)	-	451,912
Wellspring Philanthropic Fund (WPF)	62,308	50,000	(99,130)	-	13,178
USAID	-	10,000	(10,000)	-	-
Other Income	-	48,704	(48,704)	-	-
Total Restricted Funds	3,333,798	28,631,912	(6,209,060)	-	25,756,650
TOTAL FUNDS	6,332,612	33,152,669	(10,301,071)	-	29,184,210

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
		\$0	Funds were set aside as a contribution towards the General Assembly in 2022. This was expended due to the General Assembly held in November 2022.
Unrestricted funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 50,000,000	To support the core activities
National Philanthropic Trust	21/10/2022 – no disclosed date	\$7,000,000	To support the core activities
Open Society Foundations	01/07/2021-30/09/2022	\$3,000,000	To provide general operating support
Hewlett Unrestricted	01/04/22 – 01/04/24	\$4,000,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£600,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 63,000,000	To provide support to the WIEGO Network of informal workers' associations
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 24,000,000	Waste Pickers as environmental agents
Sida – Swedish International Development Co-operation Agency	23/07/2021 – 31/03/2023	SEK 5,000,000	Direct Support to Social Protection programme
Hewlett Foundation – Focal Cities 3	01/12/2022 – 01/12/24	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
Hewlett Foundation – Focal Cities 2	2/12/19 - 2/12/22	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
IDRC - COVID-19 Study	1/7/20 - 30/06/22	CAD 941,500	Covid 19 Study
IDRC - COVID-19 Study 2	1/2/2023-31/07/2024	CAD 365,900	Covid 19 Study 2
International Institute for Environment & Development (IIED)	31/03/2022 – 30/06/2022	\$6,460	Assessing and responding to occupational and public health risks in informal settlements
Open Society Foundations	1/10/18 – No specified end date	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 30/06/2023	\$300,000	Social Insurance – Informal Workers
Open Society Foundations	01/10/20-01/10/22	\$ 50,002	Child Care Rebuilding Project to document the experience of shared business ownership models for worker-run and managed childcare services during the pandemic
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.
Rockefeller Philanthropy Advisors on behalf of Plastic Solutions Fund	11/01/2022 - 06/30/2023	\$25,900	Training of waste pickers on international conventions.
Echidna Giving/Schwab Charitable CC2	01/01/2022 – 31/12/23	\$500,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service
Comic Relief	1/9/19 - 30/8/24	£520,000	Empowering Women Home-Based Workers

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

10. STATEMENT OF FUNDS (continued)

TearFund		£17,200 GBP	Plastics Treaty Training
TearFund Consultancy Services	25/10/2022 – No specified end date	£8,050 GBP	Delivery of Advocacy Training content for waste pickers
Ford Foundation – HNI	01/01/21 – 31/12/23	£500,000	Core support for HomeNet International
Ford Foundation – SJB	01/05/2021 – 30/04/26	\$25,000,000	Build resilience, stabilise and strengthen WIEGO and the NETS
Wellspring Philanthropic	01/10/20 – 30/06/22	\$150,000	Support women IE, Relief, Recovery & Resilience
Wellspring Philanthropic 2	01/04/2022 – 31/03/2024	\$400,000	Women's Grassroots Advocacy for Social Protection Gains
International Labour Office	12/04/2022 – 15/02/2023	\$34,675	ESCWA

	Balance at 1 April 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2023
	\$	\$	\$	\$	\$
Unrestricted Funds	3,427,560	10,264,231	(5,935,231)	31,634	7,788,194
Restricted Funds	<u>25,756,650</u>	<u>4,141,620</u>	<u>(7,231,152)</u>	<u>(31,634)</u>	<u>22,635,484</u>
Total of Funds	<u>29,184,210</u>	<u>14,405,851</u>	<u>(13,166,383)</u>	<u>-</u>	<u>30,423,678</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2023	Unrestricted Funds 2023	Total Funds 2023
	\$	\$	\$
Current assets	23,458,318	8,278,895	31,737,212
Creditors due within one year	<u>822,834</u>	<u>490,701</u>	<u>1,313,534</u>
Total of Funds	<u>22,635,484</u>	<u>7,788,194</u>	<u>30,423,678</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022
	\$	\$	\$
Current assets	26,317,729	5,913,207	32,230,936
Creditors due within one year	<u>561,079</u>	<u>2,485,647</u>	<u>3,046,726</u>
Total of Funds	<u>25,756,650</u>	<u>3,427,560</u>	<u>29,184,210</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.23) to the company's assets in the event of the company being wound up. The company is controlled by the members.

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). No Payments to LSST were made during the year (2022: \$60,454). Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA. (2022:0)

Payments were made to SEWA Bharat of \$32,599, (2022: \$167,349 USD) to the Indian Academy of SEWA of \$37,500 USD, (2022: \$86,227) Gujarat Mahila Housing Trust of \$12,032 USD, (2022: \$18,323) SEWA Academy (IASEW) of 1,000 USD (2022: \$0) and SEWA Karala of \$5,342 USD during the year (2022:\$0).

Carmen Britez is President (unremunerated) of the International Domestic Workers Federation (IDWF). Payments to IDWF were \$25,000 USD during the year. (2022: \$250,000 USD)

Uma Rani is Senior Economist at the International Labour Office (ILO). WIEGO received grants from the ILO of \$10,403 USD during the year. (2022: Income 11,285 USD)

Simel Esim is Programme Manager at the International Labour Office (ILO). WIEGO received grants from the ILO of \$10,403 USD during the year. (2022: Income 11,285 USD)

Poonsap Tulaphan is Manager of HomeNet Thailand. HomeNet Thailand is affiliated to HomeNet Southeast Asia and HomeNet International. Payments were made to HNSEA of \$253,124 USD (2022:0) and \$1,923 USD to HomeNet Thailand. (2022: \$0)

Lorraine Subanda is President (unremunerated) of the International Council of StreetNet. Payments to StreetNet International were \$1,557,832 USD during the year.(2022: \$743,762)

Julie Duchatel is Gender Equality and Projects International Officer at International Union of Food and Allied Workers (IUF). No payments were made to IUF during the year. (2022: \$0)

Imraan Valodia is Professor of Economics at the University of Witwatersrand Johannesburg (WITS University). Payments made to WITS University were \$20,000 USD during the year. (2022: \$0)

Caroline Skinner the Programme Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$9,040 USD during the year. (2022: \$178,031)

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

13. FINANCIAL COMMITMENTS

At 31 March 2023 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2023	2022
Payable:	\$	\$
Within one year	9,560	13,086
Between two and five years	<u>17,754</u>	<u>39,258</u>
	<u>27,314</u>	<u>52,344</u>

14. FINANCIAL INSTRUMENTS

	2023	2022
	\$	\$
Financial assets		
Financial assets measured at amortised cost	31,737,212	32,230,936
Financial liabilities		
Financial liabilities measured at amortised cost	1,313,535	3,046,726

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	\$	\$
Net incoming/(outgoing) resources for the year	1,239,467	22,851,600
Adjustments for:		
Interest received	(617,173)	(11,852)
Decrease/(increase) in debtors	(1,056,504)	31,832
Increase/(decrease) in creditors	<u>(1,733,191)</u>	<u>2,356,158</u>
Net cash used in operating activities	<u>(2,167,401)</u>	<u>25,227,738</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

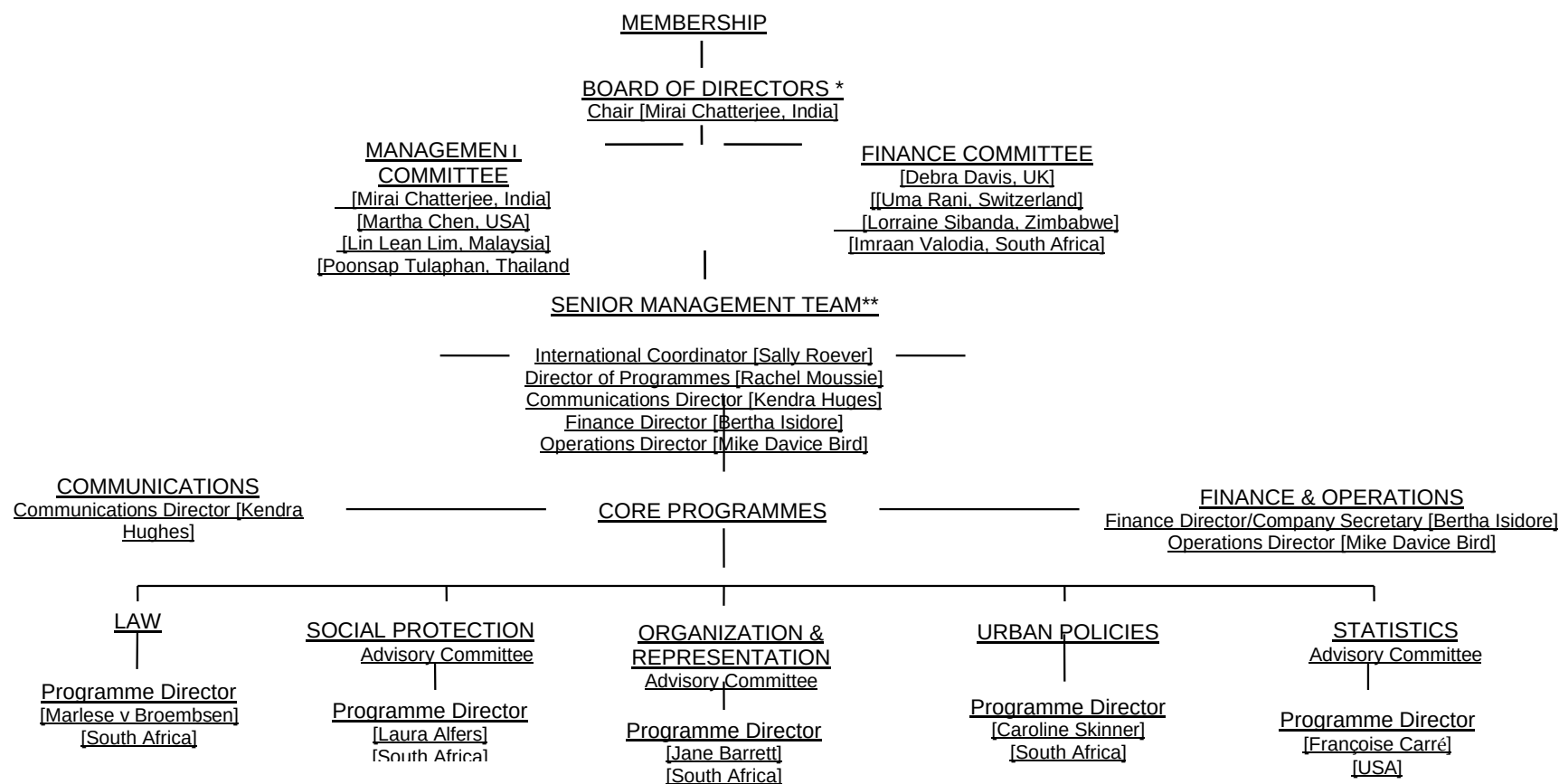
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2022

		Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
INCOME	Note			
Donations and legacies	2	-	-	
Investment income	3	10,574	1,278	11,852
Charitable activities	4	28,621,340	4,519,479	33,140,819
TOTAL INCOME		28,631,914	4,520,757	33,152,671
EXPENDITURE				
Charitable activities	5	6,209,061	4,092,010	10,301,071
TOTAL EXPENDITURE		6,209,061	4,092,010	10,301,071
NET INCOMING/(OUTGOING) RESOURCES		22,422,854	428,746	22,851,600
TOTAL FUNDS AT 1 APRIL 2021		3,333,796	2,998,814	6,332,610
TOTAL FUNDS AT 31 MARCH 2022	10	25,756,650	3,427,560	29,184,210

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1 For the year ended 31 March 2023



* The full Board is listed on Page 1.

** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.
The following pages do not form part of the statutory financial statements.

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**APPENDIX 2
For the year ended 31 March 2023**

Appendix 2

Annual Report 2022/2023

Challenging Systems in the Changing World of Work

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

About WIEGO

Empowering Workers, Securing Informal Livelihoods

WIEGO is a network of organizations of workers in informal employment and the researchers, statisticians and development practitioners who support them. WIEGO's mission is to improve the working conditions of the working poor, especially women, in the informal economy. We do this in two ways. First, we provide statistics, research and policy analysis on the informal economy. This information can be used for advocacy: **Data in the hands of workers is power.**

Second, we find and link up individuals and workers' organizations to build regional and global networks. We are building a social movement: **Stronger together.**

WIEGO works to:

Increase the voice of workers in informal employment through strengthening worker organizations

Increase the visibility of workers in informal employment by providing data about the informal economy

Increase the validity of workers in informal employment as legitimate workers and economic agents by changing mindsets of policymakers

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

The Year In Review

Mirai Chatterjee, Chair, WIEGO Board of Directors

Dear WIEGO Family and Friends,

After last year's recognition of our 25th anniversary, WIEGO took the first steps into its next quarter century in the midst of conflict, climate-change impacts and cost-of-living pressures. Rarely is the need for systemic change so clear. For women workers in informal employment, this change can come only through organizing, building their unity and increasing their collective power.

Collective power and action will reshape the global systems that have produced inequality, injustice and exploitation on every continent. Through informal women workers' solidarity and unity, we will have a voice in changing these global and national systems. Governments must put new rules in place to ensure a more equitable distribution of the world's productive resources. Multilateral organizations must commit to fairer rules that compel meaningful change.

WIEGO's next five-year strategic plan sets out the role we will play within this context. We developed the plan through extensive consultation with our membership, reflecting the principle of placing women workers and their democratic, representative organizations at the centre of everything we do. Our inclusive and accountable structures were evident as we celebrated our 8th General Assembly in Mexico City, Mexico, in November 2022, where the plan was adopted.

We enter this new strategic period with an expanded Board of Directors, welcoming Juana del Carmen Britez of the International Domestic Workers' Federation; Marty Chen of the Harvard Graduate School of Design; Simel Esim of the International Labour Organization; Lorraine Sibanda of StreetNet International; Poonsap Tulaphan of HomeNet Thailand; Julie Duchatel of the International Union of Food and Allied Workers; and Imraan Valodia of the University of the Witwatersrand. We are pleased to welcome back continuing board members Lin Lean Lim, Uma Rani and Debra Davis.

We thank Barbro Budin, Biff Steel, Elizabeth Tang, Gabriela Calandria, Luciana Itikawa and Patrick Ndlovu on our outgoing board for their excellent service and look forward to continued engagement with them for our common cause, and for our movement for voice, visibility and validity for all women workers in informal employment around the world.

Mirai Chatterjee Chair, WIEGO Board of Directors
August 2023

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

FROM THE INTERNATIONAL COORDINATOR

As we settle into our second quarter-century of work, we are taking a hard look at the systems that prevent workers from realizing rights. Challenging these systems in their present form calls us to intensify our movement-building activities. As space for organizing continues to narrow around the world, we stand by workers who are persecuted for their fight against injustice.

Our partnerships remain strong and give us a foundation for challenging systems. WIEGO, its founding member SEWA, and its four global network members – the International Domestic Workers' Federation (IDWF), HomeNet International (HNI), StreetNet International, and the emerging International Alliance of Waste Pickers (IAWP) – began the financial year on a united front with the release of a joint position paper on the social and solidarity economy (SSE) to support participation in the 110th International Labour Conference.

The paper calls for the promotion of a distinct identity for the SSE that distinguishes it from the public and private sectors based on joint and collective worker control and ownership. We see alternative models and logics within the SSE as essential for defining a new, people-centred future of work oriented toward equity and justice.

A more just future of work also depends on a more unified and better coordinated movement with strong accountability structures, representation and leadership. Launching the WIEGO School was one of many steps we took this past year to contribute to this effort. We also prioritized carefully supporting the constitution-building process of the International Alliance of Waste Pickers and the move toward independence for HomeNet International.

Building on input from our members and partners, our five-year strategic plan aims to push forward this vision. In the period ahead, we will invest in strengthening and streamlining our research and advocacy in support of workers and their organizations, engage more deeply with climate change and technology, and continue to challenge orthodoxies that underpin systemic injustice.

I am more confident than ever in our growing and dynamic team, network and movement. It is a privilege to work alongside each and every one of you.

In solidarity,



Sally Roever, Ph.D.
International Coordinator

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

In Memoriam

Ela Bhatt

Founder of SEWA, Co-Founder and Founding Chair of WIEGO

“Ela-ben was the guiding star of the movement of women in informal employment, and the description of her as ‘the gentle revolutionary’ speaks to the transcendent power of her brilliant intellect, expressed in her quiet and gentle voice.” – Sally Roever

Ela Ramesh Bhatt, the founder of the Self-Employed Women’s Association (SEWA) of India, passed away on November 2, 2022. Known as the “gentle revolutionary”, Ela-ben (as she was affectionately known) is recognized around the world for her Gandhian values, visionary ideals, pioneering work and quiet-centred humanity. SEWA is the largest trade union in India and the largest union of workers in informal employment in the world with over two million women members from multiple trades. Established in 1972, it is a sisterhood of institutions, including a cooperative bank, an insurance cooperative and over 100 producer and service cooperatives. SEWA is world-renowned for its unique and effective blend of trade union activism and development interventions, with the building of institutions that are owned and managed by working-poor women as its core function.

Ela Bhatt was a member of the Indian Parliament and the Indian Planning Commission. She was a member of The Elders and served as a trustee of the Rockefeller Foundation. She co-founded and served as chair of two global networks: Women’s World Banking and WIEGO. She was a pioneering leader of – and abiding inspiration to – four global movements: the women’s movement, the micro-finance movement, the labour movement, and the movement of workers in informal employment. She received many awards, including the Ramon Magsaysay Award and the Right Livelihood Award, as well as honorary degrees from Harvard University, the University of KwaZulu-Natal, Yale University and other academic institutions.

Ela-ben was the moral compass – the North Star – of WIEGO, making sure that we focused on workers in informal employment and served as a “hand maiden” to the movement of workers in informal employment. We cannot imagine SEWA, WIEGO – or the world – without her gentle moral presence.

- Excerpt from Marty Chen’s tribute to Ela Ramesh Bhatt

Myrtle Witbooi

Co-Founder and General Secretary of SADSAWU and President of the IDWF

“I want you to remember me, unite and organize. I want you to remember: if I can do it, you can do it, and together we can sing, *Amandla!*” – Myrtle Witbooi

Myrtle Witbooi was an inspirational, principled, respected and much loved domestic worker leader, in South Africa and internationally. She died at the age of 75 on January 16, 2023, after 52 years of advocating for domestic workers’ rights.

Myrtle started working as a domestic worker in Cape Town at the age of 17. In 1971, she wrote to a local newspaper asking, “Why are we different, why are there no laws, why are we not seen as people?” Her biographer, Jennifer Fish, said that Myrtle’s leadership role was set with the letter’s publication. After co-founding in 1986 a national domestic workers’ union, Myrtle helped form the thriving South African Domestic Service and Allied Workers Union (SADSAWU) in 2000 and served as its General Secretary until her death. The union’s struggles led to changes in South Africa’s laws covering domestic workers – for example, SADSAWU members chained themselves to Parliament railings in 2000 to demand inclusion in the state’s unemployment insurance fund and two years later the law was amended to include domestic workers.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

Myrtle became a partner and friend to WIEGO when the Governing Body of the International Labour Organization (ILO) announced in 2008 that a discussion on Decent Work for Domestic Workers, possibly leading to a Convention, would take place in 2010-2011.

Time was of the essence – mobilization of domestic workers was urgent and Myrtle emerged as the natural leader of the international domestic workers' movement that was built. Domestic workers and others instinctively trusted and followed her. Representatives of domestic workers across the world formed the International Domestic Workers Network, with Myrtle at its helm leading the campaign for an ILO Convention. And in 2011, the Convention concerning Decent Work for Domestic Workers (C189) was adopted. WIEGO had the privilege of providing support for the campaign and the movement building.

In 2013, domestic workers inaugurated the International Domestic Workers Federation (IDWF). This was a lifetime ambition reached for Myrtle, who was elected as its first President and re-elected in 2018. IDWF, under her leadership, achieved much for domestic workers: international recognition, increased legal protection and, importantly, providing domestic workers worldwide with self-confidence, self-respect and dignity.

We have lost an icon, a leader, a comrade, a worker, a mother, a grandmother and a friend.

[See WIEGO's tribute]

The WIEGO General Assembly

In the year that WIEGO turned a quarter of a century, over 140 delegates from 39 countries came together for the network's 8th General Assembly (GA): The Next 25 Years. Held in Mexico City from November 12-14, 2022, the GA gathered worker leaders, activists, researchers and policy makers to recognize achievements and chart the course ahead.

The GA convenes our individual and institutional members every four years. As a key pillar of WIEGO's governance structure, the event provides an opportunity for individual and institutional members to discuss progress, review WIEGO's plans and budget for the next five years, and approve candidates for the new Board.

Consultative and Participatory Internal Strategic Review Informs WIEGO's Strategy

Prior to the GA, members of the WIEGO Team and network participated in a months-long Internal Strategic Review (ISR), which involved online consultations, surveys and external inputs to inform WIEGO's strategy for the next five years. The process culminated in a significant level of consensus on the way forward.

New areas proposed during the ISR for the WIEGO Team to explore over the next five-year strategic period include work on digital labour platforms, agriculture, climate change, and just transitions. Other ISR recommendations focused on areas that need more dedicated emphasis, such as the social and solidarity economy, strengthening partnerships in Asia, gender analysis, and formalization processes. These themes informed WIEGO's five-year planning process, which also involved intensive discussions across the WIEGO network.

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APPENDIX 2 For the year ended 31 March 2023

GA Delegates Look Back and Forward in WIEGO's 5-Year Strategy

GA participants received an overview of WIEGO's five-year strategic plan and budget. Through sector-specific presentations, the membership exchanged knowledge and experience on the strategies, policies and practices that are helping workers to realize their rights and gain access to resources and social protection. Delegates engaged one-on-one with the WIEGO Team through thematic booths in an exhibition hall. These booths featured WIEGO's work on social protection, progress in developing the WIEGO School, its city-based Focal Cities work and other key themes. Parallel constituency meetings gave members the chance to dig more deeply into the plans for the next five years, ask questions and offer ideas to strengthen the plans.

In a public event co-hosted with the Human Rights Commission in Mexico City, workers in informal employment from Mexico City presented a platform of demands for post-pandemic economic recovery.

A motion to change WIEGO's Articles of Association was passed, increasing the number of worker representatives from the institutional member constituency on the WIEGO Board from three to four, in order to allow more representation from membership-based organizations of workers in informal employment (MBOs).

Following their election at the GA, WIEGO welcomed the following new board members:

Juana del Carmen Britez is President of the International Domestic Workers Federation (IDWF). She leads the Union of Auxiliary Personnel of Private Houses and is the Director of Health Care Provisions at OSPACP (Auxiliary Personnel of Private Houses Health Insurance) in Argentina.

Marty Chen steered WIEGO from its 1997 inception until 2017 and is currently an advisor. She is a Lecturer in Public Policy at the Harvard Kennedy School and an Affiliated Professor at the Harvard Graduate School of Design.

Debra Davis is a US-certified public accountant. In 2002, she retired as a partner in Deloitte after a successful 18-year career in the consulting firm.

Julie Duchatel is the gender equality and projects international officer at the Global Union Federation, the International Union of Food, Agricultural, Hotel, Restaurant and Catering, Tobacco and Allied Workers' Associations (IUF), based in Geneva, Switzerland.

Simel Esim heads the ILO's Cooperatives Unit (COOP). She is a political economist who has worked on social justice and decent work for over 30 years and has been involved with WIEGO since 1997. She is also a member of the Advisory Committee of WIEGO's Organization & Representation Programme.

Lorraine Sibanda is President of StreetNet International – the first woman to hold this position since StreetNet's inception. She is also the President of the Zimbabwe Chamber of Informal Economy Associations, a pioneering organization that has revolutionized the struggle for the rights of workers in informal employment in Zimbabwe.

Poonsap Suanmuang Tulaphan is a board member of HomeNet Thailand, a membership-based organization of around 5,000 home-based workers, and the Director of the Foundation for Labour and Employment Promotion (FLEP), which advocates for the rights and well-being of workers in informal employment.

Imraan Valodia is Professor of Economics, Pro Vice-Chancellor: Climate, Sustainability and Inequality, and Director of the Southern Centre for Inequality Studies at the University of the Witwatersrand, Johannesburg, South Africa.

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APPENDIX 2 For the year ended 31 March 2023

Building working-class unity, collective organization and solidarity

WIEGO believes in the transformative power of the collective and supports workers in informal employment to build democratic and representative organizations that can shift systemic inequalities and injustice. This continues to be core to our mission. In 2022, after years of support from WIEGO, the newly formed International Alliance of Waste Pickers adopted its constitution. The last step in its formation will be the elective congress scheduled for 2024, after which IAWP can set up a secretariat and apply for non-governmental-organization accreditation for the International Labour Conference (ILC). The accreditation would mark a milestone in securing waste pickers' ability to speak for and represent themselves at the ILC, and for visibility of the sector among governments, unions and employers attending the conference.

At a time when all four sectors – domestic workers, home-based workers, street and market vendors, and waste pickers – have organized globally, WIEGO's emphasis is now shifting to workers' education and building solidarity across these sectors. The WIEGO School – launched with an online pilot programme in June 2022 – was attended by 75 participants representing domestic workers, home-based workers, street vendors, waste pickers, kayayei and sewing workers from 16 countries across three regions. The School aims to build the knowledge and confidence of workers in informal employment, and forge lasting solidarity among participants within a geographic region and across different sectors of the informal economy. It will enter its second phase next year.

WIEGO's cross-sectoral support focuses on strategies to achieve the implementation of ILO Recommendation 204 on the Transition from the Informal to the Formal Economy (R204) at national level. The objective is to support worker organizations to realize rights to freedom of association and collective bargaining and for the recognition of public space as a workplace, as well as the provision of livelihood-supporting infrastructure, among other demands. WIEGO will continue this work in South Africa, Brazil and Senegal, while expanding strategically to other countries in consultation with HomeNet International, StreetNet International, IDWF and the International Alliance of Waste Pickers.

WIEGO's Engagement in the Big Debates of Our Time

We believe that all workers should be able to realize their right to safe, healthy and decent working conditions. But significant challenges remain in achieving this goal. Policies and practices of corporations, financial institutions and many governments continue to concentrate wealth in the hands of a few and deepen poverty for the global majority. Women workers in informal employment are dealing with the impact of multiple crises – including armed conflict, the pandemic, rising inflation and climate change – coupled with a changing world of work. In new alliances with other movements, women workers and their organizations are calling for an overhaul of the global systems that underpin extreme inequality. And WIEGO, alongside the movement of workers in informal employment, is joining this call for change.

This pivotal moment has strengthened WIEGO's resolve and sharpened its focus to engage in the big debates of our time: How can governments extend social protection to workers in informal employment? Are workers in informal employment paying more than their fair share of taxes? How can workers take action to mitigate the impact of climate change on their livelihoods? How are workers in informal employment using and/or being impacted by digital employment platforms? In sum: What would a more just, inclusive and sustainable economic system look like in practice?

The themes below represent areas of strategic focus for WIEGO in the 2022/23 fiscal year and beyond:

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

Challenging Economic Orthodoxies that Undermine Universal Social Protection

Critical to creating better quality employment is ensuring that all workers have access to social protection. Findings from WIEGO's new research challenge dominant ideas that may hold back the expansion of social protection and prevent its extension to all workers. We aim to ensure that global development policy makers in key institutions working on social protection and informality have access to this new evidence.

Together with the ILO, WIEGO is conducting a study that identifies pathways through which social insurance may lead to economic multiplier effects, as a way to challenge the idea that social expenditure is economically unproductive. We are also countering the assumptions behind the idea that social protection systems that combine social assistance and social insurance encourage informalization. WIEGO's groundbreaking survey of taxes paid by the informal sector in Accra, Ghana, revealed that informal sector operators already pay a range of taxes, permits, levies and fees, and that the ratio of taxes to earnings is substantially higher than that of the formal sector – concluding that there is little room for further taxation or contributions. This challenges the belief that additional taxes placed on workers are a viable way to pay for social protection.

WIEGO is embarking on a three-year learning and capacity-building journey to enable social protection leaders within the WIEGO network to better understand the political economy of social protection, to push back against harmful narratives, and to build a vision for fairer forms of social protection. We continue to disseminate our findings and engage in global fora to advance the discussion.

Strengthening WIEGO's Work on the Social and Solidarity Economy

As noted by the ILO, "Recent global economic and political instability has served to underline the shortcomings of our current development system and further confirm the necessity for an alternate or complementary development paradigm. The Social and Solidarity Economy (SSE) is a viable solution to re-balancing economic, social and environmental objectives."

The SSE serves as an important model for workers in informal employment with its capacity to enable workers to fight against exploitation, overcome exclusion and secure decent work standards. Many workers in informal employment have come together in organizational forms specific to the SSE, such as cooperatives and trade unions. Bolstered by both its potential and the encouragement of WIEGO members to place greater focus on the SSE, we will deepen our support for initiatives by workers who fall within the SSE over the next five years.

In the lead-up to the 110th International Labour Conference, WIEGO developed a joint position paper with the global networks of workers in informal employment that called for governments to recognize the SSE as a socio-economic sphere in its own right, capable of transforming economies, contributing to decent working conditions and leading to more secure livelihoods.

WIEGO has appointed a Social and Solidarity Economy Specialist to help gain a deeper understanding of the various intellectual currents around the SSE and make these discussions accessible to worker organizations. Through collective reflection spaces, strategic exchanges of experiences and case studies, WIEGO will support the networks as they influence global discussions on the relationship between workers in informal employment and the SSE.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

Deepening our work on climate change mitigation and just transitions

As the United Nations Environment Programme recently stated, “The science is clear. The world is in a state of climate emergency, and we need to shift into emergency gear.” Climate change severely impacts workers with low and unstable incomes. Many live in informal settlements, which are particularly vulnerable to extreme weather. Street vendors and waste pickers, who work long hours and are often unsheltered, are particularly exposed to extreme heat and cold, as are home-based workers, who often lack adequate housing. These struggles threaten workers' well-being, health and productivity.

For many years, through its research, capacity building and global advocacy, WIEGO has aimed to raise the visibility of the role that waste pickers play in climate change mitigation and the need for these workers to participate in policymaking processes that affect their livelihoods. In Brazil, working alongside membership-based organizations, WIEGO has been mapping the impacts of climate change on waste pickers in Belo Horizonte, Manaus and Salvador. The results are informing advocacy work to secure climate-resilient infrastructure and other gains.

WIEGO is also exploring the impact on other sectors of workers in informal employment and the climate-resilience strategies they use. Its Home as Workplace work aims to support organizations of home-based workers in their advocacy and facilitate engagement with architects and urban planners, including on climate resilience. This work includes documenting the practical interventions of the Mahila Housing SEWA Trust in India to promote energy efficiency and improve infrastructure and climate resilience, a review of urban planning and design literature, and mapping that shows how and where workers in informal employment in Delhi use homes as workplaces.

On a global level, WIEGO accompanied delegations of waste picker leaders to climate change negotiations, including the United Nations Climate Change Conference (COP). At the Intergovernmental Negotiating Committee meetings on plastic pollution, the delegation demanded the meaningful inclusion and recognition of waste pickers as environmental workers who are contributing to climate change mitigation. Their success is shown in the UN Plastics Treaty to End Plastic Pollution statement being the first environmental resolution that mentions informal recyclers.

Members encouraged us to deepen our work on climate change mitigation and just transitions over the next five years, exploring new ways to raise awareness of the impact of climate change on workers in informal employment, and highlighting strategies used by workers to mitigate risks and secure livelihood gains.

New Ways of Working: WIEGO's Work on Platform Employment

Digital labour platforms are rapidly transforming the world of work. The pace and scale of technology-related change creates a challenge for workers' organizations to formulate effective strategies for defending workers' rights. At the same time, some workers in informal employment are using digital technologies to access markets and their organizations are experimenting with models that enable worker ownership of digital platforms.

Given that digital labour platforms were highlighted as a key issue in WIEGO's ISR and by the MBO constituency, WIEGO will undertake a two-year process to monitor trends and study the intersection of digital platforms and informal employment in the global South. In partnership with researchers, the policy community and MBOs in the WIEGO network, an appointed specialist will work to increase understanding of platform employment and its impacts on workers in informal employment within the WIEGO network. This will support preparations for the 2025 ILC standard-setting discussion on decent work in the platform economy.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2023

Increasing the Visibility of Workers Through Statistics

Improving statistics that make workers visible – a powerful tool recognized by WIEGO's founders – continues to be a central focus of the organization's mission. WIEGO's key partner on statistics is the ILO, which is responsible for labour force statistics. Through this partnership, WIEGO works to improve classifications, concepts and methods for data collection on informal workers and informal enterprises. WIEGO's Statistics Programme participated in the ILO Working Group for the Revision of Statistical Standards on the Informal Economy and the Engendering Informality companion initiative (2019-2023). The group developed definitions and classification criteria as well as indicators to accurately measure total and women's informal employment, for example, and to identify contributing family workers.

Statistical reports are developed in response to a need identified by global networks of workers: an ILO-WIEGO brief examining domestic work worldwide was created for the IDWF, and a flyer on home-based work for HomeNet International's 2023 Congress. Briefs covering main groups of informal workers in major cities and at national level were prepared at the request of HomeNet International to support in-country advocacy and WIEGO work where relevant. The brief on the collection of data on waste pickers in Colombia provides an important example of a new field of statistics, citizen-generated data, which in this case refers to the involvement of waste pickers in the data collection efforts.

WIEGO assists in the development of practical guidance as well as the training of statisticians in methods of data collection and tabulation. These activities are important for the production of reliable data harmonized across countries as well as increasing the availability of data. WIEGO is currently collaborating with the ILO and its office for the Middle East and North Africa and the UN Economic and Social Commission for Western Asia (UN-ESCWA) in a project to develop labour statistics with a focus on informal employment in Arab countries. The project has brought statisticians from the Arab countries into the preparation process for the 21st International Conference of Labour Statisticians (ICLS) and will develop a questionnaire for the Arab countries that implements the recent standards of the ICLS.

Research Highlights

Research continues to be a core pillar of WIEGO's work and this section provides highlights of its larger research projects.

The findings of round 2 of WIEGO's COVID-19 Crisis and the Informal Economy Study were launched in July 2022 and cited as a flagship publication by the International Development Research Centre, which has partnered with WIEGO on a follow-up project. The findings continue to inform advocacy.

A forthcoming joint UNU-WIDER-WIEGO volume on COVID-19 and the Informal Economy will be published by Oxford University Press. Several of the chapters draw on the WIEGO study. This content will also be featured in a forthcoming UNU-WIDER massive online open course (MOOC) on sustainable development targeted at policy makers.

The open-access book *Social Contracts and Informal Workers in the Global South* illustrates how existing social contract models stigmatize workers in informal employment and advocates for bottom-up initiatives focused on the demands of the working poor. Laura Alfes, Director of WIEGO's Social Protection Programme, and Marty Chen, WIEGO Board Member, are among its editors. Illustrating how current social contracts may be considered inadequate, irrelevant or unjust, the book draws on the accounts of workers in informal employment to advocate for radically new conceptualizations of state-society, capital-labour and state-capital-labour relations characterized by recognition, responsiveness and reciprocity.

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Worker Wins

Domestic Workers

Domestic Workers in the Caribbean Move Towards Regional Solidarity

Domestic workers in the Caribbean have taken an important step towards the development of the region's first joint advocacy strategy for domestic workers. Important in this process was a meeting organized in October 2022 by WIEGO and IDWF with domestic worker leaders from eight Caribbean countries. The aim was to identify strategies to use ILO Convention 189 on Decent Work for Domestic Workers and Convention 190 on Violence and Harassment to realize rights for domestic workers and build solidarity in the region and internationally. The meeting was part of WIEGO's Making C189 Real project, which aims to increase understanding of the C189 among domestic workers and trade unions, support them in identifying areas where their national laws are not in line with C189 and provide technical support to change that.

Shirley Pryce, Chairperson of the Caribbean Domestic Workers Network, IDWF Executive Member, and President of the Jamaican Household Workers Union, speaking on the sidelines of the first-ever Caribbean conference of domestic workers.

"[Domestic workers] don't have decent working conditions, they don't have fair wages, they have long working hours, they don't have social protection. With this conference and the awareness of all the laws and what they should be doing in their respective islands, they are going back to start the work from the action plan that we are going to be developing here for each Caribbean island."

To governments across the region, Shirley's message was: "Put the laws in place. Domestic work is work. And we are saying we are workers like any other workers. Invest in us, invest in your domestic workers, ratify Convention 189, ratify Convention 190."

"I know that we are fighting for the right reason: domestic workers' rights. And we are fighting for decent work because decent work is everybody's business ... it's for me, it's for you, it's for all of us."

*sources: CVM TV; The Labour Spokesman

Home-Based Workers

Homeworkers Gain Inclusion in European Commission draft Directive on Corporate Sustainability Due Diligence

In February 2022, the European Commission, part of the executive of the European Union (EU), published a draft Directive on Corporate Sustainability Due Diligence that aims to make businesses take responsibility for environmental and human rights violations in their dealings, including for all workers in their supply chains. In the year that followed, WIEGO provided technical support to its partners in the South and South-East Asia regions who participated in and provided input on the Directive. Together, we influenced the Clean Clothes Campaign, labour rights organizations in Brussels and European trade unions to fight for the draft Directive to include all workers and for workers, including homeworkers, to participate in the design and governance of enforcement mechanisms.

Zehra Khan, Founder and General Secretary of the Home-Based Women Workers Federation – the first trade union of home-based workers in Pakistan – explains why it is important for the EU Directive to include homeworkers:

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The fight in Pakistan's Sindh province for legislation that recognizes home-based workers in supply chains as workers entitled to labour rights and social protection "was a struggle of 12 years. We're proud that we took up home-based work as a class issue, rather than just considering it a gender issue. That was what led to our success. We worked together with the Labour Department and legislators and they gave home-based workers labour status. The important step in our struggle was to bring these workers under the purview of labour laws, as home-based workers don't fall under the definition of labour because of their employers' invisibility and their workplace is not defined in any law as an establishment. The link between the employer and the employee was missing."

"The most important thing is that labour law should be applied to all supply chain workers and this is our basic demand to the EU. Considering home-based workers as part of the supply chain is the most important thing: they need recognition, their employer should be visible. Transparency in the whole supply chain is much needed – even workers don't know who they are working for. This will also enable workers to earn a minimum wage."

Street Vendors & Market Traders

Ghana's National Childcare Policy Includes Provisions to Promote Participatory Management of Childcare Centres in Markets and Other Informal Workplaces

After several years of work, elements of WIEGO's guidelines for childcare centres in and around markets were integrated into Ghana's national policy on early childhood care and development. The guidelines were developed through a participatory process supported by WIEGO, which included parents of children in childcare centres in urban marketplaces and representatives of worker organizations.

In Ghana, market and street vending represents nearly 40 per cent of women's employment in Greater Accra and urban Ghana and nearly 30 per cent nationally. These women are often left with no choice but to take their infants and toddlers with them to work. This not only puts the children at risk, it impacts their mothers' overall work and earnings. The guidelines create a foundation for the participatory management of childcare centres in informal workplaces, ensuring greater trust as well as services that respond to workers' needs.

Aunty Mercy, President of the Greater Accra Market Association (GAMA), tells how women vendors at Makola Market took charge of getting the child care they needed:

Since 2001, when the Accra Metropolitan Assembly took over the childcare centre in the Makola Market, traders at the market became increasingly unhappy with the care provided for their children.

"Unfortunately, our children were not properly taken care of. We told the Assembly, we are going to take over the school and make it to our liking, for the benefit of our children and with teachers that take good care of them."

A parent-teacher association, together with elected representatives from GAMA, is now in charge of the centre that caters for 140 children. "Usually schools open from 8 to 2. We open from 6 in the morning till 6 in the evening, from the opening of the market till closing time." This means that the traders can do their daily trading knowing that their children are taken care of. "By the grace of God, everything is going really well."

Aunty Mercy is pleased that the market vendors took matters into their own hands. "I am a proud leader of our organization, where women come together to take decisions for ourselves."

While childcare teachers' fees were covered when the Assembly was in charge, families now pay for the costs of running the centre. Traders have implemented support systems such as a flexible payment system, subsidies and free spaces for families who cannot afford the fees.

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As the government looks to implement its early childhood care and development policy, market traders and their organizations continue to advocate for better access to high quality and affordable childcare services in and around markets across Ghana. This ongoing advocacy shows how workers in informal employment can challenge service provision systems that do not meet their needs as workers and care providers.

Source: WIEGO in-person interview and UN Women report: Progress of the World's Women 2019-2020: Families in a Changing World

Waste Pickers

IACHR Special Rapporteur Recognizes Key Role of Waste Pickers as Public Service Providers

After six years of engagement with the Inter-American Commission on Human Rights (IACHR) on a potential thematic hearing on human rights violations experienced by waste pickers, the IACHR Special Rapporteur on Economic, Social, Cultural and Environmental Rights agreed to an exchange with Peruvian waste picker leaders, facilitated by WIEGO's team in Lima. The Rapporteur and her team accompanied waste pickers from 15 municipalities in Metropolitan Lima on their daily collection routes and to a collection and segregation centre. Following the visit, momentum has grown. The Rapporteur publicly recognized the key role waste pickers play in providing a public service and the IACHR's 2022 Annual Report called for the inclusion of waste pickers in public policies, the preservation of their jobs, the protection of their work and their freedom of association.

Soledad García Muñoz, the former Special Rapporteur on Economic, Social and Cultural Rights at the Inter-American Commission on Human Rights, shares her experience of the meeting:

"Today, to share the reality of ... waste pickers in Lima, we had a meeting organized by an NGO named WIEGO and we met with the leadership of all Lima. The [waste pickers from Lima] explained how they do their work. Through recycling materials that the people in Lima throw away, they are providing benefits for citizens' wellbeing as well as the environment, because they are ensuring that these recyclable products are actually being recycled and that they are not just being thrown away."

"Several people from the team came here to try to raise awareness about the important work that they are carrying out. For sure, this work has been very important to make us realize the importance of human rights of waste pickers and other people who work in informality, they are the immense majority of the people who work in Latin America. They deserve special attention."

Focal Cities Highlights

WIEGO's Focal Cities approach supports organizations of workers in informal employment to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policymaking processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru; and Mexico City, Mexico.

Responding to vendor evictions in Accra and Dakar

An ongoing focus of WIEGO's work in cities is to support worker organizations in negotiating the right to work in moments of crisis. This year, the Focal Cities teams supported street vendors in Accra, Mexico City and Dakar in successfully negotiating a return to workspaces with local authorities after eviction drives had displaced them.

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Evictions in Accra are part of the city's aim to "clean" the streets under its "Clean your Frontage" campaign, which has been criticized by Amnesty International for human rights violations. WIEGO is working with trader organizations to increase their understanding of the legal framework governing street vendors' work, vendors' rights and their options for recourse against punitive enforcement. In parallel, WIEGO supports vendors' organizations in engaging the state in dialogue around solutions by building relationships with middle-level bureaucrats and technocrats to increase their understanding of workers' lived experiences at work, so that they can help shift punitive discourses and policies.

In Dakar, evictions are driven by urban modernization and large infrastructure projects, illustrating that urban planning authorities have failed to include street vendors in these plans. Given the hostile environment, street vendors in Dakar understand that it is critical that they speak with one voice. As a result, 17 separate trader organizations in the city have come together in the Platform of Actors in the Informal Sector (PASI) and WIEGO is creating spaces where they are able to engage with national and local authorities. As a result of one such dialogue, national urban planning agency staff recognized that street vendors had not been included in the consultations for these projects.

Centring workers' voices in national policy frameworks in Delhi and Lima

In Delhi and Lima, WIEGO's work focused on increasing government accountability and transparency in the implementation of regulations.

In Delhi, the Focal Cities team supported street vendor organizations to use evidence to ensure the fair delineation of town vending committee boundaries and vending zones as part of their negotiations with authorities over the implementation of the Street Vendors Act. Worker organizations used the first-ever mapping of weekly markets, produced by WIEGO and partners, in these negotiations.

In Lima, WIEGO supported waste picker organizations in successfully negotiating to put in place a requirement for the government to provide clear and timely responses to waste pickers' registration requests.

Advocacy gains in Mexico City

In Mexico, the National Human Rights Commission created a standing *mesa* (round-table discussion) on informal work as a result of WIEGO's activism, and convened multiple sessions with our partner workers' organizations. Representatives of domestic workers, non-salaried workers, women metro vendors, street vendors and waste picker collectives shared with the Commission the barriers they face to increasing their earnings and security at work. This is a significant milestone in putting informal workers' rights on the agenda of the highest human rights body in Mexico.

In Mexico City, WIEGO produced a documentary on waste pickers' working conditions, which was screened at a gathering of the Inter-American Commission on Human Rights, at the commission's request. This was part of the *Lxs Rifadxs de la Basura* (Champions of Recycling) campaign, launched in March 2023 and led by Mexico City's waste pickers, who are considered volunteer workers by the government as an excuse to deny them salaries, contracts and labour rights. The campaign has empowered workers to demand that their labour rights be respected and helped the city's residents to better understand waste pickers' working conditions. The *Lxs Rifadxs de la Basura* campaign and advocacy continued in fiscal 2023/24 and workers have achieved milestone improvements to their working conditions.

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WIEGO's Programmatic Priorities for the Next 5 Years

Law Programme

The Law Programme strives for the recognition, inclusion and protection of all workers' rights in international instruments, national and local laws and regulations. It works to build the capacity of workers in informal employment and their organizations to use the law to fight for secure livelihoods and labour rights. In the next five years, our priorities are to:

Work with worker organizations to **realize rights to freedom of association and collective bargaining and for the recognition of public space as a workplace**, as part of the Administrative Justice and R204 projects. Together with other WIEGO programmes, we will continue to do this in Dakar and Accra, while expanding the work to cities in Brazil and Zimbabwe.

Support workers to **realize the Domestic Workers Convention 189** by providing trade union members with technical assistance to submit reports on the application and implementation of C189 to the ILO; and facilitating cross-learning, including through a podcast. To support domestic workers with their legal needs and enable them to protect their rights, we are training worker organizers as community paralegals.

Influence a community of practice to **advocate for core labour rights to apply to self-employed workers**, including through establishing a joint research project with the ILO to document collective bargaining negotiations and agreements between worker organizations and local authorities, and producing a handbook.

Organization & Representation Programme

The Organization & Representation Programme helps organizations of workers in informal employment build their organizational and leadership capacity, connect to each other and align with allies as they fight to improve the working conditions of their members. In the next five years, our priorities are to:

Support the consolidation of the International Alliance of Waste Pickers, while at the same time embracing the growing autonomy of the Alliance. We will support the preparation of its elective Congress, regional networking and national organizing in the sector as a prerequisite for a strong base of the Alliance and its advocacy efforts.

Advance the implementation of ILO Recommendation 204 through work in Senegal, South Africa, Brazil, Zimbabwe and, to a more limited extent, in Chile and India.

Firmly establish the WIEGO School, including through the creation of a WIEGO School advisory committee, the appointment of a coordinator, and the development of a needs analysis and implementation plan.

Social Protection Programme

Workers in informal employment need access to social protections that will protect and mitigate risks to their incomes and help them cope after an event or shock. The Social Protection Programme is committed to helping workers in informal employment access these rights. In the next five years, our priorities are to:

(Re) Build our Occupational Health and Safety work, through the development of research, grassroots action and advocacy strategies.

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Strengthen our research for policy influence, including through the implementation of a regional study on social dialogue for social protection in South-East Asia, and research to expand on our successful first round of research to challenge the orthodoxies undermining universal social protection.

Conceptualize our work on health and child care more holistically, and link into debates on the democratization of the public sphere.

Statistics Programme

The Statistics Programme collaborates with official statisticians to improve statistical methods that will make visible the size and significance of the informal economy and the situation of those working in it, and to prepare the data in formats that are accessible to a wide set of users. In the next five years, our priorities are to:

Collaborate with the ILO, the regional commissions and countries on the implementation of the recommendations of the 21st International Conference of Labour Statisticians through the development of operational definitions, criteria and methods as well as through training activities.

Prepare further Statistics Data Briefs on Informal Employment and Groups of Workers at the country and global levels. Planned global briefs include an updated version of *Women and Men in the Informal Economy: A Statistical Brief* – a flagship joint publication with the ILO – and an ILO-WIEGO global brief on informal employment in developed countries.

Explore the contents and limitations of existing enterprise surveys with the objective to prepare tabulations to show the share of enterprises that are small informal operations and their characteristics, in order to support improved policies.

Urban Policies Programme

By working with worker leaders, policy makers and urban practitioners, the Urban Policies Programme strives to secure better incomes, more secure places to live and work, and the capacity to negotiate sustainable gains in urban policies and practices for workers in informal employment. In the next five years, our priorities are to:

Use research to support worker organizations to strengthen their strategies for infrastructure, tax reform, COVID-19 recovery and climate change. This is based on WIEGO's mapping of climate-change impacts on waste pickers in Brazil, the Accra household tax survey, data from the COVID-19 Crisis and the Informal Economy Study, and livelihood-supporting practices in South Asia.

Formulate livelihood-centred planning and design as alternatives to evictions and other practices harmful to workers, and demonstrate the costs of evictions to governments. We will do this with waste pickers in Brazil, around dump closures in WIEGO's Focal Cities, and through learning exchanges between cities.

Advance conversations with global change agents. We will continue to engage UNU-Wider and the Organisation for Economic Co-operation and Development (OECD) as we move forward our taxation work. In our waste work, we aim to influence processes around the UN plastics treaty and the circular-economy roadmap. We are targeting key communities of practice through academic publications and conferences.

Focal Cities Initiative

In WIEGO's Focal Cities, the teams will work to:

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Accelerate progress towards independence and sustainability of worker organizations through facilitating linkages with broader networks of support. In **Delhi**, we will continue financial and technical support to city-level networks of home-based workers and waste pickers. In **Accra** and **Dakar**, we will continue to play a bridging role between our partners and central trade unions. In **Mexico City**, we will continue our strategy of working with strong technical partners to increase the evidence base available to worker organizations.

Support dialogue and negotiation between partner worker organizations and governments. In **Accra**, we will work to facilitate spaces for dialogue on the fair distribution of public space. In **Dakar**, we will continue to support the local and national level dialogue around progressive formalization through the implementation of R204. In **Lima**, we will support engagement in the existing national dialogue space and continue to advocate for the institutionalization of a national *mesa* on informal employment. In **Mexico City**, we continue to support engagement with the local and national human rights commissions.

Our teams will engage in **learning exchanges to foster closer regional networks of exchange** and strengthen a culture of learning across Focal Cities and the Urban Policy Programme.

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Where WIEGO Worked In 2022/2023

Argentina
Bahrain
Bangladesh
Belgium
Benin
Bolivia
Brazil
Bulgaria
Cambodia
Canada
Caribbean Region (event in Jamaica)
Chile
Colombia
Costa Rica
Democratic Republic of the Congo (DRC)
Dominican Republic
Ecuador
El Salvador
Europe (DW network in EFFAT)
France
Geneva, Switzerland
Germany
Ghana
Guatemala
Guinea
India
Indonesia
Italy
Jamaica
Kenya
Laos
Kuwait
Malawi
Mauritius
Mexico
Mozambique
Nepal
Netherlands
New Zealand
Nicaragua
Niger
Nigeria
Pakistan
Panama
Peru
Philippines
Portugal
Qatar
Saudi Arabia
Senegal
Sierra Leone
South Africa
Spain

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St Lucia
Tanzania
Thailand
Togo
Uganda
United Arab Emirates
United Kingdom
United States
Uruguay
Venezuela
Zambia
Zimbabwe

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Publications and Resources

Highlights from Peer-Reviewed Publications

WIEGO researchers continue to contribute to peer-reviewed academic publications. For a complete list of edited volumes, book chapters, journal articles and peer-reviewed working papers, visit our website.

Alfers, Laura, Martha Chen and Sophie Plagerson (eds). 2022. *Social Contracts and Informal Workers in the Global South*. Cheltenham: Edward Elgar.

Highlights from the WIEGO Publication Series

Working Papers feature research that makes either an empirical or a theoretical contribution to existing knowledge about the informal economy. All WIEGO Working Papers are peer reviewed by the WIEGO Research Team and/or external experts.

Anyidoho, Nana Akua, Max Gallien, Ghida Ismail, Florian Juergens-Grant, Mike Rogan and Vanessa van den Boogaard. 2022. *Tight Tax Net, Loose Safety Net: Taxation and Social Protection in Accra's Informal Sector*. WIEGO Working Paper No. 45

Briefs aim to provide user-friendly documentation for those involved in advocacy, policy and research on the informal economy.

Policy:

Sinha, Shalini, Malavika Narayan and Avi Majithia. 2022. *Claiming Space for Informal Work in Master Planning: Reflections from a People's Campaign in Delhi*. WIEGO Policy Brief No. 28

Statistical:

Ramírez, Tomás, Renato Carcelén, Carmen Roca and Joann Vanek. 2023. *Informal Workers in Peru: A Statistical Profile, 2015–2021*. WIEGO Statistical Brief No. 34

Technical:

Cass Talbott, Taylor, Pinky Chandran, Cecilia Allen, Lakshmi Narayan and Owusu Boampong. 2022. *Extended Producer Responsibility (EPR) and Waste Pickers*. WIEGO Technical Brief No. 15

Law and Informality Insights reflect on our work supporting informal worker organizations to know, use and shape the law, and analyze statutory developments, law-making processes and jurisprudence that affect informal workers and their advocacy strategies.

Ossom, Aminta. 2023. *Defending Waste Pickers' Livelihoods: Lessons from Litigation in Latin America*. Law & Informality Insights, No. 7

Resource Documents include WIEGO-generated literature reviews, annotated bibliographies and papers reflecting the findings of new empirical work. They provide detail to support advocacy, policy or research on specific issues.

Cappa, Andrés, Ariel Bertellotti, Mariano Murad, Julieta Campana, Paula Basílico, Florian Juergens-Grant. 2023. *Efforts of Argentina's Informal Waste Pickers to Finance Decent Work and Social Protection through Extended Producer Responsibility Legislation*. WIEGO Resource Document No. 34

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Highlights from Research on Challenging the Economic Orthodoxies that Undermine Universal Social Protection

This research is based on the belief that access to social protection for all workers creates better quality employment. WIEGO produced various papers that challenge dominant ideas that may hold back the expansion of social protection and prevent its extension to all workers.

Calligaro, Florencia and Oscar Cetrangolo. 2023. *Financing Universal Social Protection: The Relevance and Labour Market Impacts of Social Security Contributions*. WIEGO Working Paper No. 47

Seira, Enrique, Isaac Meza, Eduardo González-Pier and Eduardo Alcaraz Prous. 2023. *Did Mexico's Seguro Popular Universal Health Coverage Programme Really Reduce Formal Jobs?* WIEGO Working Paper No. 46

Social Protection COVID-19 Briefs

Social Protection Responses to the COVID-19 Pandemic

WIEGO produced a series of briefing notes to analyze the social protection responses to COVID-19. The briefs aimed to support worker movements in their advocacy efforts to expand social protection to workers in informal employment.

WIEGO. 2022. Issue #5: A regional approach to Universal Social Protection: The case of the African Union Protocol.

Informal Economy Podcast: Social Protection

The podcast series is a source of accessible information that raises awareness about research and debates on social protection for workers in informal employment.

Episode #31: Online capacity building on social protection for informal workers.

The WIEGO Publications Catalogue provides an overview of the WIEGO publication series since it was established.

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England & Wales - Charity number 1143510

Accounts



Women in Informal Employment:
Globalizing and Organizing



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APRIL 2021-MARCH 2022

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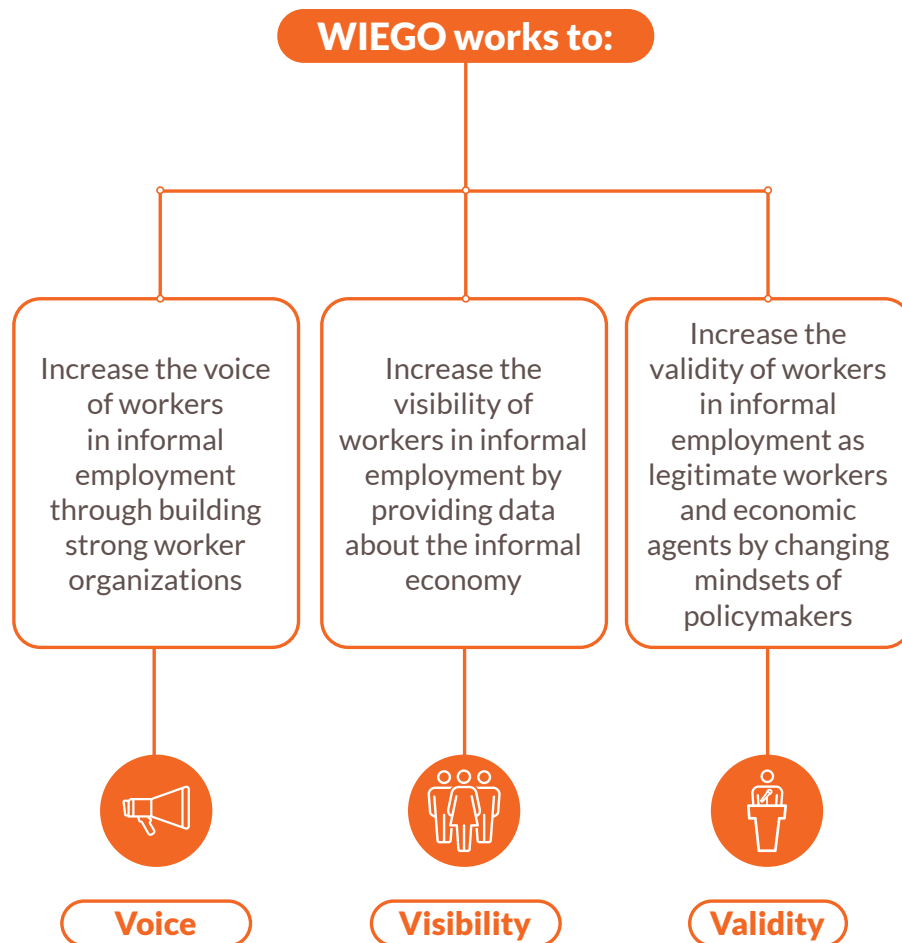
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Empowering Workers, Securing Informal Livelihoods

WIEGO is a network of organizations of workers in informal employment and the researchers, statisticians and development practitioners who support them. WIEGO's mission is to improve the working conditions of the working poor, especially women, in the informal economy. We do this in two ways. First, we provide statistics, research and policy analysis on the informal economy. This information can be used for advocacy: **Data in the hands of workers is power.** Second, we find and link up individuals and workers' organizations to build regional and global networks. We are building a social movement: **Stronger together.**





The Year in Review

Mirai Chatterjee, Chair, WIEGO Board of Directors

Dear WIEGO Family and Friends,

As we celebrate our 25th anniversary this year, we look toward the next quarter-century with hope and inspiration in the midst of ongoing challenges. While pandemic lockdowns have eased, food and fuel prices have skyrocketed; while workers are earning again, they have not overcome the effects of the COVID-19 crisis. Conflict and climate change are with us as never before. Yet we continue to pursue our vision of a just recovery for all workers: one in which all workers are included and central to government and other efforts at rebuilding livelihoods with social protection, and central to rebuilding local and national economies.

When this financial year started in April 2021, my country, India, was experiencing a public health crisis of unimaginable proportions. The women worker leaders who stepped in to deliver food and medicine, to comfort others in moments of loss, to mobilize their collectives by any means to do what they could for their members showed why societies must learn to value women workers and prioritize their voices. There will be no recovery otherwise.

A quarter-century ago when WIEGO was founded, very few people took notice of the informal economy. We have come a long way since then. This year, we saw our worker-leaders featured in major media outlets

and invited to speak to policy audiences all over the world. Our network members have come together to define joint policy positions and have seen their uptake. There is more awareness of the need for universal social protection and its particular importance to workers in informal employment. The mobilization among WIEGO Network members for the International Labour Conference (ILC) General Discussion on Social Protection is yet another significant step forward in our struggle for rights, recognition and representation. We have made tangible progress since the onset of the crisis, and we are getting stronger and better every day.

As we begin to see more of each other in person again, we are grateful for the bonds we share. Soon, we will gather together at our eighth General Assembly to affirm our strategic direction and commitment to the mission we share. We look forward to this moment of renewal and celebration, and to deepening the connections with all of our members, partners and allies.

Mirai Chatterjee Chair, WIEGO Board of Directors
October 2022





Sally Roever,
International Coordinator

After responding to the urgent needs of workers and their organizations, we have settled into new ways of working and sharpened our focus on centring the voices of workers in economic recovery debates. The increasing visibility of our Network in those debates has helped shift ground in a significant way, at an important moment.

Our Network brought a united voice to discussions on social protection at the International Labour Conference, calling for direct representation of organizations of workers in informal employment and highlighting the needs of self-employed workers. Advocacy and direct interventions on the part of our Network's representatives resulted in an outcome document that names workers in informal employment and will shape global work on social protection for years to come. Other strategic interventions on social protection followed later in the year, including a project challenging economic orthodoxies that undermine universal social protection.

Pandemic response work that we began last year with members and partners culminated in the dissemination of relevant, timely data on COVID-19's impact on different sectors of informal employment. As the pandemic's effects evolved in different ways around the world, our research traced the impact pathways for different worker groups, showing how workers coped with livelihood loss and displacement – and identifying their priorities for recovery. The findings have been used in dialogue forums to inform government recovery approaches.

In November, the WIEGO Network's relevance to the future of work was recognized through a five-year, USD25 million grant from the Ford Foundation. The grant will build sustainability across the movement as WIEGO and the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers solidify governance structures, build capacity on critical functions, and strategically support affiliates. The growth and strengthening across our networks are evident as we expand our voice in global spaces that shape the possibilities for a just future of work. One of many examples came in March, when our efforts to support waste pickers resulted in a UN environmental resolution mentioning informal recyclers for the first time.

In the background of this work was an internal strategic review process to inform our next five-year plan. We defined eight strategy-level questions related to scope and orientation, which helped us explore and define WIEGO's priorities. Our in-depth consultation process drew on perspectives from our team, Board, institutional and individual members, and external stakeholders. The resulting five-year strategic plans will be reviewed at our eighth General Assembly, to take place in Mexico in November 2022.

We are, as ever, so grateful for our team, members, partners and allies in the struggle for a just and inclusive world of work.

In Solidarity,

Sally Roever, Ph.D. International Coordinator, WIEGO
October 2022



WIEGO Celebrates 25 Years

The year before WIEGO's 1997 formation, the ILO Convention on Home Work (C177) was passed, and this milestone sowed the seeds for WIEGO's birth. The statistics that contributed to the advocacy process at the global level were provided by founders who still play key roles in WIEGO's research work.

While WIEGO today far exceeds the expectations of our founders, the mutual support that heralded our foundation has been there from the beginning. The home-based worker movement, through the Self-Employed Women's Association (SEWA), was crucial to our formation. The WIEGO Network has grown from the 10 specialists on the informal economy who came together in 1997 into a movement that embraces WIEGO, the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers. WIEGO is now a 74-person team, and our Network's institutional members represent more than 5 million people in 94 countries. Direct WIEGO activities take place in close to 60 countries across six continents.

The founding group constituted:

- Ela Bhatt (SEWA)
- Renana Jhabvala (SEWA)
- Marty Chen (Harvard University)
- Marilyn Carr (UNIFEM)
- Grace Bediako (United Nations Statistical Division)
- Jacques Charmes (IRD, France)
- Maxine Olson (UNIFEM)
- William "Biff" Steel (World Bank)
- Jane Tate (HomeNet)
- S.V. Sethuraman (ILO)



The specialists shared a common concern in 1997: that official statistics do not represent and mainstream policymakers do not adequately understand the contribution of workers in informal employment, especially women workers, to national economies. As a result, little attention was paid to how policies affect women workers or how their situation could be improved. The group planned a collaborative project that would promote a better understanding and appreciation of women in informal employment. The project's goals were to promote better statistical accounting and research, stronger organizations and networks, and supportive policies and programmes for women in informal employment. The founders named the project "Women in Informal Employment: Globalizing and Organizing" (or WIEGO for short).



Highlights on the Road to 25

Here are some of the global-level highlights along the way to 25 years and, for a fuller picture including national and regional organizing milestones and victories, see www.wiego.org/news/wiego-turns-25.



1997

WIEGO Founded



In April 1997, a group of 10 specialists on the informal economy – organizers, researchers, statisticians and practitioners – met to plan a collaborative project in support of women workers in the informal economy.

2002

StreetNet International Founded, Informal Employment Statistics Published by WIEGO and ILO



StreetNet International was founded in South Africa, with support from SEWA and WIEGO. Through its Constitution, StreetNet International ensures that women vendors are represented in all leadership structures. Also in 2002, WIEGO and the ILO collaborated to publish *Women and Men in the Informal Economy: A Statistical Picture*, which compiled available national data on informal employment for the first time.

2003**Organizing Workers
in Informal Employment**

WIEGO and a coalition of trade unions and organizations, including the Ghana Trades Union Congress, HomeNet Thailand, the Nigerian Labour Congress, SEWA and StreetNet International, met in Ahmedabad, India, to discuss organizing workers in informal employment. WIEGO subsequently supported the convening of global conferences to organize waste pickers, domestic workers and home-based workers in 2008, 2011 and 2015, respectively.

2009**Global Study on the Impact of
the Economic Crisis on Workers**

In 2009 and 2010, WIEGO led a study of the impact of the global economic crisis on urban workers, carried out by organizations of workers in informal employment in a dozen cities across low and middle-income countries. Drawing on this experience, WIEGO led another global study across 12 cities in 2020–2021 to understand the impacts of the COVID-19 pandemic on workers in informal employment.

2011**Convention 189 on Decent Work
for Domestic Workers Adopted**

In June 2011, after a five-year campaign, the International Labour Conference adopted Convention 189 on Decent Work for Domestic Workers. The Convention mandates that domestic workers be recognized as workers entitled to the same protections as other workers.

2013**International Domestic Workers'
Federation Founded**

In October 2013, the International Domestic Workers' Network was transformed into a formal federation at its founding congress in Uruguay. At the congress, WIEGO facilitated the ratification of the Constitution and the election of the leadership.

2015

ILO Recommendation 204 on Formalization Adopted



The landmark ILO Recommendation 204 on the Transition from the Informal to the Formal Economy contains many provisions that leaders of workers in informal employment and WIEGO advocated for over three years. These included provisions recognizing that informal livelihoods should be preserved during the transition to formality, and that workers in informal employment need regulated access to public space and to natural resources to pursue their livelihoods.

2018

First Global Estimates of Informal Employment Published



WIEGO's Statistics Programme worked with the International Labour Organization as it compiled the first-ever global estimates of informal employment. In 2018, the research was published by the ILO in *Women and Men in the Informal Economy: A Statistical Picture* (3rd edition) and summarized in WIEGO's *Women and Men in the Informal Economy: A Statistical Brief*.

2021

Launch of HomeNet International



The February 2021 launch of HomeNet International was the culmination of two decades of organization building. Home-based workers' organizations from four regions continued to build a democratic, representative global network through the COVID-19 pandemic. WIEGO supported the network's formation with capacity building, knowledge generation, statistics and networking.

2022

Waste Pickers Recognized in UN Environmental Resolution



Informal recyclers were mentioned for the first time in a United Nations environmental resolution, in the fifth session of the UN Environment Assembly in Kenya, February 28–March 2, 2022. The text says their contribution in collecting, sorting and recycling plastics in many countries is recognized, and it further calls for learning from the best practices in informal and cooperative settings.

Working to Ensure a Seat at the Table for Millions of Workers

On November 16, 2021, the Ford Foundation announced a five-year USD25 million grant to the WIEGO Network. An interactive Guardian Labs article, [“More Than 2 Billion Workers Make Up the Informal Economy,”](#) accompanied the announcement to highlight the size and significance of the informal economy and to raise the visibility of the membership-based organizations fighting for improved livelihoods for workers in informal employment. News of the funding announcement was covered by TIME, Fast Company and other news outlets.

Sarita Gupta, director of the Ford Foundation’s Future of Work(ers) programme, said:

“We know there can be no global recovery without informal workers. This grant recognizes the importance of ensuring billions of informal workers have a seat at the table to have their voices, demands and needs heard at the national and global levels, so policymakers and business leaders recognize their contributions and value.”



HomeNet International Celebrates its First Anniversary

Home-based workers and their allies launched a global network in February 2021. As it marked its first anniversary this year, HomeNet International officially registered as an observer at the 110th Session of the International Labour Conference. This marks a milestone in securing home-based workers' ability to speak for and represent themselves at the ILC, and for visibility of the sector among governments, unions and employers attending the conference.

The global network of home-based workers is working with WIEGO to develop statistical briefs on countries outside Asia. There is a focus on other regions because the regional network is strong and visible, particularly in South Asia. HomeNet International and WIEGO believe that bringing visibility to home-based work in other regions will help the network build solidarity within the movement.

While the will to form a global movement is decades old and the work towards it many years in the making, HomeNet International's ability to celebrate an anniversary was never taken for granted. As HNI's International Coordinator Janhavi Dave told us, there was an international network of home-based workers 25 years ago, but it "didn't succeed. Unfortunately, it wasn't very democratic, and many of our sister organizations walked out of it."

It is very different this time, Janhavi said. "We're all part of the same family. Be it SEWA, be it HomeNet South Asia, now HomeNet International, WIEGO, all of us have worked together to build this movement and push the movement forward. This partnership that we built – and the process that we built it with – is a very democratic one."



Women Fighting the Same Fight

Janhavi's sentiments are echoed by the other leaders of global organizations that WIEGO works with. Elizabeth Tang, General Secretary of IDWF, told us: "Being part of the WIEGO Network, we know we are in a much larger movement – a much larger family of informal workers, who are women, who are fighting the same fight for recognition, for rights, for social protection. We are together with home-based workers, street vendors, waste pickers."

StreetNet International Coordinator Oksana Abboud said that "WIEGO has connected us with like-minded organizations and institutions, providing the space for building international solidarity among all workers engaged in informal employment. We use WIEGO's research and databases in our advocacy work."

Kabir Arora, who coordinates the Alliance of Indian Waste Pickers and supports the outreach of the Global Alliance of Waste Pickers in Asia, described the moment that Soledad Mella, President of the Asociación Nacional de Recicladores de Chile and Global Alliance of Waste Pickers representative, took the podium at the UN Environment Assembly (UNEA-5.2) in Nairobi, Kenya, in February 2022: "We did what we had come for and represented the hopes and aspirations of millions of waste pickers."

Cross-Sector Work Grows

While the work of WIEGO's programmes to support different sectors of workers in the informal economy are highlighted in this report, our work increasingly reaches across sectors and this is building solidarity among all workers in informal employment.

For example, the Statistics Programme at WIEGO has continuously compiled data to show the large number of workers in informal employment across sectors and countries. Data in the hands of workers has helped to build unity and solidarity. Through an ongoing regional collaboration in Arab countries supported by the Ford Foundation, WIEGO, the ILO, the ILO-MENA regional office and UNESCWA are developing labour statistics with a focus on informality. In 2021, a project report assessed the labour force surveys and the social protection programmes related to employment in the pilot countries (Jordan, Lebanon, Morocco and Tunisia) as a basis for developing a questionnaire for labour force surveys. Qualitative and quantitative testing of the questionnaire will be next. The project contributes to improving statistics on informality and on the main groups of workers of concern to WIEGO. The project also facilitates the region's contribution to the ILO Working Group for the Revision of Statistical Standards on Informality, of which WIEGO's Statistics team are members.



In another show of cross-sectoral unity and solidarity, the Global Alliance of Waste Pickers, HomeNet International, IDWF and StreetNet International [participated](#) in the 109th Session of the International Labour Conference in June 2021, along with WIEGO and SEWA. The main aim of this group was to guarantee that social protection needs of workers in informal employment were reflected in the adopted conclusions of the discussion.

Also, WIEGO is working with Swedish Sida to [develop research](#) that deepens the link between social protection and economic recovery and brings new evidence to bear on longstanding debates. Three relationships in particular are being explored: the contribution of social spending to economic recovery, the link between social protection and labour market

dynamics, and the role for capital and employers in the financing of social protection. Additionally, with the International Centre for Tax and Development (ICTD), the project explores the realities of taxation from the perspective of workers in informal employment.

The launch of the inaugural WIEGO School this year is the exciting outcome of a longstanding process. The School is a major milestone, drawing together the sectors as well as our programmes, and our allies are enthusiastic about its potential. As Oksana told us, “WIEGO has so much expertise and can train on how to organize and how to negotiate for those in informal employment. At the same time, we will draw closer together for the sake of our joint constituency, which is informally employed workers.”

Inaugural WIEGO School





Seizing the Moment from COVID-19

The majority of the global workforce – 61 per cent – is informal and has been disproportionately impacted by the pandemic and by the accompanying economic downturn. We are seizing the moment as the global community considers how to rebuild a more equitable and fair world.

WIEGO, alongside membership-based organizations of the working poor, monitored the [impact of the COVID-19 crisis](#) on workers in informal employment around the world. In mid-2021, interviews were conducted with the same domestic workers, home-based workers, street vendors and market traders, and waste pickers in 11 cities as in the mid-2020 surveys to assess if they had recovered. We talked to workers in Accra (Ghana), Ahmedabad (India), Bangkok (Thailand), Dakar (Senegal), Delhi

(India), Durban (South Africa), Lima (Peru), Mexico City (Mexico), Pleven (Bulgaria), New York City (USA) and Tiruppur (India). Seventy per cent of the study respondents were women, broadly reflecting the gender composition of the four sectors. The [2021 findings](#) suggest that the economic fallout of the COVID-19 crisis remains deep and persistent for workers at the base of the economy. The level of indebtedness that workers have been forced into means the COVID-19 crisis is far from over. Since the pandemic began, 52 per cent of respondents drew down on their savings, 46 per cent borrowed money, and 17 per cent sold or pawned assets to get by. The vast majority (82 per cent) of respondents who had drawn down on savings since the beginning of the pandemic were unable to replace any of the savings by mid-2021. WIEGO has drawn [lessons](#) from the pandemic and, with our allies, is continuing advocacy work for a just economic recovery with renewed vigour.



WIEGO's Key Programmes

Statistics Programme

The Statistics Programme collaborates with official statisticians to improve statistical methods that will make visible the size and significance of the informal economy and the situation of all informal workers, and to prepare the data in formats that are accessible to a wide set of users.

Organization and Representation Programme

The Organization & Representation Programme helps organizations of workers in informal employment build their organizational and leadership capacity, connect to each other and align with allies as they fight to improve the working conditions of their members.

Law Programme

The Law Programme strives for the recognition, inclusion and protection of the rights and work of workers in informal employment in international instruments, national and local laws and regulations. It works to build the capacity of workers in informal employment and their organizations to use the law to fight for secure livelihoods and labour rights.

Social Protection Programme

Workers in informal employment need access to social protections that will protect and mitigate risks to their incomes and help them cope after an event or shock. The Social Protection Programme is committed to helping workers in informal employment access these rights.

Urban Policies Programme

By working with leaders of workers in informal employment, policymakers and urban practitioners, the Urban Policies Programme strives to help the urban poor achieve better incomes, more secure places to live and work, and the capacity to negotiate sustainable gains in urban policies and practices.



How WIEGO Supports Domestic Workers

Meet Norma Palacios

Norma is one of the founders and leaders of SINACTRAHO, a domestic workers' union in Mexico. She has been a domestic worker for 27 years and, while she recognizes that she is tired and “has fears, like any other human being,” she finds strength in this movement.

SINACTRAHO works to raise awareness of domestic workers' economic and labour situation and strives to empower its members to demand and exercise their rights as workers.

“Most of the time you work in a place where the employer's house is your workplace, but you can be alone all day long and you have no contact with other people with whom you identify. We do see that these relationships can develop when, perhaps, they work in the same building, when they establish a friendship, but we see that when they come to the union they become stronger.”

During the COVID-19 pandemic, the historic effort to ensure domestic workers' long-term well-being became even more pressing. As well as advocating for social security, the union offered legal counselling to domestic workers who faced exploitative employment relations or were fired without justification during the crisis.

“Doing all these things during the pandemic showed us that we can achieve everything. It also strengthened me a lot: when we have these encounters with authorities I know we carry with us the voice of us as domestic workers [...] We have to hold on to all these women to move forward.”



How WIEGO Programmes Support Domestic Workers

Organization and Representation Programme

After developing a toolkit on Convention 189, WIEGO facilitated negotiation skills training for domestic worker organizations. Experiences from this were shared by IDWF affiliates in a November 2021 workshop with the ILO commemorating C189. Beginning in October 2021, IDWF affiliates from 10 African countries took part in a six-month-long WIEGO online training on democratic leadership in trade unions. Participants said the course helped them to realize the importance of understanding and implementing their unions' constitutions and to revise them appropriately to address the situation of domestic workers.

Statistics Programme

The Statistics Programme's unique contribution is to improve the identification of domestic workers – and home-based workers, street vendors, market traders and waste pickers – in official statistics and to prepare statistics on these groups in accessible formats for use by membership-based organizations (MBOs), global networks of workers in informal employment, and allied policy advocates. International statistics work makes possible global statistical briefs such as the [ILO-WIEGO-IDWF profile](#) on domestic workers. It also informs WIEGO's preparation of briefs at the national, urban and city levels on informal employment. Briefs for Chile and Senegal include trend information on each group, including domestic workers, and facilitate work to improve the situation of these workers.



Law Programme

With the aim of legally empowering domestic workers so that they can realize their rights and respond to violations by employers, WIEGO held meetings this year with workers' organizations in Tanzania and South Africa. Domestic workers' struggles include limited legal awareness and access to legal services, uneven legal protection, non-compliance by employers, difficulty in organizing, and poor enforcement. WIEGO's legal empowerment work aims to train domestic workers on legal issues, thereby increasing their access to justice. By empowering domestic workers themselves to know and use the law – equipping them with legal knowledge, and negotiation and mediation skills – the work aims to break the barriers to access to justice, including the hierarchical relationship between legal professionals and workers that can prevent the latter from seeking redress. Ultimately, the work with IDWF affiliates will embed, through a training-of-trainers model, a culture of legal empowerment in their organizations so that all members are able to know, use and shape the law to secure their rights.

Social Protection Programme

With the IDWF, WIEGO produced a [series of policy briefs](#) on domestic workers and social protection in South Asia. These looked at the barriers domestic workers face in accessing social protection and public services, as well as the costs they carry in order to access these services. For example, domestic workers in India said they were paying the equivalent of three weeks of earnings to visit a health care centre. About 70 per cent of workers reported having to take out a loan to finance their last health visit. In Tamil Nadu, domestic workers said they lack knowledge about their entitlements, lack documentation for registration, and migrant workers are excluded from welfare provisions. The cost of applying for a social security benefit for the typical domestic worker in our survey was 1.5 times her weekly earnings. Domestic worker organizations in South Asia are using this research in their local-level organizing and advocacy.

Urban Policies Programme

WIEGO's COVID-19 Crisis and the Informal Economy Study monitored workers' hardships, loss of jobs and inability to recover earnings by mid-2021. The study found that, among domestic workers, "live-out" domestic workers were more likely to lose their jobs and struggle to regain them, whereas "live-in" workers experienced deteriorating working conditions. Both types of domestic workers reported a weakening of their bargaining power with employers. In Mexico City, SINACTRAHO, the national union of domestic workers, used study results on food insecurity and loss of income to engage the Mexican Congress on the long-standing demands of domestic workers.



How WIEGO Supports Home-Based Workers

Meet Janhavi Dave

“The home-based workers’ movement has had many proud moments,” says Janhavi, International Coordinator of HomeNet International, which was launched in February 2021.

One such moment came in 1996, when the ILO Convention on Home Work (C177) was passed. “WIEGO really supported in achieving this Convention – getting the statistics to push the advocacy process at a global level, which was extremely fruitful.” WIEGO’s commitment to supporting the home-based workers’ movement has continued ever since.

The COVID-19 crisis saw the expansion of the home-based worker sector, in numbers as well as regions and the sectors in which they work, Janhavi said, noting that shortly before the pandemic, a WIEGO [study](#) found there were 260 million home-based workers in the world.

While the home-based worker sector is very likely to expand over the next few decades, its visibility will not grow with it, Janhavi said. But there is an encouraging trend in that trade unions are becoming more interested in this kind of informal work.

“I see many of us joining hands and working together in organizing home-based workers.”



“What is being spoken about right now is that this number has almost doubled. Everybody talked about the traditional home-based workers – the artisans or the women who embroider and make baskets and sew – but now people are talking about home-based workers in all sectors, including gig work, telemarketing and online marketing.”

How WIEGO Programmes Support Home-Based Workers

Organization and Representation Programme

WIEGO continues to support HNI's governance body and several home-based worker initiatives in Africa and Latin America. The Africa Regional Platform of home-based worker organizations is making progress towards adopting a constitution, and COTRADO ALAC – a regional network in the Latin American and Caribbean region – is in the process of becoming a registered organization. The Organization & Representation Programme supports these regional processes as well as home-based worker organization activities in five Latin American countries and five African countries.

Statistics Programme

In collaboration with HomeNet South Asia, the Statistics Programme prepared a statistical brief on [Nepal](#) this year to complete a series of four home-based worker briefs that also include Bangladesh, India and Pakistan. We also prepared briefs at the national, urban and city levels on home-based workers and other groups for [Chile](#) and [Senegal](#). Until now, Senegal had few publications on informal employment. Also, significant progress was made on briefs for Brazil and Peru (on home-based workers, domestic workers, market traders, street vendors and waste pickers) with national, city and urban data.



Law Programme

Advocating for the inclusion of homeworkers in supply chain legislation was a key priority for WIEGO in 2021, and the European Commission's publication of a draft directive on corporate sustainability due diligence was cause for celebration. The draft directive, published in February 2022, has the potential to cover all workers in the supply chain, and made homeworker organizations feel that they had at last been heard. Civil society partners are now in the second phase of advocacy as the final instrument is negotiated.

Social Protection Programme

In response to rising demand, WIEGO has been developing worker education materials on social protection. The Social Protection Programme developed materials for HomeNet International and ran a training series for its affiliates in Asia, Africa and Latin America that fed into HNI's strategy development on social protection. The programme also supported HomeNet Southeast Asia's piloting of a course originally developed by the Asia Resource Monitoring Centre (AMRC). These experiences will bolster a broader set of worker education resources for the WIEGO School. WIEGO has also been working with HomeNet Southeast Asia, and in conversation with StreetNet International, to build a strong relationship with the Senior Labour Officials Meeting of the Association of South East Asian Nations (ASEAN), and the group has confirmed participation in HomeNet Southeast Asia's regional dialogue on social protection.

Urban Policies Programme

A central focus for the Urban Policies Programme is shaping economic recovery debates and foregrounding the needs of workers in informal employment through rigorous research. Worker-organization partners in the WIEGO-led COVID-19 Crisis and the Informal Economy Study used the process as well as the results to better respond to their members' needs. In Bangkok, HomeNet Thailand's fieldwork revealed urgent concerns and launched a comprehensive set of recovery demands, a crowd-sourcing campaign and a health hotline. With a focus on [home as workplace](#), WIEGO is working with HomeNet International and its affiliates to support their advocacy for housing tenure, mixed-use zoning and basic infrastructure services.



How WIEGO Supports Street Vendors and Market Traders

Meet Oksana Abboud

“2022 marks the 20th anniversary of StreetNet International since its establishment in Durban, South Africa,” notes Oksana, International Coordinator of StreetNet, the global alliance of street and market vendors.

“WIEGO played a key role in the creation of StreetNet. WIEGO’s leadership at the time recognized the crucial need for an international umbrella to unite and support street vendors around the world.”

With the rapid growth in technology globally, street vendor organizations should position themselves to take advantage of this with new approaches and strategies, Oksana says.

“We might see integration of street vendors into digital platforms, with vendors finding their niche in using the technology for sustainability, development and livelihood purposes.”

She believes that a shift could be coming, with street vendors gaining more recognition and respect for their human and workers’ rights and their role as economic players. StreetNet is growing – expanding its borders and attracting new members, and WIEGO gives the movement recognition and confidence at international and other levels, she says.

“It means a lot to be part of a global network for the vulnerable, for the unrecognized – and to be part of such a highly respected network with a high level of organization ... It empowers us and brings us into more unity. We feel part of a big family.”



How WIEGO Programmes Support Street Vendors and Market Traders

Organization and Representation Programme

The implementation of ILO Recommendation 204 on the Transition from the Informal to the Formal Economy is an ongoing WIEGO priority. In the spirit of that transition, five towns across two provinces in South Africa have established a formal relationship between street vendor representatives and council officials. In October 2021, the two parties held a policy dialogue where public-space guidelines were launched, and they signed a joint declaration of commitment to practical interventions to improve the vendors' working conditions. These and other achievements in which WIEGO played a key role have generated more media coverage and created the potential for significant shifts in workers' material conditions.

Statistics Programme

The programme prepared briefs at the national, urban and city levels on main worker groups, including street vendors and market traders, for Chile and Senegal. The [Chile](#) brief was presented to representatives of unions and federations of street vendors, waste pickers, domestic workers and home-based workers, the Workers United Centre of Chile and a representative of the metropolitan region's Ministry of Labour and Social Provision. Worker organizations noted how important it is to have statistics for their advocacy and to bring visibility.



Law Programme

WIEGO's [Administrative Justice project](#) aims to provide people working in public space with the knowledge and skills to defend their rights against violations by public authorities, and the ability to demand access to and participate meaningfully in law and policymaking processes. In Senegal and Ghana, the Law Programme mapped institutions and stakeholders involved in the regulation and management of public space and interviewed public authorities and vendors to assess regulations that govern access to space and its implementation on the ground. The study's theme was law and the distribution of power and entitlements in the urban space from the vantage point of street and market vendors. Also, WIEGO's [analysis](#) of COVID-19 in seven Asian countries shows that laws and policies do not recognize informal traders as legitimate economic actors or the role that informal food vendors play in promoting food security. WIEGO's analysis of the pandemic laws that regulated informal work in 16 countries in [Latin America](#) generated similar conclusions.

Social Protection Programme

In response to growing needs highlighted by the COVID-19 crisis, the Social Protection Programme expanded its regional advocacy for income protection this year. The adoption of the African Union's Protocol on Social Protection in February 2022 was cause for celebration as WIEGO has worked with partners, including StreetNet International, to ensure that this legally binding instrument directly includes workers in informal employment in policy making, among other demands. The fact that the African Union now has a single binding instrument that addresses a broad range of social protection issues sets a clearer direction for regional advocacy. Also in Africa, a notable gain for street vendors and other workers in informal employment operating in public space was made when the South African Local Government Association (SALGA) drew on WIEGO's [child-care work](#) with Asiye eTafuleni to include child-care provision in their Public Space Trading Guidelines, 2021-2026.

Urban Policies Programme

The Urban Policies Programme has worked this year on securing inclusive planning practices and policy in a range of contexts and countries. In [New York City](#), UPP partnered with the Street Vendor Project on the COVID-19 impact study and together they jointly identified lessons in advocacy that have global relevance. Also, WIEGO's work in local-level experimentation with urban planning and design and legal frameworks was profiled in the United Cities and Local Governments (UCLG) Gold VI Report, which documents [public-space trading innovations](#) in Durban, South Africa, and Delhi, India, as well as [institutionalized social dialogue](#) in Lima, Peru.



How WIEGO Supports Waste Pickers

Meet Coura Ndiaye

Coura is an honorary leader among waste pickers in the Mbeubeuss dumpsite, about 30 kilometres away from Dakar, capital of Senegal. People generally call her “Mother Coura” out of respect for her age and the number of years she has worked as a waste picker.

In 2000, Coura joined the Association of Waste Pickers of Mbeubeuss, known as Bokk Diom, and she later led the association. She is a firm believer in the importance of being organized – particularly for women – in order to defend waste pickers’ livelihoods and improve their working conditions.

This is particularly crucial as the government has so far refused to include waste pickers in its current solid waste management project, or at least guarantee their means of subsistence, Coura says. The restructuring of the dumpsite led by the waste management agency is affecting women waste pickers’ working conditions and safety.

She says Bokk Diom needs to become stronger and improve communication between leaders and members to tackle the challenges and needs. The waste pickers also need help from the government’s waste management agency to improve their working conditions at the dumpsite, which would increase their income, Coura says.



“The state should help us and not the other way around. We are the first in this dumpsite, and we are the most legitimate to benefit from the dumpsite.”

“For example, the road they built to get to the platform, this road is the cause of the flooding. Because this road is very high, if it rains, it flows directly onto us.”

How WIEGO Programmes Support Waste Pickers

Organization and Representation Programme

The Organization & Representation Programme has supported progress towards the establishment of a global organization of waste pickers, including with discussions of a draft Constitution and issues that have helped build a sense of common purpose. Early in 2022, WIEGO coordinated a delegation of waste picker MBOs to participate in the UN Environment Assembly in Nairobi, Kenya, in support of a global plastics treaty. A significant victory was achieved when the UNEA-5.2 resolution recognized waste pickers as recyclers of plastics in informal and cooperative settings. WIEGO also has focused on empowering MBOs to engage governments and the private sector on Extended Producer Responsibility policies and regulations. In South Africa, this led to an agreement in principle about payment to waste pickers for their environmental services.

Statistics Programme

The identification of waste pickers through national surveys presents special problems. However, national survey data are a useful starting point. *Waste Pickers in Brazil: A Statistical Profile* ([WIEGO Statistical Brief No. 29](#)), published in English and Portuguese in November 2021, provides statistics on the extent of waste picker employment in the country, urban areas and major cities, as well as waste pickers' characteristics and working conditions. The Statistics Programme is working with the WIEGO team and members of the waste picker community to improve methods for collecting data on these workers.



Law Programme

In the [Waste Pickers and Human Rights](#) project, WIEGO and partners petitioned the Inter-American Commission on Human Rights for the right to work to include workers in informal employment and for a thematic hearing on the rights violations of waste pickers in seven Latin American countries. While the hearing was not granted, the team was invited to meet with the commissioners and will petition again for a hearing. The Law Programme did capacity building with waste pickers to enable the workers to present arguments in front of the commission, and collaboration is continuing. Also, the Administrative Justice stream of work is strengthening its focus on R204, which provides a comprehensive model of formalization that recognizes the socio-economic contributions of workers in informal employment and promotes the adoption of enabling regulatory frameworks and strategies that prioritize their needs. The next phase adopts a strong cross-sectoral approach, involving organizations of waste pickers, who share the struggle for access and meaningful use of public space.

Social Protection Programme

With WIEGO support, the Movement of Excluded Workers (MTE) – a member of Unión de Trabajadores y Trabajadoras de la Economía Popular (UTEP) – in Argentina developed an innovative [programme](#) through their child-care and after-school centres to support children who experienced abuse during the COVID-19 lockdown periods. UTEP-MTE were able to adapt their child-care services rapidly to respond to the needs of waste pickers, street vendors, garment workers and community workers represented in the union.

Urban Policies Programme

Through the [CataSaúde Viraliza](#) project in Brazil, WIEGO enhanced worker capacity to reduce risks and secure gains. By the end of July 2021, more than 400 waste pickers had completed the online capacity-building project that sought to provide waste pickers with a deeper understanding of decent work conditions and health and safety protocols. Participants represented all five regions of Brazil. The CataSaúde Viraliza project focused on strengthening alliances with both organized and non-organized waste pickers, by drawing on the expertise of multiple partners and research activists. For several of these partners, this was the first time they had worked together to help bridge understandings among both groups of waste pickers. In Belo Horizonte, WIEGO celebrated 10 years of the [Gender and Waste Project](#) with an [e-book](#) launch where women waste picker leaders reflected on gains made in working to build gender awareness in the National Waste Pickers Movement (MNCR) and local cooperatives.



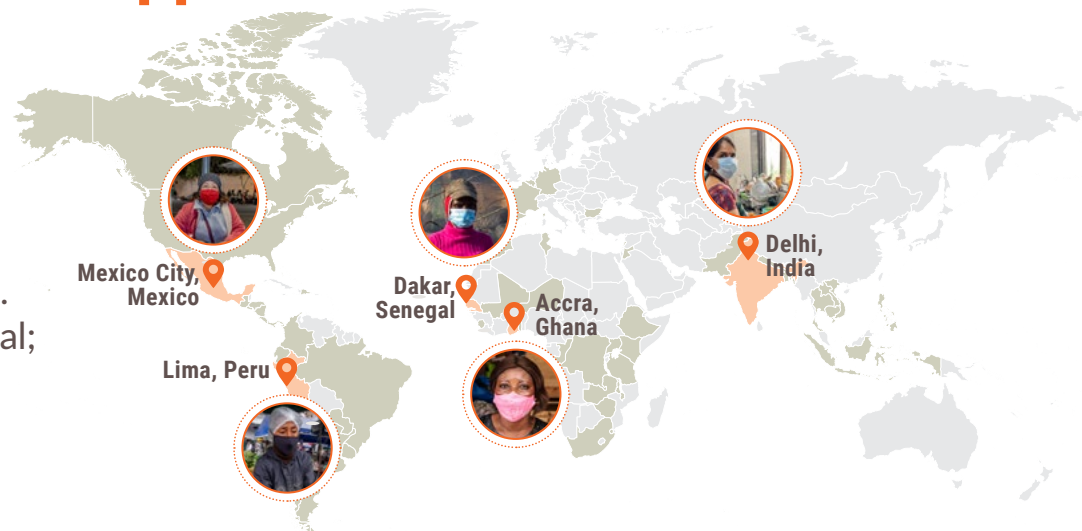
How WIEGO's Focal Cities Teams Support Workers in Informal Employment

WIEGO's Focal Cities approach supports organizations of workers in informal employment to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policymaking processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru; and Mexico City, Mexico.



Accra, Ghana The team works with **market traders, street vendors, waste pickers** and **market porters**.

In Accra, the Focal Cities team's work focused on securing progressive national child-care [guidelines](#). These were developed through a participatory process that brought together parents of children in market-based day-care centres, informal trade organization representatives, child-care workers, officials from the Department of Social Welfare and the Department of Children, an urban planning specialist, an early childhood care and development expert and a legal consultant. The guidelines, which integrate the concerns of workers in informal employment, fill a gap in Ghana's regulatory framework for child-care centres in markets. Market trade represents 40 per cent of women's employment in Greater Accra and urban Ghana.



Dakar, Senegal The team works with **market traders, street vendors, prepared meals vendors** and **waste pickers**.

WIEGO's work in Dakar supporting waste pickers from the Mbeubeuss dumpsite has a growing focus on promoting a just transition that would secure their livelihoods as the government implements a World Bank-funded project to restructure and eventually close the dumpsite. Working with the National Confederation of Workers of Senegal (CNTS), WIEGO's launch of the findings of the COVID-19 Crisis and the Informal Economy Study resulted in a public pledge of [inclusion](#) in the project from the President of Senegal and a promise by the project head to

improve working conditions. To boost the capacities of Bokk Diom – the organization of waste pickers in Mbeubeuss – to defend their rights and position themselves within waste management, WIEGO and Bokk Diom developed research on alternative livelihoods and jointly engaged in organizational strengthening efforts. In December 2021, supported by WIEGO and the ILO, waste pickers from Bokk Diom successfully formed a [cooperative](#), and they are in the process of creating a union.

 **Delhi, India** The team works with **domestic workers, home-based workers, street vendors and waste pickers** and focuses on inclusion of issues affecting workers in informal employment in cross-sectoral urban discourses.

WIEGO and its partners in Delhi saw the culmination of several years of joint advocacy when the Delhi Development Authority (DDA) released its draft Delhi Master Plan 2041. For the first time, the informal economy is recognized as the city's largest employer, and the plan contains enabling language for the integration of workers in informal employment. To achieve this change, the Focal Cities Delhi team supported a broad-based [campaign](#) – the Main Bhi Dilli (“I, Too, Am Delhi”) coalition – to influence the master plan as a “people’s plan” with supportive measures for housing, livelihood and social infrastructure. After the draft was released, the coalition successfully advocated for an extension of the public comment period to allow for broader citizen participation. It also supported grassroots leaders in organizing 250 meetings with worker groups across Delhi, and helped facilitate the submission of 25,000 comments from workers in informal employment and community groups across Delhi to the DDA.

 **Lima, Peru** The team works with **domestic workers, home-based workers, street vendors, waste pickers, “canillitas”/ newspaper vendors and market porters**.

Following the [Lima](#) launch of WIEGO's COVID-19 study, President Pedro Castillo mentioned the pandemic's effects on workers in informal employment and announced a programme that would satisfy a key demand. In his July 28, 2021 inaugural speech, Castillo announced financial support for micro and small enterprises. The measures included state-guaranteed credit with longer grace periods, refinancing of debt, and support to women entrepreneurs. Access to credit of small amounts and affordable interest rates have been key workers' demands coming out of the study.

 **Mexico City, Mexico** The team works with **domestic workers, street vendors, waste pickers and non-salaried workers** including **mariachi musicians, coffee vendors, shoe shiners and organ players**.

In Mexico City, the team continued engaging Mexico's National Commission on Human Rights (CNDH) on informal worker issues and supporting workers in filing complaints with the commission regarding evictions, confiscations and destruction of property. The commission's bulletin highlighted the importance of non-salaried work and called on all decision makers to avoid the use of stigmatizing and offensive language in relation to those who carry out this work. The commission called attention to the fact that in Mexico, “more than 90 per cent of paid domestic work operates informally, despite the existence of a mechanism for labour and social security regulation.”

Publications and Resources



WIEGO Publications Catalogue

This catalogue is a full guide to our latest publications.

Highlights from Peer-Reviewed Publications

Every year, WIEGO researchers write and contribute to academic journal articles. For a complete list of edited volumes, book chapters, journal articles and peer-reviewed working papers, visit [our website](#).

Chen, Martha, Erofli Grapsa, Ghida Ismail, Michael Rogan, Marcela Valdivia, Laura Alfes, Jenna Harvey, Ana Carolina Ogando, Sarah Reed and Sally Roeber, 2022. "[COVID-19 and informal work: Evidence from 11 cities](#)." *International Labour Review*. Special Issue: "COVID-19 and the World of Work."

Ogando, Ana Carolina, Michael Rogan and Rachel Moussié, 2022. "[Impacts of the Covid-19 Pandemic and Unpaid Care Work on Informal Workers' Livelihoods](#)." *International Labour Review*. Special Issue: "COVID-19 and the World of Work."

Highlights from the WIEGO Publication Series

[Briefs](#) aim to provide user-friendly documentation for those involved in advocacy, policy and research on the informal economy.

Policy

WIEGO and IDWF, 2021. *Domestic Workers and Social Protection in Nagaland*. [WIEGO Policy Brief \(Social Protection\) No. 27](#).

Statistical

Gayatri Koolwal, 2022. *Informal Workers in Senegal: A Statistical Profile*. [WIEGO Statistical Brief No. 31](#).

Technical

Wegmann, Julia Mareike, Sonia Medina Cardona and Adriana Pérez Campos, 2022. *Trabajo en el espacio público y movilidad: herramientas para la coexistencia de dos derechos en la Ciudad de México*. [Nota técnica de WIEGO No. 14](#).

Lees, Joanne and Richard Dobson, 2021. *Inclusive Public Space Planning & Design: Lessons from Asiye eTafuleni, Durban, South Africa*. [WIEGO Technical Brief No. 13](#).

Law and Informality Insights

Teresa Marchiori, 2022. *Social Movement Lawyering: A Reflection on the Nature of Law and Lawyering Through the Lens of Informal Workers*. [Law and Informality Insights, No. 5](#).



[Resource Documents](#) include WIEGO-generated literature reviews, annotated bibliographies and papers reflecting the findings of new empirical work. They provide detail to support advocacy, policy or research on specific issues.

Bamu, Pamhidzai, Laura Alfes, Rutendo Mudarikwa and Theodore Kamwimbi, 2022. *Social Protection for Self-Employed Informal Workers in Sub-Saharan Africa: A Rights-Based Assessment of the Impact of the COVID-19 Crisis*. [WIEGO Resource Document No. 24](#).

Highlights from the COVID-19 Crisis and the Informal Economy Study

The COVID-19 Crisis and the Informal Economy Study – a WIEGO-coordinated multi-city longitudinal study – assessed the impact of the COVID-19 crisis on specific occupational groups of workers in informal employment and their households, with a focus on domestic workers, home-based workers, street vendors and waste pickers. For a complete list of publications and resources from the study, visit [our website](#).

Global Findings

[COVID-19 Crisis and the Informal Economy: Round 1 Global Summary](#) – [Executive Summary](#)

[City Fact Sheets](#), [Policy Insights](#)

Braham, Christy, 2021. COVID-19 Vaccination and Informal Workers: Immunize, Don't Marginalize. [Policy Insights No. 9](#).

Social Protection COVID-19 Briefs

WIEGO produced a series of [briefing notes](#) to analyze the social protection responses to COVID-19. The briefs aimed to support movements in their advocacy efforts to expand social protection to workers in informal employment.

WIEGO, 2022. Issue #3: [Bolsa Familia: Past and Future of the Brazilian Cash-Grant Programme](#).

The [Informal Economy Podcast: Social Protection](#) is a source of accessible information that raises awareness about research and debates on social protection for workers in informal employment.

[Episode #25](#): Social Insurance for Informal Workers in South Africa.

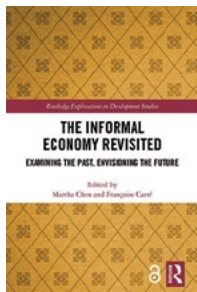


WIEGO Publication Highlights Through the Years



Chen, Marty, Erofil Grapsa, Ghida Ismail, Mike Rogan, Marcela Valdivia, Laura Alfes, Jenna Harvey, Ana Carolina Ogando, Sarah Orleans Reed and Sally Roever, 2021. *COVID-19 and Informal Work: Distinct Pathways of Impact and Recovery in 11 Cities Around the World*. [WIEGO Working Paper No. 42](#).

This working paper reflects the global findings from the first round of fieldwork monitoring the impact on workers in informal employment of measures to prevent the spread of COVID-19. Building on a long track record of multi-city [panel studies](#), WIEGO, working with MBO partners, interviewed domestic workers, home-based workers, street vendors and waste pickers in 11 cities in mid-2020 and mid-2021. This paper and associated research has been widely cited, with national and international policy uptake.



Chen, Martha and Françoise Carré (eds), 2020. [The Informal Economy Revisited: Examining the Past, Envisioning the Future](#). New York: Routledge.

The Informal Economy Revisited is the culmination of 20 years of pioneering work by WIEGO. The 34-chapter open-access volume brings together leading scholars from a wide range of disciplines and is the definitive

volume on the informal economy. It investigates conceptual shifts, research findings and policy debates on the informal economy, providing grounded insight into disciplinary debates. The book calls for a paradigm shift in how the informal economy is perceived to reflect the realities of informal work in the Global South, as well as the informal practices of the state and capital, not just labour.



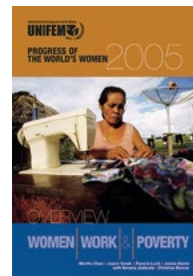
Bonnet, Florence, Joann Vanek and Martha Chen, 2019. [Women and Men in the Informal Economy: A Statistical Brief](#). WIEGO and ILO.

This brief presents the first-ever global estimates of informal employment, showing that 2 billion people – 61 per cent of the global workforce – earn their living in the informal economy. It shows that informality exists in countries at all levels of socio-economic development. It provides global and regional estimates on the size and composition of informal employment reflecting key variables: gender, status of employment, and branch of industry. This brief is a key reference for policy and academic analysis.



Chen, Martha, 2012. *The Informal Economy: Definitions, Theories and Policies*. [WIEGO Working Paper No. 1](#).

This working paper, the first in the WIEGO Working Paper series, provides an overview of the definitional, theoretical and policy debates on the informal economy. It gives a brief historical overview of the informal-sector concept and related debates, details the expanded statistical concept of informal employment, and provides a holistic conceptual model of the composition and causes of informality. It is WIEGO's most downloaded and cited working paper, framing much of the academic and policy literature on the topic.



Chen, Martha, Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala and Christine Bonner, 2005. *Progress of the World's Women 2005: Women, Work and Poverty*. New York: United Nations Development Fund for Women.

This report, commissioned by UNIFEM, positioned women's informal employment as a key pathway to reducing poverty and strengthening women's economic security. An important empirical contribution is the analysis of national data on average earnings and poverty risk across different segments of the informal and formal workforces, showing the links between employment, gender and poverty. It provides a strategic framework – with good-practice examples – for how to promote decent work for women in informal employment.

Financial Report: Year Ended 31 March 2022

Financial Governance

The Finance Committee of the WIEGO Board has responsibility for overseeing the financial management and audit of the accounts to ensure the sustainability and future viability of WIEGO. This includes the review of annual budgets, as well as continuous review of budgetary and financial controls to reduce the risk of underspending or overspending, and to mitigate a possible shortfall in income in any financial year. This risk is further mitigated by the building of designated reserves, which currently stand at a level of USD320,000 for the General Assembly to be held in November 2022, and free reserves of USD532,000 to maintain core programmes for a three-month period.

The Finance Committee reports to the WIEGO Board of Directors for final decisions on budgets and risk management.

Financial Summary

For the year ended 31 March 2022, WIEGO received an unqualified opinion from its auditors, Crowe UK LLP. The figures in the financial summaries for the Balance Sheet, Source of Funds, and Use of Funds are extracted from the statutory accounts, which were approved by the Directors on 10 August 2022. The auditors have confirmed to the Directors that the extracts are consistent with the statutory financial statements for the year ended 31 March 2022.

These extracts may not contain sufficient information to allow for a full understanding of the financial affairs of the company. Therefore, the full statutory accounts should be consulted together with the Auditors' Report and the Directors' Report, which are available from the Company Secretary at the company's registered office in Manchester, United Kingdom. Additionally, the full statutory accounts will be available online after completion of all regulatory filings.



Balance Sheet

The increase in net assets for the period is primarily a result of receipt of a five-year grant from the Ford Foundation of USD25 million and is reflected in Cash at Bank.

BALANCE SHEET	2021-22	2020-21
CURRENT ASSETS	USD \$000	USD \$000
Accounts Receivable	129	161
Cash at bank	32,101	6,862
TOTAL CURRENT ASSETS	32,230	7,023
CREDITORS		
Accounts Payable	-3,046	-691
NET ASSETS	29,184	6,332
FUNDS		
Restricted Funds	25,757	2,999
Unrestricted Funds	3,427	3,334
	29,184	6,333

Source: Extract from the statutory accounts

Source and Use of Funds

The total incoming resources were USD33.1 million for the financial year ended 31 March 2022, compared to USD11.5 million in the previous year. Total resources expended were USD10.3 million, compared to USD7.2 million in the previous year.

Source of Funds

Over the past 25 years, WIEGO has received support from several funders in our efforts to empower workers in informal employment around the globe. During the financial year ended 31 March 2022, WIEGO received funding from 12 major institutional funders. This includes the five-year grant from the Ford Foundation, which will be distributed equally among WIEGO and the four main international networks of workers in informal employment that are part of the WIEGO Network, and will be used to support organizational strengthening work.

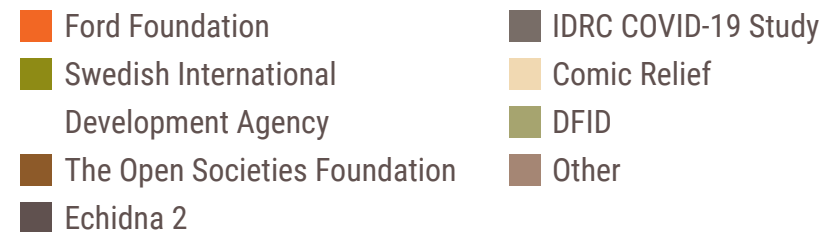
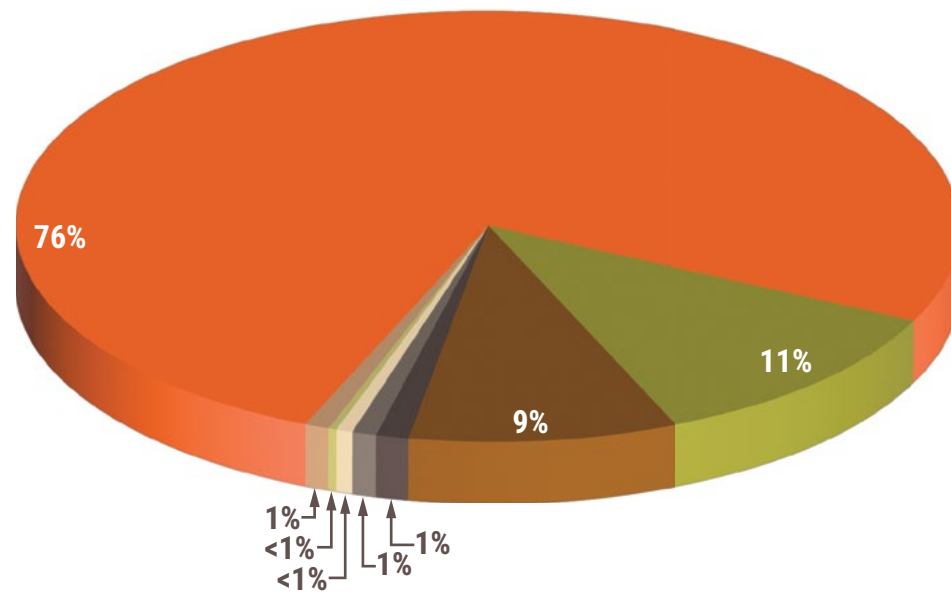
WIEGO is grateful to the organizations, foundations and governments for their generous financial support over the years.



SOURCE OF FUNDS	2021-22	2020-21
	USD \$000	USD \$000
Ford Foundation	25,200	354
Swedish International Development Agency	3,765	2,732
The Open Societies Foundation	3,015	1,418
Echidna 2	375	0
IDRC COVID-19 Study	314	362
Comic Relief	121	127
DFID	92	120
Wellspring Philanthropic	50	100
International Labour Organisation	11	20
USAID	10	0
The William Flora Hewlett Foundation	0	5,970
UN Women	0	44
Cities Alliance	0	27
FES	0	24
Other Sources	187	246
TOTAL FUNDING	33,140	11,544

Source: Extract from the statutory accounts

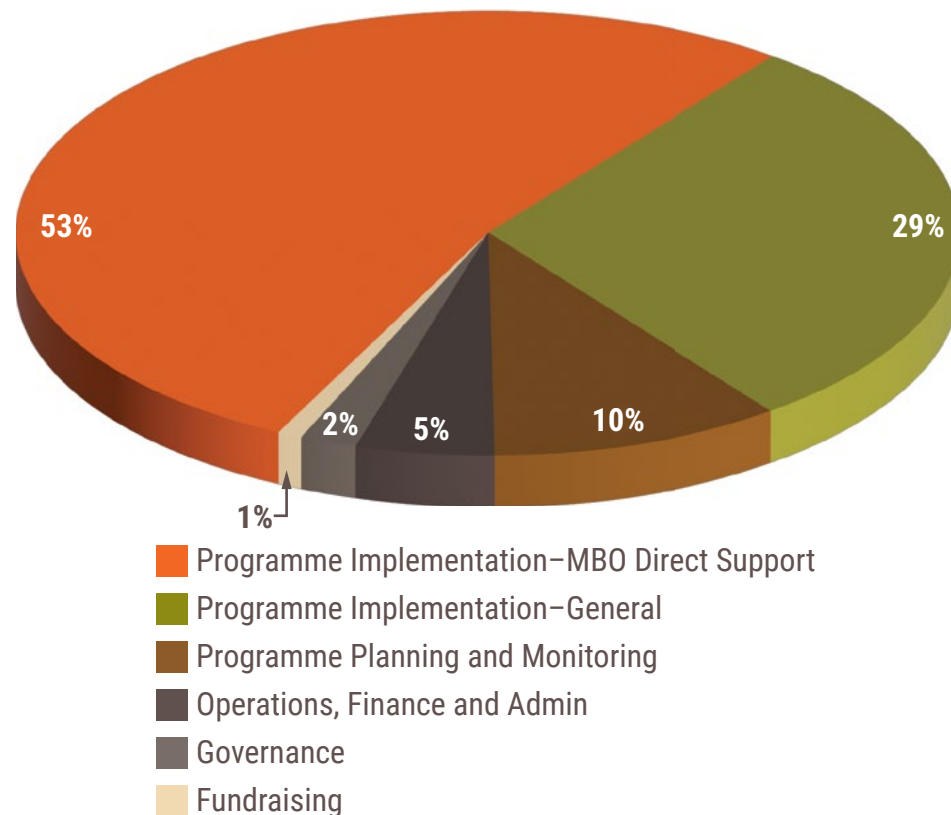
Source of Funds for Year 2021/22



Use of Funds 2021-2022

WIEGO's strategy is designed to ensure that the maximum possible resources are channelled directly into programmes to meet the objective of delivering high-quality improvements in research, policy advocacy and capacity building. It is worth noting that 92 per cent of resources were expended in the direct and indirect support of MBOs for programme implementation, planning and monitoring.

Use of Funds for Year 2021/22



WIEGO's Work

[Annual Reports](#)

[WIEGO Digest](#)

[WIEGO Membership-Based Organizations Newsletters](#)

[Law & Informality Newsletters](#)



WIEGO Online Resources



Blogs



Videos



Webinars

WIEGO Social Media Channels



Women in Informal Employment:
Globalizing and Organizing

Company Registration No: 6273538

Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)
For the year ended 31 March 2022**

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2022**

Name:	Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited
Charity Registration No:	1143510
Company Registration No:	6273538
Principal and Registered Address	521 Royal Exchange Manchester M2 7EN United Kingdom
Telephone:	0161 819 1200
Website:	www.wiego.org
Names of Current Directors	Mirai Chatterjee (Chair) Debra Davis (Treasurer) Barbro Budin Lin Lim Lean William (Biff) Steel Gabriela Calandria Luciana Fukimoto Itikawa Uma Rani Elizabeth yin Ngor Tang Patrick Sibusiso Ndlovu
The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.	
Chief Executive Officer (known as International Co-ordinator)	Sally Roever
Company Secretary	Bertha Isidore (August 25, 2022)
Bankers	Santander UK Bank plc Manchester Business Centre 298 Deansgate Manchester M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2022**

Auditors

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Jane Barrett
Marlese von Broembsen
Rhonda Douglas
Laura Alfes
Mike Rogan
Caroline Skinner
Francoise Carré

International Co-ordinator
Programme Director, Organization & Representation
Programme Director, Law
Programme Strategy Advisor
Programme Director, Social Protection
Interim Programme Director, Urban Policies
Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Sally Roever
Bertha Isidore
Rhonda Douglas
Mike Bird
Megan Landeros

Carol Clayman

International Co-ordinator
Company Secretary
Programme Strategy Advisor
Operations Director
Research and Administrative Assistant to the
International Co-ordinator
Executive Assistant to International Coordinator

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2022.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2021-22 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the General Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK.

As at the end of the financial year, more than twelve institutional funders provided financial support for WIEGO including a five year grant from the Ford Foundation of \$25 million, over \$3.7 million from Sida and \$3 million from the Open Society Foundations. WIEGO also received grants from Echidna/Schwab, IDRC, Comic Relief, DFID, Wellspring Philanthropy, International Labour Organisation and USAID.

Governance

WIEGO is governed by a 10-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically, by teleconference, or by electronic means. In the current year, given the circumstances of the pandemic, there was one video conference meeting of the Board and two teleconference meetings.

WIEGO's Board of Directors is comprised of three representatives of membership-based organizations of informal workers (one of whom serves as the Chair); two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board was re-constituted during the four-yearly General Assembly that was held in Johannesburg in November 2018. Four of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at this General Assembly and three new Directors were appointed. Three other members were co-opted by the Board thereafter. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics and Law) are each led by a Programme Director. Reports are received from the Programme Directors of these programme areas by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of six members, comprising three Directors, the International Coordinator, the Financial Controller/Company Secretary and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Financial Controller (who also serves as Company Secretary) and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors as a result of audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval. It makes recommendations regarding the appointment of the external auditors and approves their remuneration and terms of engagement. It reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO.

The Directors are assisted by WIEGO's International Coordinator, the Programme Directors, the Programme Strategy Advisor, the Operations Director, the Financial Controller / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

All WIEGO Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic plan, which was set out in 2018.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Recruitment and Appointment

The WIEGO General Assembly in 2018 elected seven Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus but if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also takes into account the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a chartered accountant with international experience as a Director and Treasurer at the time of General Assembly in 2018. Two further Directors were co-opted by the Board at its meeting on the 9th May 2019. One of these co-opted Directors, Elizabeth Tang, stepped down for personal reasons in December 2021, however we are hopeful that she will be able to re-join the Board in the following financial year.

Each has a commitment to WIEGO's aims and their appointment ends at the next General Assembly, to be held in November 2022. They may be re-appointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Company Secretary, the Board Chair and the Programme Directors.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roeber. She is assisted by a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1). The former International Coordinator, Marty Chen, has stayed on as Senior Advisor to WIEGO and continues to support the organisation especially in the areas of research and fundraising.

The development of the organisation since 2007 has required the extension and updating of operational procedures. This is a continuing process requiring revision of the Operations Manual on occasion through 2020/21.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operate within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. During the previous financial year, we established a Diversity, Equity and Inclusion working group, chaired by the International Coordinator and in the 2021/22 financial year we took on a DEI partner, Emunthini Consulting based in South Africa to steer us through a process to confront and overcome the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and ensure delivery of results. These include the Operations Team, the Programme Team, the Communications Team, the Fundraising Team and others. There are a number of routine communication methods, notably frequent and regular emails, an intranet, skyping, teleconferences, and periodic physical meetings. All teams are kept up-to-date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

There is normally a physical meeting of the WIEGO Team each year, but we held a successful "virtual" Team Retreat in September 2022 because of the continuing restrictions on international travel. With a diverse and geographically dispersed team, it has been important to hold face-to-face meetings in order to establish a team spirit and provide an opportunity to share ideas and challenges and we hope to resume this aspect of our work in the coming financial year.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in June and in November of 2022.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively so that those risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

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The Covid pandemic, and the continuing restrictions under which we have all been living, led us to consider new risks relating to the physical and mental health of the WIEGO Team and we have put in place protocols to manage these, including strict controls on face-to-face working where this is possible to undertake at all, and regular, virtual Team meetings. We have also taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuing review of the impact of exchange rate fluctuations are in place. We were fortunate not to face any reduction in our ability to raise funds for WIEGO's work during the pandemic, and in fact many of our donors contributed additional funds to enable us to respond to its impact on informal workers.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Financial Controller's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. It has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders and others across the globe.

The Treasurer reviews the work and ensures, through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting and procedures
Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.
- Quality and integrity of personnel
The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.
- Budgetary process
Each year Directors approve the annual budget taking account of the key risk areas and also of income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The Key Management Personnel consists of Sally Roever, International Coordinator and Mike Bird, the Operations Director. Sally Roever is employed by WIEGO and works from her home in Virginia, USA. Her salary is determined by the Board.

Mike Bird is employed by WIEGO in the UK, where remuneration is set according to the WIEGO remuneration policy, which is reviewed periodically by the Management Committee.

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2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

- a) *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor within the informal economy;*
- b) *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor within the informal economy.*
- c) *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;

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- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO's activities, achievements and performance during 2021/22 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association as revised on 19th July 2011 and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

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3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements and performance during 2021/22 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.

Evidence of Impact

For a detailed report on impact achieved during 2021/22 please see Appendix 2.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2022, WIEGO had 211 members: 39 Institutional Members and 172 Individual Members in some 45 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them.

WIEGO maintained our strong communications capacity during 2021/22 to help meet our goals of producing user-friendly publications and improving how we disseminate information, with an increasing focus on supporting our messaging through social media. Our long-standing Communications Manager stepped down in February 2022 and she has been replaced on an interim basis by one of the two Deputy Managers.

We have continued to respond to the need for information on the impact of the Covid-19 pandemic and what informal workers can do to keep safe, with new pages on the WIEGO website and health education messages disseminated via social media in 14 languages.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises there are a number of factors which could affect achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- If anything, the Covid-19 pandemic served to highlight the plight of informal workers all around the world. The economic shutdown in almost every country had a very quick impact on the livelihoods of informal workers, most of whom live hand-to-mouth every day. We are continuing to monitor the repercussions and to advocate for recovery plans that take account of the rights, needs and circumstances of those who work in the informal economy
- The war in Ukraine is already starting to have profound economic and social consequences all around the world as supply chains of vital fuel and foodstuffs are disrupted. It is those at the bottom of the economic pyramid who will feel these impacts most severely and this includes women working informally.

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

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Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. This has remained unchanged through 2021/22. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2022, our total incoming resources were \$33,152,671 (as compared to \$11,549,881 in the previous year). We secured \$25 million USD from the Ford Foundation which is a five-year grant, although this is recognised in this financial year due to the regulation on income recognition.

Our total expenditure was \$10,301,071 (as compared with \$7,205,517 in the previous year).

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The indications at the time of writing are that WIEGO is well-placed to weather the ongoing after-effects of the Covid-19 pandemic and the policies that have been put in place to combat it. Since the start of the pandemic all of our major donors have been in touch to offer their support in the form of additional funding and/or extensions to grant periods and the possibility to redirect funds as necessary in order to meet new and unexpected needs as they arise.

The financial outlook for WIEGO is secure. In October 2021 we received a new five-year grant totalling US\$25 million from the Ford Foundation. This is an unrestricted grant intended to support organisational strengthening work for WIEGO and also the four main international networks of informal workers that are part of the WIEGO Network. This new grant comes on top of the two and three-year extensions to the unrestricted grant agreements we signed with the Hewlett Foundation and Sida respectively at the end of the 2019/20 financial year. The respective grants agreed are for US\$4 million, since increased by a further US\$1 million, and the equivalent of \$8.4 million.

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From an organisational point of view WIEGO is also well-placed to continue its work. Almost all of the WIEGO Team already worked from home before the pandemic and the Manchester office has been able to adapt to remote working relatively easily because our banking, financial management and payment systems are all on-line. During the pandemic we have set up systems to ensure that we are taking care of the health and well-being of the Team. We set up weekly meetings of the Manchester office team plus town hall meetings for the whole Team and liaison meetings with the leaders of the networks of informal workers that are our members. These meetings are now held monthly and continue to enable effective management and communication.

The external website and the internal intranet both have dedicated Covid-19 pages that provide effective information management for our Team and wider network.

The Operations Team has added new risks to the WIEGO risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team and this has recently been reviewed by the Finance and Management Committees of the Board. In the meantime, we have demonstrated that the work of WIEGO can continue, albeit through different kinds of activities and delivery mechanisms given the current circumstances. The view of the Directors and the WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. In light of the extensions received from current donors, as well as additional funding received from the Ford Foundation for a period of five years, and measures which have been put in place to address operational risks arising from the COVID-19 pandemic, the Directors are of the view that there are no financial or operational uncertainties which cast doubt about the charity's ability to continue as a going concern in the foreseeable future, and that the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available.
- managing cash flow and contingencies with respect to utilisation of grant funds

During 2021/22 as shown in the Financial Statements, designated reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in the event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have reserves at a level at which core programmes can be maintained for a 3-month period.

At present, this requires reserves of approximately \$532k. From the US\$25M Social Justice Bond (SJB) grant which WIEGO received from the Ford Foundation in FY 2021/22 for a period of five years, US\$24M has been placed on a 95-day deposit with Santander Uk plc. currently earning interest at a rate of 1.7% per annum. The interest earned on the deposit will be shared proportionally between WIEGO's reserves, and the reserves of the international networks of informal workers' association. Therefore, when added to the existing free reserves, the principal plus interest from the Ford Foundation SJB grant is more than adequate to cover the amount needed for the core programmes for a 3-month period, although the necessary level of reserves is subject to regular review.

We also have \$320k set aside for the General Assembly which is a meeting of our members, and a crucial part of our governance structure. This takes place every four years and we are building funds towards meeting the cost of the next General Assembly in November 2022.

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The free reserves of \$532k carried forward into the new financial year are to fund budgeted costs of the core programmes over the next financial year. These reserves will be carried forward into the new financial year and will be used to fund the budgeted costs of the core programmes over the next financial year.

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2021/22 WIEGO received our principal funding from the following funders:

- Ford Foundation
- Swedish International Development Agency (Sida)
- Open Society Foundations
- Echidna/Schwab
- IDRC
- Comic Relief
- UK FCDO (formerly DFID)
- Wellspring Philanthropic Fund
- UN Women
- International Labour Organisation
- USAID

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

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- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

The securing of a new, five-year grant from the Social Justice Bond of the Ford Foundation allows us to plan for the strengthening of the WIEGO Network and our membership with renewed confidence. The US\$25 million grant is intended specifically to be used for organisational strengthening work for WIEGO and each of the four networks of informal workers that make up our institutional membership: StreetNet International, HomeNet International, the International Domestic Workers' Federation and the Global Alliance of Waste Pickers. This gives us a golden opportunity to plan for the future sustainability of the WIEGO Network as a whole.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond "problem identification" to "solution specification" for the three thematic programmes (Law, Social Protection and Urban Policies).
- In the Statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

WIEGO has successfully addressed many challenges in the past five years, which saw the replacement of all five of the Programme Directors as well as the replacement of WIEGO's founder and first International Coordinator. The Board has agreed that in the coming financial year, the three-person Senior Management Team will be increased to a five-person team in order to ensure that the International Coordinator has the support she needs to continue to lead WIEGO.

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Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Company Secretary/Financial Controller, two Senior Finance Officers, three Finance Officers, an Events and Logistics Manager, an HR Officer and an Administrative Assistant.

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

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The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

Number of employees

The average number of persons employed by the company in each week during the financial year has been 8.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO following a competitive tender during 2018.

The organisation completed a competitive tender exercise this year for the period 2018/2022. Crowe were re-appointed.

This report, which incorporates the Directors' Report, was approved by the Board of Directors on and signed on its behalf, by:



Bertha Isidore
Company Secretary

10 August 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

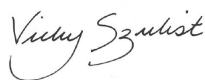
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date 13th December 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2022

	Note	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$	Total Funds 2021 \$
INCOME					
Donations and legacies	2	-	-		2,000
Investment income	3	10,574	1,278	11,852	3,679
Charitable activities	4	28,621,340	4,519,479	33,140,819	11,544,202
TOTAL INCOME		28,631,914	4,520,757	33,152,671	11,549,881
EXPENDITURE					
Charitable activities	5	6,209,061	4,092,010	10,301,071	7,205,517
TOTAL EXPENDITURE		6,209,061	4,092,010	10,301,071	7,205,517
NET INCOMING/(OUTGOING) RESOURCES		22,422,854	428,746	22,851,600	4,344,364
TOTAL FUNDS AT 1 APRIL 2021		3,333,796	2,998,814	6,332,610	1,998,246
TOTAL FUNDS AT 31 MARCH 2022	10	25,756,650	3,427,560	29,184,210	6,332,610

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

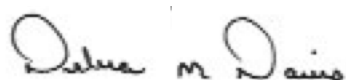
The notes on pages 23 to 42 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2022

	Note	2022	2021
		\$	\$
CURRENT ASSETS			
Debtors	8	129,744	161,575
Cash at bank		<u>32,101,192</u>	<u>6,861,602</u>
		32,230,936	7,023,177
CREDITORS:			
Amounts falling due within one year	9	<u>(3,046,726)</u>	<u>(690,567)</u>
NET ASSETS		<u>29,184,210</u>	<u>6,332,610</u>
FUNDS			
Unrestricted Funds	10	3,427,560	2,998,814
Restricted Funds	10	<u>25,756,650</u>	<u>3,333,796</u>
		<u>29,184,210</u>	<u>6,332,610</u>

The financial statements were approved and authorised for issue by the Directors on 10 August 2022 and signed on their behalf, by:



D Davis
Director and Treasurer

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**CASH FLOW STATEMENT
As at 31 March 2022**

	Note	2022	2021
		\$	\$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>25,227,738</u>	<u>4,499,755</u>
Cash Flows from investing activities			
Interest received		<u>11,852</u>	<u>3,679</u>
Net cash provided by investing activities		<u>11,852</u>	<u>3,679</u>
Change in cash and cash equivalents in the year.		25,239,950	4,503,434
Cash and cash equivalents at the beginning of the year.		<u>6,861,602</u>	<u>2,358,168</u>
Cash and cash equivalents at the end of the year.		<u>32,101,192</u>	<u>6,861,602</u>
ANALYSIS OF CASH AND CASH EQUIVALENTS			
		2022	2021
		\$	\$
Cash at hand		<u>32,101,192</u>	<u>6,861,602</u>
RECONCILIATION OF NET DEBT			
	2021	Cash flow	2022
	\$	\$	\$
Cash at hand and at bank	<u>6,861,602</u>	<u>25,239,590</u>	<u>32,101,192</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2022 was £1: \$1.31385.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Membership fees	—	—	—

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Membership fees	<u>2000</u>		<u>2000</u>

3. INVESTMENT INCOME

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Bank Interest	<u>10,574</u>	<u>1,278</u>	<u>11,852</u>

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Bank Interest	<u>—</u>	<u>3,679</u>	<u>3,679</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

4 INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Ford Foundation	25,000,000	200,000	25,200,000
Sida	2,595,066	1,169,671	3,764,737
The Open Society Foundations	15,000	3,000,000	3,015,000
Echidna 2	375,000	-	375,000
IDRC Covid 19 Study	314,236	-	314,236
Anonymous donor	-	141,108	141,108
Comic Relief	120,927	-	120,927
DFID	91,697	-	91,697
Wellspring Philanthropic	50,000	-	50,000
Other Income	38,130	8,700	46,830
International Labour Organisation	11,285	-	11,285
USAID	10,000	-	10,000
	28,621,341	4,519,479	33,140,819

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
The William Flora Hewlett Foundation	1,970,000	4,000,000	5,970,000
Sida	1,734,848	996,517	2,731,365
Hewlett Foundation – Focal Cities 2			
Open Society Foundations	1,085,002	333,333	1,418,335
IDRC Covid 19 Study	361,665	-	361,665
Ford Foundation	154,780	200,000	354,780
Anonymous donor	-	227,314	227,314
Comic Relief	126,773	-	126,773
DFID	120,145	-	120,145
Wellspring Philanthropic	100,047	-	100,047
UN Women	44,000	-	44,000
Cities Alliance	26,982	-	26,982
FES	24,000	-	24,000
International Labour Organisation	19,887	-	19,887
Other income	12,780	6,129	18,909
	5,780,909	5,763,293	11,554,202

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2022
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	431,379	88,849	520,228
Organisation & Representation	25,000	622,903	133,445	781,349
Social Protection	60,000	512,590	117,934	690,524
Statistics	-	305,803	62,985	368,788
Urban Policies	39,093	699,383	152,100	890,576
Focal Cities	-	344,125	70,878	415,003
Total Core Programmes	124,093	2,916,184	626,191	3,666,468
International Coordination/Support	-	112,455	85,719	198,174
Restricted Funds				
Comic Relief	74,333	58,490	-	132,823
DFID WOW Project	23,809	61,477	-	85,287
Echidna/Schwab	6,850	38,956	-	45,806
Echidna/Schwab 2	143,001	22,248	-	165,249
Ford Foundation - HomeNet International	-	149,462	2,974	152,436
Ford Foundation – Social Justice Bond – WIEGO only	25,336	222,124	21,224	268,685
Ford Foundation – SJB NETS – HomeNet International	125,453	156,929	1,835	284,217
Ford Foundation – SJB NETS – Global Alliance	40,328	95,874	9,859	146,060
Ford Foundation – SJB NETS – International Domestic Workers Federation	-	20,949	-	20,949
Ford Foundation – Social Justice Bond NETS – StreetNet	379,388	-	-	379,388
Hewlett Foundation - Communications Support & Fundraising	-	35,480	-	35,480
Hewlett Foundation - Covid Recovery	310,816	529,095	13,509	853,420
Hewlett Foundation - Focal Cities 2	-	559,983	95,879	655,862
International Development Research Centre - Covid 19 Study	-	295,031	58,684	353,715
ILO	-	22,033	-	22,033
ILO – ESCWA	-	3,075	-	3,075
Open Society Initiative - West Africa	-	36,386	-	36,386
Open Society Foundations - Child Care	6,701	2,587	-	9,288
OSF - Covid Response - NETS Comms	6,974	107,224	29,943	144,141
OSF - Covid Response 1	-	3,912	43	3,954
OSF - Covid Response WP Brazil	-	60,267	-	60,267

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED (continued)

	-	43,730	4,613	48,343
OSF - DW Social Protection Asia				
OSF- Kazakhstan Mapping	-	12,335	-	12,335
OSF- NETS Comms Conference	-	10,000	-	10,000
OSFS- Social Insurance Informal Worker	18,000	147,077	-	165,077
Sida Nets Support	726,340	581,026	-	1,307,366
Sida Social Protection Research (SSP)	-	123,386	-	123,386
Sida Waste Picker Project Coastal Cities	85,050	350,369	60,167	495,586
USAID	-	9,200	-	9,200
Wellspring Philanthropic	-	97,889	1,241	99,130
Governance costs	-	139,459	-	139,459
Loss on foreign exchange	-	(168,025)	-	(168,025)
TOTAL RESOURCES EXPENDED	2,096,473	7,192,717	1,011,880	10,301,071

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT and FACCYR/CTEP this year.

Support Costs	\$	\$
Salaries	693,863	683,478
Meeting costs/events	707	872
Consultants and professional	145,662	112,846
Rent and office costs	<u>171,687</u>	<u>125,971</u>
	<u>1,011,880</u>	<u>923,167</u>

Support costs have been apportioned across core programmes according to the size of the core programme.

	2022	2021
Governance Costs	\$	\$
Board meetings	94,046	24,432
Company secretarial	26,465	30,359
Internal Strategic Review	4,313	-
External Audit	<u>14,635</u>	<u>12,417</u>
	<u>139,459</u>	<u>67,208</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2021 (comparison only)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2021
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	331,728	65,802	397,530
Organisation & Representation	-	528,523	104,838	633,361
Social Protection	-	342,597	67,958	410,555
Statistics and Research	-	375,739	74,532	450,271
Urban Policies	-	708,734	140,585	849,319
Focal Cities	-	446,767	88,621	535,388
	-	2,734,088	542,336	3,276,424
International Co-ordination/Support	-	206,073	48,998	255,071
Restricted Funds				
Cities Alliance - Liberia	17,194	19,166	-	36,360
Comic Relief	65,386	83,800	-	149,186
DFID WOW Project		76,016	452	109,447
	32,979			
Echidna/Schwab	20,287	60,805	1,870	82,962
FES- SP/IW Law in African Covid 19	-	24,000	-	24,000
Ford Foundation - Homenet Intern'l	-	5,087	-	5,087
Hewlett Foundation - Comms/FR	-	33,297	-	33,297
Hewlett Foundation - Covid Recovery	52,702	92,914	964	146,580
Hewlett Foundation - Focal Cities 2	-	420,887	78,854	499,741
Hewlett Foundation – MLE Data/Fin	-	36,164	19,499	55,663
IDRC – Covid 19 Study	-	244,295	47,252	291,547
ILO/ILO ESCWA	-	9,592	-	9,592
Open Society Foundations – Columbia	-	7,015	-	7,015
OSF - Child Care Project	40,000	-	-	40,000
OSF - Covid Response NETS Comms	5,000	13,059	2,800	20,859
OSF - Covid Response 1	53,120	339,883	28,042	421,046
OSF - Waste Pickers Brazil	-	139,733	-	139,733
OSF - DW Social Protection Asia	-	19,637	3,257	22,894
OSF - Social Insurance IW	18,000	33,264	-	51,264
Other Classes	7,180	3,590	-	10,770
Sida Nets Support	592,513	466,839	52,562	1,111,964
Sida Waste Pickers – Coastal Cities	76,150	309,051	56,928	442,129
UN Women	-	42,386	1,614	44,000
USAID	-	800	-	800
Wellspring Philanthropic	-	-	37,739	37,739
	980,512	2,481,330	331,833	3,793,674
Governance costs	-	67,208	-	67,208
Loss/(Gain) on foreign exchange	-	(186,857)	-	(186,857)
TOTAL RESOURCES EXPENDED	980,512	5,301,838	923,167	7,205,517

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia and SEWA this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2022	2021
	\$	\$
Operating lease rentals – property	13,086	18,939
Auditors' remuneration – Audit fees excluding VAT		<u>10,889</u>

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2022	2021
	\$	\$
Wages and salaries	524,676	488,001
Social security costs	32,535	29,826
Pension costs	<u>8,568</u>	<u>7,946</u>
	<u>565,779</u>	<u>525,773</u>

The key management personnel of the charity are Sally Roevers, International Co-ordinator and Mike Bird, the Operations Director. Sally Roevers is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, where rates of remuneration are set according to market rates and reviewed periodically by a Management Committee. The total cost of the key management personnel of the charity were \$216,126 (2021 \$212,872).

The average monthly number of employees during the year was as follows:

	2022	2021
	Number	Number
Administration	<u>8</u>	<u>8</u>

During the year, the directors did not receive any reimbursement of expenses (2021: \$0).

The directors received no remuneration or director fees during the year.

8. DEBTORS

	2022	2021
	\$	\$
Grant income receivable	60,536	124,735
Prepayments and other debtors	<u>69,207</u>	<u>36,840</u>
	<u>129,743</u>	<u>161,575</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

9. CREDITORS: Amounts falling due within one year

	2022	2021
	\$	\$
Accrued expenses	1,046,726	690,567
Grants Rec'd in Advance	<u>2,000,000</u>	<u>-</u>
	<u>3,046,726</u>	<u>690,567</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2021 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2022 \$
UNRESTRICTED FUNDS					
Designated funds					
General Assembly Reserves	240,000	-	-	80,000	320,000
DFID WOW Project	50,000	-	-	(50,000)	-
Undesignated funds					
Free reserves	500,744	-	-	31,635	532,379
Unrestricted Funds	33,790	-	-	50,000	83,790
Ford Foundation	200,000	200,000	(400,000)	-	-
Hewlett Foundation	1,974,280	-	(1,974,280)	-	-
Sida	-	1,169,671	(1,169,671)	-	-
Anonymous	-	141,108	(141,108)	-	-
Open Society - Core Funding	-	3,000,000	(396,972)	(80,000)	2,523,028
Other Income/Other Classes	-	9,978	(9,978)	-	-
Total Unrestricted Funds	2,998,814	4,520,757	(4,092,009)	1,635	3,459,197
RESTRICTED FUNDS					
Ford Foundation SJB WIEGO	-	25,000,000	(1,097,720)	-	23,902,280
Comic Relief	89,021	120,927	(142,319)	-	67,629
DFID WOW	(3,703)	91,697	(87,994)	-	-
Echidna/Schwab	45,805	-	(45,805)	-	-
Echidna/Schwab 2	-	375,000	(165,249)	-	209,752
Ford Foundation HomeNet International	149,693	-	(152,436)	-	(2,743)

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

Hewlett Communications Support & FR	36,703	-	(36,703)	-	-
Hewlett Foundation - Focal Cities 2	1,084,398	-	(656,699)	-	427,699
Hewlett Foundation COVID Response	853,420	-	(853,420)	-	-
IDRC - COVID-19 Study	70,118	314,236	(353,715)	-	30,639
ILO/ ILO ESCWA	10,297	11,285	(21,581)	-	-
Open Society Foundation - Covid Response	3,954	-	(3,954)	-	-
Open Society Foundation - Kazakhstan Mapping	43,969	-	(12,335)	(31,635)	-
Open Society Foundation - DW Social Protection in Asia	111,991	-	(48,343)	-	63,648
Open Society Foundation - Social Insurance Informal Workers	215,247	-	(165,077)	-	50,170
Open Society Foundation - Covid Response WP Brazil	60,267	-	(60,267)	-	-
Open Society Foundation - Covid Response NETS Communications	144,141	10,000	(154,141)	-	-
Open Society Foundation - Child Care Rebuilding Project	5,002	5,000	(9,288)	-	714
Open Society Initiative West Africa	100,000	-	(36,386)	-	63,614
Sida Nets Support	143,586	1,462,591	(1,306,481)	-	299,696
Sida Waste Picker Coastal Cities	107,581	557,177	(517,927)	-	146,831
Sida Social Protection	-	575,298	(123,386)	-	451,912
Wellspring Philanthropic Fund (WPF)	62,308	50,000	(99,130)	-	13,178
USAID	-	10,000	(10,000)	-	-
Other Income	-	48,704	(48,704)	-	-
Total Restricted Funds	3,333,796	28,631,914	(6,209,061)	(31,635)	25,725,017
TOTAL FUNDS	6,332,610	33,152,671	10,301,071	-	29,184,210

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

10. STATEMENT OF FUNDS (for comparison only)

	Brought Forward 1 April 2020 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2021 \$
UNRESTRICTED FUNDS					
Designated funds					
General Reserves					
General Assembly in 2022	160,000	-	-	80,000	240,000
DFID WOW project	50,000	-	-	-	50,000
		-	-		
Undesignated funds	460,744	-	-	40,000	500,744
Free Reserves	33,790	-	-	-	33,790
Unrestricted Funds	-	200,000	-	-	200,000
Hewlett Foundation	-	4,000,000	(1,905,720)	(120,000)	1,974,280
Sida	-	924,880	(924,880)	-	-
Anonymous donor	-	227,314	(227,314)	-	-
Open Society Foundations – Core Funding	-	333,333	(333,333)	-	-
DFID WOW Counterpart	-	71,637	(71,637)	-	-
Other Income/Other Classes/Bank Interest	-	9,808	(9,808)	-	-
	<u>704,534</u>	<u>5,766,972</u>	<u>(3,472,692)</u>	<u>-</u>	<u>2,998,814</u>
Total Unrestricted Funds					
	7,866	26,982	(34,848)		-
Cities Alliance – Liberia & SV	96,762	126,773	(134,514)		89,021
Comic Relief	(20,973)	120,145	(102,875)		(3,703)
Commonwealth Foundation	128,767	-	(82,962)		45,805
DFID WOW	-	24,000	(24,000)		-
Echidna/Schwab	-	70,000	(33,297)		36,703
FMO					

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Hewlett Foundation – Focal Cities	686,887	900,000	(502,489)	-	1,084,398
Hewlett Foundation – Focal Cities 2	55,780	-	(55,780)	-	-
Hewlett Foundation – MLE, Database & FT	-	1,000,000	(146,580)	-	853,420
International Labour Organisation Childcare Research	-	361,665	(291,547)	-	70,118
International Labour Organisation (Dakar)	-	425,000	(421,046)	-	3,954
Open Society Foundation – Kazakstan	43,969	-	-	-	43,969
Open Society Foundation – MLE	134,885	-	(22,894)	-	111,991
Open Society Foundation – DW SP Asia	116,511	150,000	(51,264)	-	215,247
Open Society Foundation – Social Insurance	7,015	-	(7,015)	-	-
Open Society Foundation – Care Givers Colum	-	200,000	(139,733)	-	60,267
Open Society Foundation – Admin Law	-	165,000	(20,859)	-	144,141
Sida Nets Support	-	45,002	(40,000)	-	5,002
Sida Waste Coastal Cities	-	100,000	-	-	100,000
USAID	-	1,256,269	(1,112,681)	-	143,588
UNDP	26,243	478,579	(397,243)	-	107,579
World Health Organisation	-	44,000	(44,000)	-	-
World Health Organisation Kenya	-	100,047	(37,739)	-	62,308
Other income/Other Classes/Bank Interest	-	154,780	(5,087)	-	149,693
	-	19,887	(9,591)	-	10,297
Total Restricted Funds	-	14,780	(14,780)	-	-
	1,283,712	5,782,909	(3,732,825)	-	3,333,796
TOTAL FUNDS					
	1,988,246	11,549,881	(7,205,517)	-	6,332,610

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
		\$320,000	Funds set aside as a contribution towards the General Assembly in 2020.
Unrestricted funds			
William and Flora Hewlett Foundation	23/03/2020- 23/03/2022	\$4,000,000	To provide general operating support
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 50,000,000	To support the core activities
Open Society Foundations	01/07/2021-30/09/2022	\$3,000,000	To provide general operating support
Ford Foundation	01/10/20-30/09/22	\$400,000	To provide general operating support
Hewlett Unrestricted	01/04/22 – 01/04/24	\$4,000,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£500,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 63,000,000	To provide support to the WIEGO Network of informal workers' associations
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 24,000,000	Waste Pickers as environmental agents
Sida – Swedish International Development Co-operation Agency		SEK 5,000,000	Direct Support to Social Protection programme
Hewlett Foundation	23/03/20 – 23/03/22	\$70,000	To provide support to WIEGO communications Support and Fundraising
Hewlett Foundation – Focal Cities 2	2/12/19 - 2/12/22	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
Hewlett Foundation	04/09/20-23/03/22	\$1,000,000	Covid Response
IDRC	1/7/20 - 30/06/22	CAD 941,500	Covid 19 Study
Open Society Foundations	1/10/18 -30/09/22	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 1/11/22	\$300,000	Social Insurance – Informal Workers
Open Society Foundations	1/10/18 -30/9/21	\$50,000	Mapping in Kazakhstan
Open Society Foundations	1/10/18 -30/9/21	\$40,000	Monitoring, Learning and Evaluation
Open Society Foundations	05/08/21 – 26/10/21	\$10,000	Nets Communications Conference, to strengthen the communications capacity of vulnerable workers for global networks of informal workers.
Open Society Foundations	01/06/20-31/05/21	\$425,000	Covid Response
Open Society Foundations	26/10/20- 26/10/21	\$165,000	Covid Response NETS Communications
Open Society Foundations	01/10/20-01/10/22	\$ 50,002	Child Care Rebuilding Project to document the experience of shared business ownership models for worker-run and managed childcare services during the pandemic
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

10. STATEMENT OF FUNDS (continued)

Echidna Giving/Schwab Charitable	12/12/19-30/09/21	\$150,000	Develop Quality Standards for child care services in Africa
Echidna Giving/Schwab Charitable CC2	01/01/2022 – 31/12/23	\$375,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service
Comic Relief	1/9/19 - 30/8/24	£505,000	Empowering Women Home-Based Workers
DFID WoW Project	1/3/19 – 31/1/21	£498,752	HBW – Organising for Economic Empowerment
USAID	25/8/18 - 31/12/21	\$20,000	The Development Innovations Group
Ford Foundation – HNI	01/01/21 – 31/12/22	£500,000	Core support for HomeNet International
Ford Foundation – SJB	01/05/2021 – 30/04/26	\$25,000,000	Build resilience, stabilise and strengthen WIEGO and the NETS
Wellspring Philanthropic	01/10/20 – 30/06/22	\$150,000	Support women IE, Relief, Recovery & Resilience
International Labour Office	01/01/21 – 31/07/21	\$28,097	Database of Home Based Workers
International Labour Office	22/03/21- 28/02/22	\$10,250	ILO Informality report Statistical advisor contract

	Balance at 1 April 2021 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Balance at 31 March 2022 \$
Unrestricted Funds	2,998,814	4,520,757	(4,092,010)	31,635	3,459,196
Restricted Funds	<u>3,333,796</u>	<u>28,631,914</u>	<u>(6,209,061))</u>	<u>(31,635)</u>	<u>25,725,017</u>
Total of Funds	<u>6,332,610</u>	<u>33,152,671</u>	<u>(10,332,707)</u>	<u>-</u>	<u>29,184,212</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Current assets	24,260,441	7,970,496	32,230,936
Creditors due within one year	<u>561,079</u>	<u>2,485,647</u>	<u>3,046,726</u>
Total of Funds	<u>23,699,362</u>	<u>5,484,849</u>	<u>29,184,210</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Current assets	3,660,460	3,362,717	7,023,177
Creditors due within one year	<u>(326,664)</u>	<u>(363,903)</u>	<u>(690,567)</u>
Total of Funds	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.40) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were \$60,454 USD during the year. Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA.

Payments were also made to SEWA Bharat of \$167,349, to the Indian Academy of SEWA of \$86,227 and to Gujarat Mahila Housing Trust of \$18,323 during the year.

Elizabeth Tang is General Secretary (remunerated) of the International Domestic Workers Federation (IDWF). Payments to IDWF were \$250,000 USD during the year.

Uma Rani is a Senior Economist (remunerated) at the International Labour Office (ILO). WIEGO received grants from the ILO of \$11,285 USD during the year.

Gabriela Calandria is a member of the International Council for StreetNet. Payments to StreetNet International were \$743,762 USD during the year.

Patrick Ndovlu is a remunerated employee of Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$178,031 during the year.

Caroline Skinner the Programme Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$178,031 during the year.

13. FINANCIAL COMMITMENTS

At 31 March 2022 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2022	2021
Payable:	\$	\$
Within one year	13,086	14,204
Between two and five years	<u>39,258</u>	<u>4,735</u>
	<u>52,344</u>	<u>18,939</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

14. FINANCIAL INSTRUMENTS	2022	2021
	\$	\$
Financial assets		
Financial assets measured at amortised cost	32,230,936	7,023,177
Financial liabilities		
Financial liabilities measured at amortised cost	3,046,726	690,567

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	\$	\$
Net incoming/(outgoing) resources for the year	22,851,600	4,344,364
Adjustments for:		
Interest received	(11,852)	(3,679)
Decrease/(increase) in debtors	31,832	104,996
Increase/(decrease) in creditors	<u>2,356,158</u>	<u>54,075</u>
Net cash used in operating activities	<u>25,227,738</u>	<u>4,499,755</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

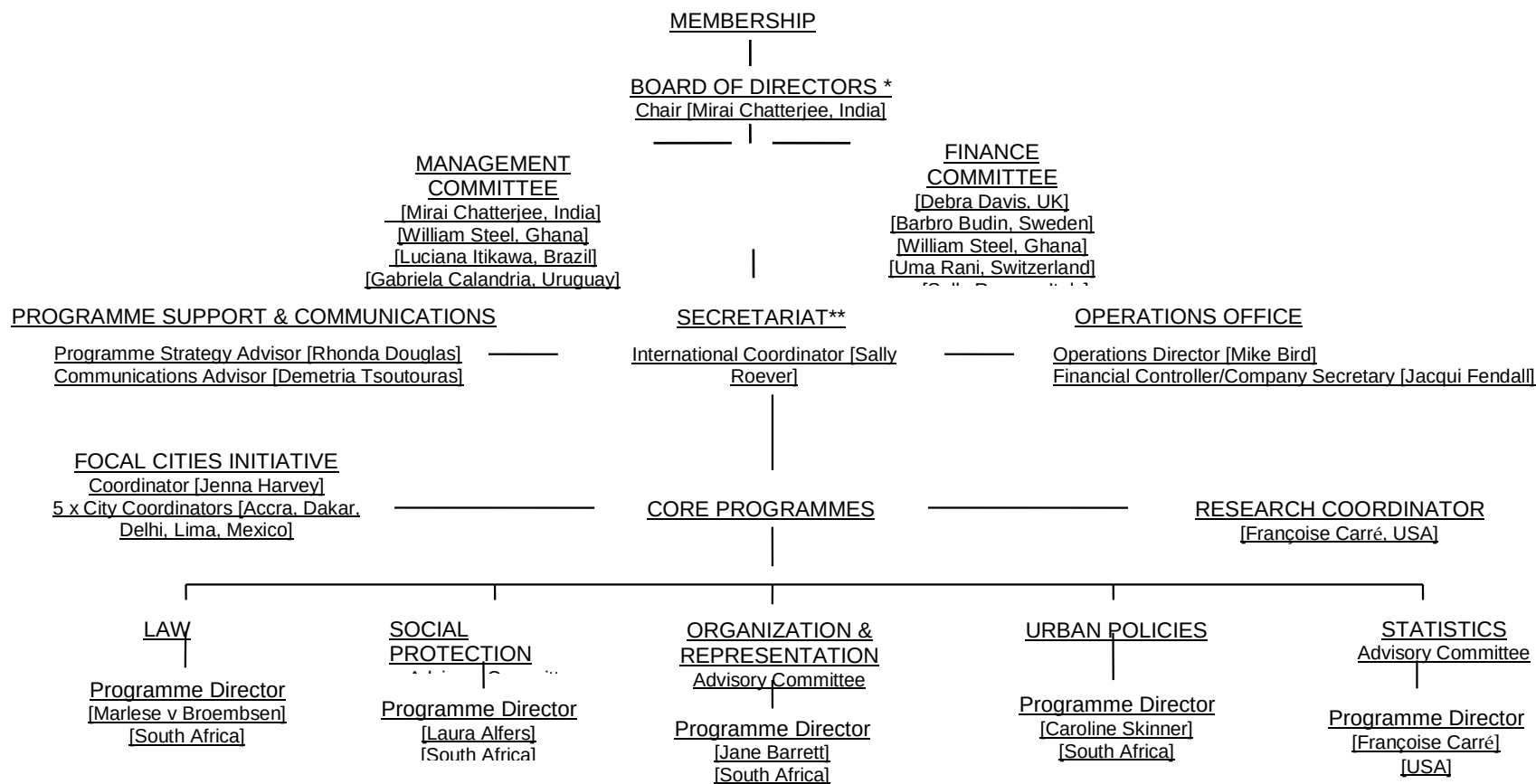
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2022

		Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
	Note			
INCOME				
Donations and legacies	2	2,000	-	2,000
Investment income	3	-	3,679	3,679
Charitable activities	4	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>
TOTAL INCOME		<u>5,782,909</u>	<u>5,766,972</u>	<u>11,549,881</u>
EXPENDITURE				
Charitable activities	5	<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>
TOTAL EXPENDITURE		<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>2,050,084</u>	<u>2,294,280</u>	<u>4,344,364</u>
TOTAL FUNDS AT 1 APRIL 2020		<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>
TOTAL FUNDS AT 31 MARCH 2021	10	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1 For the year ended 31 March 2021



* The full Board is listed on Page 1.

** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.
The following pages do not form part of the statutory financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

The Year in Review

Mirai Chatterjee, Chair of the Board

As we celebrate our 25th anniversary this year, we look toward the next quarter-century with hope and inspiration in the midst of ongoing challenges. While pandemic lockdowns have eased, food and fuel prices have skyrocketed; while workers are earning again, they have not overcome the effects of the COVID-19 crisis. Conflict and climate change are with us as never before. Yet we continue to pursue our vision of a just recovery for all workers: one in which all workers are included and central to government and other efforts at rebuilding livelihoods with social protection, and central to rebuilding local and national economies.

When this financial year started in April 2021, my country, India, was experiencing a public health crisis of unimaginable proportions. The women worker leaders who stepped in to deliver food and medicine, to comfort others in moments of loss, to mobilize their collectives by any means to do what they could for their members showed why societies must learn to value women workers and prioritize their voices. There will be no recovery otherwise.

A quarter-century ago when WIEGO was founded, very few people took notice of the informal economy. We have come a long way since then. This year, we saw our worker-leaders featured in major media outlets and invited to speak to policy audiences all over the world. Our network members have come together to define joint policy positions and have seen their uptake. There is more awareness of the need for universal social protection and its particular importance to workers in informal employment. The mobilization among WIEGO Network members for the ILC General Discussion on Social Protection is yet another significant step forward in our struggle for rights, recognition and representation. We have made tangible progress since the onset of the crisis, and we are getting stronger and better every day.

As we begin to see more of each other in person again, we are grateful for the bonds we share. Soon, we will gather together at our eighth General Assembly to affirm our strategic direction and commitment to the mission we share. We look forward to this moment of renewal and celebration, and to deepening the connections with all of our members, partners and allies.

Mirai Chatterjee
Chair, WIEGO Board of Directors
October 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

Sally Roever, International Coordinator

After adapting to crisis circumstances and responding to the urgent needs of workers and their organizations, in the past year we have settled into new ways of working and sharpened our focus on centring the voices of workers in economic recovery debates. The increasing visibility of our Network in those debates has helped shift ground in a significant way, at an important moment.

Our Network brought a united voice to discussions on social protection at the International Labour Conference, calling for direct representation of organizations of workers in informal employment and highlighting the needs of self-employed workers. Tireless advocacy and direct interventions on the part of our Network's representatives resulted in an outcome document that names workers in informal employment and will shape global work on social protection for years to come. Other strategic interventions on social protection followed later in the year, including a new project challenging economic orthodoxies that undermine universal social protection.

Pandemic response work that we began last year with members and partners culminated in the dissemination of relevant, timely data on COVID-19's impact on different sectors of informal employment. As the pandemic and its effects evolved in different ways across countries and continents, our research traced the impact pathways for different worker groups, showing how workers coped with livelihood loss and displacement – and identifying their priorities for recovery. The findings have been used in dialogue forums to inform government recovery approaches.

In November, the WIEGO Network's relevance to the future of work was recognized through a five-year, USD25 million grant from the Ford Foundation. The grant will build sustainability across the movement as WIEGO and the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers solidify governance structures, build capacity on critical functions, and strategically support affiliates. The growth and strengthening across our networks are evident as we expand our voice in global spaces that shape the possibilities for a more just future of work. One of many examples came in early March, when our efforts to support waste pickers resulted in a UN environmental resolution mentioning informal recyclers for the first time.

In the background of this work was an internal strategic review process to inform our next five-year plan. At the outset of the year we defined eight strategy-level questions related to scope and orientation, which helped us explore and define WIEGO's priorities for the future. We engaged in an in-depth consultation process drawing on perspectives from our team, Board, institutional and individual members, and external stakeholders. The resulting five-year strategic plans will be reviewed at our eighth General Assembly, to take place in Mexico in November 2022.

We are, as ever, so grateful for our team, members, partners and allies in the struggle for a just and inclusive world of work.

In solidarity,

Sally Roever, PhD
International Coordinator, WIEGO
October 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

WIEGO Celebrates 25 Years

The year before WIEGO's 1997 formation, the ILO Convention on Home Work (C177) was passed, and this milestone sowed the seeds for WIEGO's birth. The statistics that contributed to the advocacy process at the global level were provided by founders who still play key roles in WIEGO's research work.

While WIEGO today far exceeds the expectations of our founders, the mutual support that heralded our foundation has been there from the beginning. The home-based worker movement, through the Self-Employed Women's Association (SEWA), was crucial to our formation. The WIEGO Network has grown from the 10 specialists on the informal economy who came together in 1997 into a movement that embraces WIEGO, the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers. WIEGO is now a 74-person team, and our Network's institutional members represent more than 5 million people in 94 countries. Direct WIEGO activities take place in close to 60 countries across six continents.

The founding group constituted:

- Ela Bhatt (SEWA)
- Renana Jhabvala (SEWA)
- Marty Chen (Harvard University)
- Marilyn Carr (UNIFEM)
- Grace Bediako (United Nations Statistical Division)
- Jacques Charmes (L'Institut Français pour le Développement en Coopération)
- Maxine Olson (UNIFEM)
- William "Biff" Steel (World Bank)
- Jane Tate (HomeNet)
- S.Y. Sethuraman (ILO)

The specialists shared a common concern in 1997: that official statistics do not represent and mainstream policymakers do not adequately understand the contribution of workers in informal employment, especially women workers, to national economies. As a result, little attention was paid to how policies affect women workers or how their situation could be improved. The group planned a collaborative project that would promote a better understanding and appreciation of women in informal employment. The project's goals were to promote better statistical accounting and research, stronger organizations and networks, and supportive policies and programmes for women in informal employment. The founders named the project "Women in Informal Employment: Globalizing and Organizing" (or WIEGO for short).

Highlights on the Road to 25

Here are some of the global-level highlights along the way to 25 years and, for a [fuller picture including national and regional organizing milestones and victories](http://www.wiego.org/news/wiego-turns-25), see www.wiego.org/news/wiego-turns-25.

1997: WIEGO Founded

In April 1997, a group of 10 specialists on the informal economy – organizers, researchers, statisticians and practitioners – met to plan a collaborative project in support of women workers in the informal economy.

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2002: StreetNet International Founded, Informal Employment Statistics Published by WIEGO and ILO
StreetNet International was founded in South Africa in November 2002, with support from SEWA and WIEGO. Through its constitution, StreetNet International ensures that women street vendors are represented in all events and leadership structures. That same year, WIEGO and the ILO collaborated to publish *Women and Men in the Informal Economy: A Statistical Picture*, which compiled available national data on informal employment for the first time.

2003: Organizing Workers in Informal Employment

WIEGO and a coalition of trade unions and organizations, including the Ghana Trades Union Congress, HomeNet Thailand, the Nigerian Labour Congress, SEWA and StreetNet International, met in Ahmedabad, India, to discuss organizing workers in informal employment. WIEGO subsequently supported the convening of global conferences to organize waste pickers, domestic workers and home-based workers in 2008, 2011 and 2015, respectively.

2009: Global Study on the Impact of the Economic Crisis on Workers

In 2009 and 2010, WIEGO led a study of the impact of the global economic crisis on urban workers, carried out by organizations of workers in informal employment in a dozen cities across low and middle-income countries. Drawing on this experience, WIEGO led another global study across 12 cities in 2020–2021 to understand the impacts of the COVID-19 pandemic on workers in informal employment.

2011: Convention 189 on Decent Work for Domestic Workers Adopted

In June 2011, after a five-year campaign, the International Labour Conference adopted Convention 189 on Decent Work for Domestic Workers. The Convention mandates that domestic workers be recognized as workers entitled to the same protections as other workers.

2013: International Domestic Workers Federation Founded

In October 2013, the International Domestic Workers Network was transformed into a formal federation at its founding congress in Uruguay. At the Congress, WIEGO facilitated the ratification of the Constitution and the election of the leadership.

2015: ILO Recommendation 204 on Formalization Adopted

The landmark ILO Recommendation 204 on the Transition from the Informal to the Formal Economy contains many provisions that leaders of workers in informal employment and WIEGO advocated for over three years. These included provisions recognizing that informal livelihoods should be preserved during the transition to formality, and that workers in informal employment need regulated access to public space and to natural resources to pursue their livelihoods.

2018: First Global Estimates of Informal Employment Published

WIEGO's Statistics Programme worked with the International Labour Organization as it compiled the first-ever global estimates of informal employment. In 2018, the research was published by the ILO in *Women and Men in the Informal Economy: A Statistical Picture* (3rd edition) and summarized in WIEGO's *Women and Men in the Informal Economy: A Statistical Brief*.

2021: Launch of HomeNet International

The February 2021 launch of HomeNet International was the culmination of two decades of organization building. Home-based workers' organizations from four regions continued to build a democratic, representative global network through the COVID-19 pandemic. WIEGO supported the network's formation with capacity building, knowledge generation, statistics and networking.

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2022: Waste Pickers Recognized in UN Environmental Resolution

Informal recyclers were mentioned for the first time in a United Nations environmental resolution, in the fifth session of the UN Environment Assembly in Kenya, February 28–March 2, 2022. The text says their contribution in collecting, sorting and recycling plastics in many countries is recognized, and it further calls for learning from the best practices in informal and cooperative settings.

Working to Ensure Millions of Workers Have a Seat at the Table

On November 16, 2021, the Ford Foundation announced a five-year USD25 million grant to the WIEGO Network. An interactive Guardian Labs article, [“More Than 2 Billion Workers Make Up the Informal Economy,”](#) accompanied the announcement to highlight the size and significance of the informal economy and to raise the visibility of the membership-based organizations fighting for improved livelihoods for workers in informal employment. News of the funding announcement was covered by TIME, Fast Company and other news outlets.

Sarita Gupta, director of the Ford Foundation’s Future of Work(ers) programme, said:

“We know there can be no global recovery without informal workers. This grant recognizes the importance of ensuring billions of informal workers have a seat at the table to have their voices, demands and needs heard at the national and global levels, so policymakers and business leaders recognize their contributions and value.”

HomeNet International Celebrates its First Anniversary

Home-based workers and their allies launched a global network in February 2021. As it marked its first anniversary this year, HomeNet International officially registered as an observer at the 110th Session of the International Labour Conference. This marks a milestone in securing home-based workers’ ability to speak for and represent themselves at the ILC, and for visibility of the sector among governments, unions and employers attending the conference.

The global network of home-based workers is working with WIEGO to develop statistical briefs on countries outside Asia. There is a focus on other regions because the regional network is strong and visible, particularly in South Asia. HomeNet International and WIEGO believe that bringing visibility to home-based work in other regions will help the network build solidarity within the movement.

While the will to form a global movement is decades old and the work towards it many years in the making, HomeNet International’s ability to celebrate an anniversary was never taken for granted. As HNI’s International Coordinator Janhavi Dave told us, there was an international network of home-based workers 25 years ago, but it “didn’t succeed. Unfortunately, it wasn’t very democratic, and many of our sister organizations walked out of it.”

It is very different this time, Janhavi said. “We’re all part of the same family. Be it SEWA, be it HomeNet South Asia, now HomeNet International, WIEGO, all of us have worked together to build this movement and push the movement forward. This partnership that we built – and the process that we built it with – is a very democratic one.”

Women Fighting the Same Fight

Janhavi’s sentiments are echoed by the other leaders of global organizations that WIEGO works with. Elizabeth Tang, General Secretary of IDWF, told us: “Being part of the WIEGO Network, we know we are in a much larger movement – a much larger family of informal workers, who are women, who are fighting the same fight for recognition, for rights, for social protection. We are together with home-based workers, street vendors, waste pickers.”

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StreetNet International Coordinator Oksana Abboud said that “WIEGO has connected us with like-minded organizations and institutions, providing the space for building international solidarity among all workers engaged in informal employment. We use WIEGO’s research and databases in our advocacy work.”

Kabir Arora, who coordinates the Alliance of Indian Waste Pickers and supports the outreach of the Global Alliance of Waste Pickers in Asia, described the moment that Soledad Mella, President of the Asociación Nacional de Recicladores de Chile and Global Alliance of Waste Pickers representative, took the podium at the UN Environment Assembly (UNEA-5.2) in Nairobi, Kenya, in February 2022: “We did what we had come for and represented the hopes and aspirations of millions of waste pickers.”

Cross-Sector Work Grows

While the work of WIEGO’s programmes to support different sectors of workers in the informal economy are highlighted in this report, our work increasingly reaches across sectors and this is building solidarity among all workers in informal employment.

For example, the Statistics Programme at WIEGO has continuously compiled data to show the large number of workers in informal employment across sectors and countries. Data in the hands of workers has helped to build unity and solidarity. Through an ongoing regional collaboration in Arab countries supported by the Ford Foundation, WIEGO, the ILO, the ILO-MENA regional office and UNESCWA are developing labour statistics with a focus on informality. In 2021, a project report assessed the labour force surveys and the social protection programmes related to employment in the pilot countries (Jordan, Lebanon, Morocco and Tunisia) as a basis for developing a questionnaire for labour force surveys. Qualitative and quantitative testing of the questionnaire will be next. The project contributes to improving statistics on informality and on the main groups of workers of concern to WIEGO. The project also facilitates the region’s contribution to the ILO Working Group for the Revision of Statistical Standards on Informality, of which WIEGO’s Statistics team are members.

In another show of cross-sectoral unity and solidarity, the Global Alliance of Waste Pickers, HomeNet International, IDWF and StreetNet International [participated](#) in the 109th Session of the International Labour Conference in June 2021, along with WIEGO and SEWA. The main aim of this group was to guarantee that social protection needs of workers in informal employment were reflected in the adopted conclusions of the discussion.

Also, WIEGO is working with Swedish Sida to develop research that deepens the link between social protection and economic recovery and brings new evidence to bear on longstanding debates. Three relationships in particular are being explored: the contribution of social spending to economic recovery, the link between social protection and labour market dynamics, and the role for capital and employers in the financing of social protection. Additionally, with the International Centre for Tax and Development (ICTD), the project explores the realities of taxation from the perspective of workers in informal employment.

The launch of the inaugural WIEGO School this year is the exciting outcome of a longstanding process. The School is a major milestone, drawing together the sectors as well as our programmes, and our allies are enthusiastic about its potential. As Oksana told us, “WIEGO has so much expertise and can train on how to organize and how to negotiate for those in informal employment. At the same time, we will draw closer together for the sake of our joint constituency, which is informally employed workers.”

Seizing the Moment from COVID-19

The majority of the global workforce – 61 per cent – is informal and has been disproportionately impacted by the pandemic and by the accompanying economic downturn. We are seizing the moment as the global community considers how to rebuild a more equitable and fair world.

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WIEGO, alongside membership-based organizations of the working poor, monitored the [impact of the COVID-19 crisis](#) on workers in informal employment around the world. In mid-2021, interviews were conducted with the same domestic workers, home-based workers, street vendors and market traders, and waste pickers in 11 cities as in the mid-2020 surveys to assess if they had recovered. We talked to workers in Accra (Ghana), Ahmedabad (India), Bangkok (Thailand), Dakar (Senegal), Delhi (India), Durban (South Africa), Lima (Peru), Mexico City (Mexico), Pleven (Bulgaria), New York City (USA) and Tiruppur (India). Seventy per cent of the study respondents were women, broadly reflecting the gender composition of the four sectors. The [2021 findings](#) suggest that the economic fallout of the COVID-19 crisis remains deep and persistent for workers at the base of the economy. The level of indebtedness that workers have been forced into means the COVID-19 crisis is far from over. Since the pandemic began, 52 per cent of respondents drew down on their savings, 46 per cent borrowed money, and 17 per cent sold or pawned assets to get by. The vast majority (82 per cent) of respondents who had drawn down on savings since the beginning of the pandemic were unable to replace any of the savings by mid-2021. WIEGO has drawn [lessons](#) from the pandemic and, with our allies, is continuing advocacy work for a just economic recovery with renewed vigour.

Where WIEGO Worked in 2021-2022*

* Includes countries where WIEGO has Team Members or Key Partners.

Argentina
Bangladesh
Brazil
Bulgaria
Cambodia
Chile
Colombia
Costa Rica
Democratic Republic of the Congo
Dominican Republic
Ecuador
El Salvador
Ethiopia
France
Germany
Ghana
Guatemala
Honduras
India
Indonesia
Jordan
Kenya
Laos
Lebanon
Malawi
Mexico
Morocco
Nepal
Nicaragua
Niger
Pakistan
Panama
Paraguay
Peru
Senegal

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Sierra Leone
South Africa
Spain
Tanzania
Thailand
Togo
Tunisia
Uganda
Uruguay
USA
Vietnam
Zambia
Zimbabwe

WIEGO's Key Programmes

The **Statistics Programme** collaborates with official statisticians to improve statistical methods that will make visible the size and significance of the informal economy and the situation of all informal workers, and to prepare the data in formats that are accessible to a wide set of users.

The **Organization & Representation Programme** helps organizations of workers in informal employment build their organizational and leadership capacity, connect to each other and align with allies as they fight to improve the working conditions of their members.

The **Law Programme** strives for the recognition, inclusion and protection of the rights and work of workers in informal employment in international instruments, national and local laws and regulations. It works to build the capacity of workers in informal employment and their organizations to use the law to fight for secure livelihoods and labour rights.

Workers in informal employment need access to social protections that will protect and mitigate risks to their incomes and help them cope after an event or shock. The **Social Protection Programme** is committed to helping workers in informal employment access these rights.

By working with leaders of workers in informal employment, policymakers and urban practitioners, the **Urban Policies Programme** strives to help the urban poor achieve better incomes, more secure places to live and work, and the capacity to negotiate sustainable gains in urban policies and practices.

How WIEGO Supports Domestic Workers

Meet Norma Palacios

Norma is one of the founders and leaders of SINACTRAHO, a domestic workers' union in Mexico. She has been a domestic worker for 27 years and, while she recognizes that she is tired and "has fears, like any other human being," she finds strength in this movement.

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SINACTRAHO works to raise awareness of domestic workers' economic and labour situation and strives to empower its members to demand and exercise their rights as workers.

"Most of the time you work in a place where the employer's house is your workplace, but you can be alone all day long and you have no contact with other people with whom you identify. We do see that these relationships can develop when, perhaps, they work in the same building, when they establish a friendship, but we see that when they come to the union they become stronger."

During the COVID-19 pandemic, the historic effort to ensure domestic workers' long-term well-being became even more pressing. As well as advocating for social security, the union offered legal counselling to domestic workers who faced exploitative employment relations or were fired without justification during the crisis.

"Doing all these things during the pandemic showed us that we can achieve everything. It also strengthened me a lot: when we have these encounters with authorities I know we carry with us the voice of us as domestic workers [...] We have to hold on to all these women to move forward."

How WIEGO Programmes Support Domestic Workers

Organization & Representation Programme

After developing a toolkit on Convention 189, WIEGO facilitated negotiation skills training for domestic worker organizations. Experiences from this were shared by IDWF affiliates in a November 2021 workshop with the ILO commemorating C189. Beginning in October 2021, IDWF affiliates from 10 African countries took part in a six-month-long WIEGO online training on democratic leadership in trade unions. Participants said the course helped them to realize the importance of understanding and implementing their unions' constitutions and to revise them appropriately to address the situation of domestic workers.

Statistics Programme

The Statistics Programme's unique contribution is to improve the identification of domestic workers – and home-based workers, street vendors, market traders and waste pickers – in official statistics and to prepare statistics on these groups in accessible formats for use by membership-based organizations (MBOs), global networks of workers in informal employment, and allied policy advocates. International statistics work makes possible global statistical briefs such as the ILO-WIEGO-IDWF [brief](#) on domestic workers. It also informs WIEGO's preparation of briefs at the national, urban and city levels on informal employment. Briefs for Chile and Senegal include trend information on each group, including domestic workers, and facilitate work to improve the situation of these workers.

Law Programme

With the aim of legally empowering domestic workers so that they can realize their rights and respond to violations by employers, WIEGO held meetings this year with workers' organizations in Tanzania and South Africa. Domestic workers' struggles include limited legal awareness and access to legal services, uneven legal protection, non-compliance by employers, difficulty in organizing, and poor enforcement. WIEGO's legal empowerment work aims to train domestic workers on legal issues, thereby increasing their access to justice. By empowering domestic workers themselves to know and use the law – equipping them with legal knowledge, and negotiation and mediation skills – the work aims to break the barriers to access to justice, including the hierarchical relationship between legal professionals and workers that can prevent the latter from seeking redress. Ultimately, the work with IDWF affiliates will embed, through a training-of-trainers model, a culture of legal empowerment in their organizations so that all members are able to know, use and shape the law to secure their rights.

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Social Protection Programme

With the IDWF, WIEGO produced a [series of policy briefs](#) on domestic workers and social protection in South Asia. These looked at the barriers domestic workers face in accessing social protection and public services, as well as the costs they carry in order to access these services. For example, domestic workers in India said they were paying the equivalent of three weeks of earnings to visit a health care centre. About 70 per cent of workers reported having to take out a loan to finance their last health visit. In Tamil Nadu, domestic workers said they lack knowledge about their entitlements, lack documentation for registration, and migrant workers are excluded from welfare provisions. The cost of applying for a social security benefit for the typical domestic worker in our survey was 1.5 times her weekly earnings. Domestic worker organizations in South Asia are using this research in their local-level organizing and advocacy.

Urban Policies Programme

WIEGO's [COVID-19 Crisis and the Informal Economy Study](#) monitored workers' hardships, loss of jobs and inability to recover earnings by mid-2021. The study found that, among domestic workers, "live-out" domestic workers were more likely to lose their jobs and struggle to regain them, whereas "live-in" workers experienced deteriorating working conditions. Both types of domestic workers reported a weakening of their bargaining power with employers. In Mexico City, SINACTRAHO, the national union of domestic workers, used study results on food insecurity and loss of income to engage the Mexican Congress on the long-standing demands of domestic workers.

How WIEGO Supports Street Vendors and Market Traders

Meet Oksana Abboud

"2022 marks the 20th anniversary of StreetNet International since its establishment in Durban, South Africa," notes Oksana, International Coordinator of StreetNet, the global alliance of street and market vendors.

"WIEGO played a key role in the creation of StreetNet. WIEGO's leadership at the time recognized the crucial need for an international umbrella to unite and support street vendors around the world."

With the rapid growth in technology globally, street vendor organizations should position themselves to take advantage of this with new approaches and strategies, Oksana says.

"We might see integration of street vendors into digital platforms, with vendors finding their niche in using the technology for sustainability, development and livelihood purposes."

She believes that a shift could be coming, with street vendors gaining more recognition and respect for their human and workers' rights and their role as economic players. StreetNet is growing – expanding its borders and attracting new members, and WIEGO gives the movement recognition and confidence at international and other levels, she says.

"It means a lot to be part of a global network for the vulnerable, for the unrecognized – and to be part of such a highly respected network with a high level of organization ... It empowers us and brings us into more unity. We feel part of a big family."

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How WIEGO Programmes Support Street Vendors and Market Traders

Organization & Representation Programme

The implementation of ILO Recommendation 204 on the Transition from the Informal to the Formal Economy is an ongoing WIEGO priority. In the spirit of that transition, five towns across two provinces in South Africa have established a formal relationship between street vendor representatives and council officials. In October 2021, the two parties held a policy dialogue where public-space guidelines were launched, and they signed a joint declaration of commitment to practical interventions to improve the vendors' working conditions. These and other achievements in which WIEGO played a key role have generated more media coverage and created the potential for significant shifts in workers' material conditions.

Statistics Programme

The programme prepared briefs at the national, urban and city levels on main worker groups, including street vendors and market traders, for Chile and Senegal. The [Chile brief](#) was presented to representatives of unions and federations of street vendors, waste pickers, domestic workers and home-based workers, the Workers United Centre of Chile and a representative of the metropolitan region's Ministry of Labour and Social Provision. Worker organizations noted how important it is to have statistics for their advocacy and to bring visibility.

Law Programme

WIEGO's [Administrative Justice project](#) aims to provide people working in public space with the knowledge and skills to defend their rights against violations by public authorities, and the ability to demand access to and participate meaningfully in law and policymaking processes. In Senegal and Ghana, the Law Programme mapped institutions and stakeholders involved in the regulation and management of public space and interviewed public authorities and vendors to assess regulations that govern access to space and its implementation on the ground. The study's theme was law and the distribution of power and entitlements in the urban space from the vantage point of street and market vendors. Also, WIEGO's [analysis](#) of COVID-19 in seven Asian countries shows that laws and policies do not recognize informal traders as legitimate economic actors or the role that informal food vendors play in promoting food security. WIEGO's analysis of the pandemic laws that regulated informal work in 16 countries in [Latin America](#) generated similar conclusions.

Social Protection Programme

In response to growing needs highlighted by the COVID-19 crisis, the Social Protection Programme expanded its regional advocacy for income protection this year. The adoption of the African Union's Protocol on Social Protection in February 2022 was cause for celebration as WIEGO has worked with partners, including StreetNet International, to ensure that this legally binding instrument directly includes workers in informal employment in policy making, among other demands. The fact that the African Union now has a single binding instrument that addresses a broad range of social protection issues sets a clearer direction for regional advocacy. Also in Africa, a notable gain for street vendors and other workers in informal employment operating in public space was made when the South African Local Government Association (SALGA) drew on WIEGO's child-care work with Asiye eTafuleni to include child-care provision in their Public Space Trading Guidelines, 2021-2026.

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Urban Policies Programme

The Urban Policies Programme has worked this year on securing inclusive planning practices and policy in a range of contexts and countries. In [New York City](#), UPP partnered with the Street Vendor Project on the COVID-19 impact study and together they jointly identified lessons in advocacy that have global relevance. Also, WIEGO's work in local-level experimentation with urban planning and design and legal frameworks was profiled in the United Cities and Local Governments (UCLG) Gold VI Report, which documents [public-space trading innovations](#) in Durban, South Africa, and Delhi, India, as well as [institutionalized social dialogue](#) in Lima, Peru.

How WIEGO Supports Waste Pickers

Meet Coura Ndiaye

Coura is an honorary leader among waste pickers in the Mbeubeuss dumpsite, about 30 kilometres away from Dakar, capital of Senegal. People generally call her "Mother Coura" out of respect for her age and the number of years she has worked as a waste picker.

In 2000, Coura joined the Association of Waste Pickers of Mbeubeuss, known as Bokk Diom, and she later led the association. She is a firm believer in the importance of being organized – particularly for women – in order to defend waste pickers' livelihoods and improve their working conditions.

This is particularly crucial as the government has so far refused to include waste pickers in its current solid waste management project, or at least guarantee their means of subsistence, Coura says. The restructuring of the dumpsite led by the waste management agency is affecting women waste pickers' working conditions and safety.

"For example, the road they built to get to the platform, this road is the cause of the flooding. Because this road is very high, if it rains, it flows directly onto us."

She says Bokk Diom needs to become stronger and improve communication between leaders and members to tackle the challenges and needs. The waste pickers also need help from the government's waste management agency to improve their working conditions at the dumpsite, which would increase their income, Coura says.

"The state should help us and not the other way around. We are the first in this dumpsite, and we are the most legitimate to benefit from the dumpsite."

How WIEGO Programmes Support Waste Pickers

Organization & Representation Programme

The Organization & Representation Programme supported progress towards the establishment of a global organization of waste pickers this year, concluding with ongoing discussions of a draft Constitution and discussions of issues that have helped build a sense of common purpose. Early in 2022, WIEGO coordinated a delegation of waste picker MBOs to participate in the UN Environment Assembly in Nairobi, Kenya, in support of a global plastics treaty. A significant victory was achieved when the UNEA-5.2 resolution recognized waste pickers as recyclers of plastics in informal and cooperative settings. Waste picker representatives will take their proposals to the next Intergovernmental Negotiations Committee meeting on plastic pollution. The Organization & Representation Programme also has focused on empowering MBOs to engage governments and the private sector on Extended Producer Responsibility policies and regulations. In South Africa, this led to an agreement in principle about payment to waste pickers for their environmental services.

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Statistics Programme

The identification of waste pickers through national surveys presents special problems. However, national survey data are a useful starting point. *Waste Pickers in Brazil: A Statistical Profile* ([WIEGO Statistical Brief No. 29](#)), published in English and Portuguese in November 2021, provides statistics on the extent of waste picker employment in the country, urban areas and major cities, as well as waste pickers' characteristics and working conditions. The Programme is working with the WIEGO team and members of the waste picker community to improve methods for collecting data on these workers.

Law Programme

In the Waste Pickers and Human Rights Project, WIEGO and partners petitioned the Inter-American Commission on Human Rights for the right to work to include workers in informal employment and for a thematic hearing on the rights violations of waste pickers in seven Latin American countries. While the hearing was not granted, the team was invited to meet with the commissioners and will petition again for a hearing. The Law Programme did capacity building with waste pickers to enable the workers to present arguments in front of the commission, and collaboration is continuing. Also, the Administrative Justice stream of work is strengthening its focus on R204, which provides a comprehensive model of formalization that recognizes the socio-economic contributions of workers in informal employment and promotes the adoption of enabling regulatory frameworks and strategies that prioritize their needs. The next phase adopts a strong cross-sectoral approach, involving organizations of waste pickers, who share the struggle for access and meaningful use of public space.

Social Protection Programme

With WIEGO support, the Movement of Excluded Workers (MTE) – a member of Unión de Trabajadores y Trabajadoras de la Economía Popular (UTEP) – in Argentina developed an innovative programme through their child-care and after-school centres to support children who experienced abuse during the COVID-19 lockdown periods. UTEP-MTE were able to adapt their child-care services rapidly to respond to the needs of waste pickers, street vendors, garment workers and community workers represented in the union.

Urban Policies Programme

Through the CataSaúde Viraliza project in Brazil, WIEGO enhanced worker capacity to reduce risks and secure gains. By the end of July 2021, more than 400 waste pickers had completed the online capacity-building project that sought to provide waste pickers with a deeper understanding of decent work conditions and health and safety protocols. Participants represented all five regions of Brazil. The CataSaúde Viraliza project focused on strengthening alliances with both organized and non-organized waste pickers, by drawing on the expertise of multiple partners and research activists. For several of these partners, this was the first time they had worked together to help bridge understandings among both groups of waste pickers. In Belo Horizonte, WIEGO celebrated 10 years of the [Gender and Waste Project](#) with an [e-book](#) launch where women waste picker leaders reflected on gains made in working to build gender awareness in the National Waste Pickers Movement (MNCR) and local cooperatives.

How WIEGO's Focal Cities Teams Support Workers in Informal Employment

WIEGO's Focal Cities approach supports organizations of workers in informal employment to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policymaking processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru; and Mexico City, Mexico.

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Accra, Ghana

The team works with **market traders, street vendors, waste pickers** and **market porters**.

In Accra, the Focal Cities team's work focused on securing progressive national child-care [guidelines](#). These were developed through a participatory process that brought together parents of children in market-based day-care centres, informal trade organization representatives, child-care workers, officials from the Department of Social Welfare and the Department of Children, an urban planning specialist, an early childhood care and development expert and a legal consultant. The guidelines, which integrate the concerns of workers in informal employment, fill a gap in Ghana's regulatory framework for child-care centres in markets. Market trade represents 40 per cent of [women's employment](#) in Greater Accra and urban Ghana.

Dakar, Senegal

The team works with **market traders, street vendors, prepared meals vendors** and **waste pickers**.

WIEGO's work in Dakar supporting waste pickers from the Mbeubeuss dumpsite has a growing focus on promoting a just transition that would secure their livelihoods as the government implements a World Bank-funded project to restructure and eventually close the dumpsite – the Promotion of Integrated Waste Management and the Economy of Solid Waste (PROMOGED). Working with the National Confederation of Workers of Senegal (CNTS), WIEGO's launch of the findings of the COVID-19 Crisis and the Informal Economy Study resulted in a public pledge of inclusion in PROMOGED from the President of Senegal and a promise by the head of PROMOGED to improve working conditions. To boost the capacities of Bokk Diom – the organization of waste pickers in Mbeubeuss – to defend their rights and position themselves within waste management, WIEGO and Bokk Diom developed research on alternative livelihoods and jointly engaged in organizational strengthening efforts. In December 2021, supported by WIEGO and the ILO, waste pickers from Bokk Diom successfully formed a cooperative, and they are also in the process of creating a union.

Delhi, India

The team works with **domestic workers, home-based workers, street vendors** and **waste pickers** and focuses on inclusion of issues affecting workers in informal employment in cross-sectoral urban discourses.

WIEGO and its partners in Delhi saw the culmination of several years of joint advocacy when the Delhi Development Authority (DDA) released its draft Delhi Master Plan 2041 in 2021. For the first time, the informal economy is recognized as the city's largest employer, and the plan contains enabling language for the integration of workers in informal employment. To achieve this change, the Focal Cities Delhi team supported a broad-based campaign – the *Main Bhi Dilli* ("I, Too, am Delhi") coalition of diverse worker groups and civil society organizations – to influence the Delhi Master Plan as a "people's plan" with supportive measures for housing, livelihood and social infrastructure. After the draft was released, the coalition successfully advocated for an extension of the public comment period to allow for broader citizen participation. It also supported grassroots leaders in organizing 250 meetings with worker groups across Delhi, and helped facilitate the submission of 25,000 comments from workers in informal employment and community groups across Delhi to the DDA.

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Lima, Peru

The team works with **domestic workers, home-based workers, street vendors, waste pickers, canillitas/newspaper vendors** and **market porters**.

Our central focus this year was to implement COVID-19 impact research and support MBOs in making their voices heard regarding recovery. Following the launch of the COVID-19 Crisis and the Informal Economy Study in Lima, newly elected President Pedro Castillo mentioned the pandemic's effects on workers in informal employment and announced a programme that would satisfy a key demand. In his July 28, 2021 inaugural speech, Castillo announced measures of financial support to micro and small enterprises. The measures included state-guaranteed credit with longer grace periods, refinancing of debt and special credit support to women entrepreneurs. Access to credit of small amounts and affordable interest rates have been key workers' demands coming out of the study.

Mexico City, Mexico

The team works with **domestic workers, street vendors, waste pickers** and **non-salaried workers**, including mariachi musicians, coffee vendors, shoe shiners and organ players.

In Mexico City, the team continued engaging Mexico's National Commission on Human Rights (CNDH) on informal worker issues and supporting workers in filing complaints with the commission regarding evictions, confiscations and destruction of property. The commission's bulletin highlighted the importance of non-salaried work and called on all decision makers to avoid the use of stigmatizing and offensive language in relation to those who carry out this work. The commission called attention to the fact that in Mexico, "more than 90 per cent of paid domestic work operates informally, despite the existence of a mechanism for labour and social security regulation."

Company Registration No: 6273538

Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)
For the year ended 31 March 2022**

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2022**

Name:	Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited
Charity Registration No:	1143510
Company Registration No:	6273538
Principal and Registered Address	521 Royal Exchange Manchester M2 7EN United Kingdom
Telephone:	0161 819 1200
Website:	www.wiego.org
Names of Current Directors	Mirai Chatterjee (Chair) Debra Davis (Treasurer) Barbro Budin Lin Lim Lean William (Biff) Steel Gabriela Calandria Luciana Fukimoto Itikawa Uma Rani Elizabeth yin Ngor Tang Patrick Sibusiso Ndlovu
The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.	
Chief Executive Officer (known as International Co-ordinator)	Sally Roever
Company Secretary	Bertha Isidore (August 25, 2022)
Bankers	Santander UK Bank plc Manchester Business Centre 298 Deansgate Manchester M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2022**

Auditors

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Jane Barrett
Marlese von Broembsen
Rhonda Douglas
Laura Alfes
Mike Rogan
Caroline Skinner
Francoise Carré

International Co-ordinator
Programme Director, Organization & Representation
Programme Director, Law
Programme Strategy Advisor
Programme Director, Social Protection
Interim Programme Director, Urban Policies
Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Sally Roever
Bertha Isidore
Rhonda Douglas
Mike Bird
Megan Landeros

Carol Clayman

International Co-ordinator
Company Secretary
Programme Strategy Advisor
Operations Director
Research and Administrative Assistant to the
International Co-ordinator
Executive Assistant to International Coordinator

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2022.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2021-22 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the General Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK.

As at the end of the financial year, more than twelve institutional funders provided financial support for WIEGO including a five year grant from the Ford Foundation of \$25 million, over \$3.7 million from Sida and \$3 million from the Open Society Foundations. WIEGO also received grants from Echidna/Schwab, IDRC, Comic Relief, DFID, Wellspring Philanthropy, International Labour Organisation and USAID.

Governance

WIEGO is governed by a 10-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically, by teleconference, or by electronic means. In the current year, given the circumstances of the pandemic, there was one video conference meeting of the Board and two teleconference meetings.

WIEGO's Board of Directors is comprised of three representatives of membership-based organizations of informal workers (one of whom serves as the Chair); two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board was re-constituted during the four-yearly General Assembly that was held in Johannesburg in November 2018. Four of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at this General Assembly and three new Directors were appointed. Three other members were co-opted by the Board thereafter. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

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DIRECTORS REPORT For the year ended 31 March 2022

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics and Law) are each led by a Programme Director. Reports are received from the Programme Directors of these programme areas by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of six members, comprising three Directors, the International Coordinator, the Financial Controller/Company Secretary and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Financial Controller (who also serves as Company Secretary) and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors as a result of audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval. It makes recommendations regarding the appointment of the external auditors and approves their remuneration and terms of engagement. It reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO.

The Directors are assisted by WIEGO's International Coordinator, the Programme Directors, the Programme Strategy Advisor, the Operations Director, the Financial Controller / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

All WIEGO Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic plan, which was set out in 2018.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Recruitment and Appointment

The WIEGO General Assembly in 2018 elected seven Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus but if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also takes into account the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a chartered accountant with international experience as a Director and Treasurer at the time of General Assembly in 2018. Two further Directors were co-opted by the Board at its meeting on the 9th May 2019. One of these co-opted Directors, Elizabeth Tang, stepped down for personal reasons in December 2021, however we are hopeful that she will be able to re-join the Board in the following financial year.

Each has a commitment to WIEGO's aims and their appointment ends at the next General Assembly, to be held in November 2022. They may be re-appointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Company Secretary, the Board Chair and the Programme Directors.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roever. She is assisted by a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1). The former International Coordinator, Marty Chen, has stayed on as Senior Advisor to WIEGO and continues to support the organisation especially in the areas of research and fundraising.

The development of the organisation since 2007 has required the extension and updating of operational procedures. This is a continuing process requiring revision of the Operations Manual on occasion through 2020/21.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operate within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. During the previous financial year, we established a Diversity, Equity and Inclusion working group, chaired by the International Coordinator and in the 2021/22 financial year we took on a DEI partner, Emunthini Consulting based in South Africa to steer us through a process to confront and overcome the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and ensure delivery of results. These include the Operations Team, the Programme Team, the Communications Team, the Fundraising Team and others. There are a number of routine communication methods, notably frequent and regular emails, an intranet, skyping, teleconferences, and periodic physical meetings. All teams are kept up-to-date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

There is normally a physical meeting of the WIEGO Team each year, but we held a successful "virtual" Team Retreat in September 2022 because of the continuing restrictions on international travel. With a diverse and geographically dispersed team, it has been important to hold face-to-face meetings in order to establish a team spirit and provide an opportunity to share ideas and challenges and we hope to resume this aspect of our work in the coming financial year.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in June and in November of 2022.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively so that those risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The Covid pandemic, and the continuing restrictions under which we have all been living, led us to consider new risks relating to the physical and mental health of the WIEGO Team and we have put in place protocols to manage these, including strict controls on face-to-face working where this is possible to undertake at all, and regular, virtual Team meetings. We have also taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuing review of the impact of exchange rate fluctuations are in place. We were fortunate not to face any reduction in our ability to raise funds for WIEGO's work during the pandemic, and in fact many of our donors contributed additional funds to enable us to respond to its impact on informal workers.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Financial Controller's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. It has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders and others across the globe.

The Treasurer reviews the work and ensures, through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting and procedures
Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.
- Quality and integrity of personnel
The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.
- Budgetary process
Each year Directors approve the annual budget taking account of the key risk areas and also of income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The Key Management Personnel consists of Sally Roevers, International Coordinator and Mike Bird, the Operations Director. Sally Roevers is employed by WIEGO and works from her home in Virginia, USA. Her salary is determined by the Board.

Mike Bird is employed by WIEGO in the UK, where remuneration is set according to the WIEGO remuneration policy, which is reviewed periodically by the Management Committee.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

- a) *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor within the informal economy;*
- b) *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor within the informal economy.*
- c) *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO's activities, achievements and performance during 2021/22 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association as revised on 19th July 2011 and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements and performance during 2021/22 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.

Evidence of Impact

For a detailed report on impact achieved during 2021/22 please see Appendix 2.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2022, WIEGO had 211 members: 39 Institutional Members and 172 Individual Members in some 45 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them.

WIEGO maintained our strong communications capacity during 2021/22 to help meet our goals of producing user-friendly publications and improving how we disseminate information, with an increasing focus on supporting our messaging through social media. Our long-standing Communications Manager stepped down in February 2022 and she has been replaced on an interim basis by one of the two Deputy Managers.

We have continued to respond to the need for information on the impact of the Covid-19 pandemic and what informal workers can do to keep safe, with new pages on the WIEGO website and health education messages disseminated via social media in 14 languages.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises there are a number of factors which could affect achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- If anything, the Covid-19 pandemic served to highlight the plight of informal workers all around the world. The economic shutdown in almost every country had a very quick impact on the livelihoods of informal workers, most of whom live hand-to-mouth every day. We are continuing to monitor the repercussions and to advocate for recovery plans that take account of the rights, needs and circumstances of those who work in the informal economy
- The war in Ukraine is already starting to have profound economic and social consequences all around the world as supply chains of vital fuel and foodstuffs are disrupted. It is those at the bottom of the economic pyramid who will feel these impacts most severely and this includes women working informally.

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. This has remained unchanged through 2021/22. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2022, our total incoming resources were \$33,152,671 (as compared to \$11,549,881 in the previous year). We secured \$25 million USD from the Ford Foundation which is a five-year grant, although this is recognised in this financial year due to the regulation on income recognition.

Our total expenditure was \$10,301,071 (as compared with \$7,205,517 in the previous year).

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The indications at the time of writing are that WIEGO is well-placed to weather the ongoing after-effects of the Covid-19 pandemic and the policies that have been put in place to combat it. Since the start of the pandemic all of our major donors have been in touch to offer their support in the form of additional funding and/or extensions to grant periods and the possibility to redirect funds as necessary in order to meet new and unexpected needs as they arise.

The financial outlook for WIEGO is secure. In October 2021 we received a new five-year grant totalling US\$25 million from the Ford Foundation. This is an unrestricted grant intended to support organisational strengthening work for WIEGO and also the four main international networks of informal workers that are part of the WIEGO Network. This new grant comes on top of the two and three-year extensions to the unrestricted grant agreements we signed with the Hewlett Foundation and Sida respectively at the end of the 2019/20 financial year. The respective grants agreed are for US\$4 million, since increased by a further US\$1 million, and the equivalent of \$8.4 million.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

From an organisational point of view WIEGO is also well-placed to continue its work. Almost all of the WIEGO Team already worked from home before the pandemic and the Manchester office has been able to adapt to remote working relatively easily because our banking, financial management and payment systems are all on-line. During the pandemic we have set up systems to ensure that we are taking care of the health and well-being of the Team. We set up weekly meetings of the Manchester office team plus town hall meetings for the whole Team and liaison meetings with the leaders of the networks of informal workers that are our members. These meetings are now held monthly and continue to enable effective management and communication.

The external website and the internal intranet both have dedicated Covid-19 pages that provide effective information management for our Team and wider network.

The Operations Team has added new risks to the WIEGO risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team and this has recently been reviewed by the Finance and Management Committees of the Board. In the meantime, we have demonstrated that the work of WIEGO can continue, albeit through different kinds of activities and delivery mechanisms given the current circumstances. The view of the Directors and the WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. In light of the extensions received from current donors, as well as additional funding received from the Ford Foundation for a period of five years, and measures which have been put in place to address operational risks arising from the COVID-19 pandemic, the Directors are of the view that there are no financial or operational uncertainties which cast doubt about the charity's ability to continue as a going concern in the foreseeable future, and that the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available.
- managing cash flow and contingencies with respect to utilisation of grant funds

During 2021/22 as shown in the Financial Statements, designated reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in the event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have reserves at a level at which core programmes can be maintained for a 3-month period.

At present, this requires reserves of approximately \$532k. From the US\$25M Social Justice Bond (SJB) grant which WIEGO received from the Ford Foundation in FY 2021/22 for a period of five years, US\$24M has been placed on a 95-day deposit with Santander Uk plc. currently earning interest at a rate of 1.7% per annum. The interest earned on the deposit will be shared proportionally between WIEGO's reserves, and the reserves of the international networks of informal workers' association. Therefore, when added to the existing free reserves, the principal plus interest from the Ford Foundation SJB grant is more than adequate to cover the amount needed for the core programmes for a 3-month period, although the necessary level of reserves is subject to regular review.

We also have \$320k set aside for the General Assembly which is a meeting of our members, and a crucial part of our governance structure. This takes place every four years and we are building funds towards meeting the cost of the next General Assembly in November 2022.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The free reserves of \$532k carried forward into the new financial year are to fund budgeted costs of the core programmes over the next financial year. These reserves will be carried forward into the new financial year and will be used to fund the budgeted costs of the core programmes over the next financial year.

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2021/22 WIEGO received our principal funding from the following funders:

- Ford Foundation
- Swedish International Development Agency (Sida)
- Open Society Foundations
- Echidna/Schwab
- IDRC
- Comic Relief
- UK FCDO (formerly DFID)
- Wellspring Philanthropic Fund
- UN Women
- International Labour Organisation
- USAID

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

The securing of a new, five-year grant from the Social Justice Bond of the Ford Foundation allows us to plan for the strengthening of the WIEGO Network and our membership with renewed confidence. The US\$25 million grant is intended specifically to be used for organisational strengthening work for WIEGO and each of the four networks of informal workers that make up our institutional membership: StreetNet International, HomeNet International, the International Domestic Workers' Federation and the Global Alliance of Waste Pickers. This gives us a golden opportunity to plan for the future sustainability of the WIEGO Network as a whole.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond "problem identification" to "solution specification" for the three thematic programmes (Law, Social Protection and Urban Policies).
- In the Statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

WIEGO has successfully addressed many challenges in the past five years, which saw the replacement of all five of the Programme Directors as well as the replacement of WIEGO's founder and first International Coordinator. The Board has agreed that in the coming financial year, the three-person Senior Management Team will be increased to a five-person team in order to ensure that the International Coordinator has the support she needs to continue to lead WIEGO.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Company Secretary/Financial Controller, two Senior Finance Officers, three Finance Officers, an Events and Logistics Manager, an HR Officer and an Administrative Assistant.

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2022

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

Number of employees

The average number of persons employed by the company in each week during the financial year has been 8.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO following a competitive tender during 2018.

The organisation completed a competitive tender exercise this year for the period 2018/2022. Crowe were re-appointed.

This report, which incorporates the Directors' Report, was approved by the Board of Directors on and signed on its behalf, by:



Bertha Isidore
Company Secretary

10 August 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2022

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

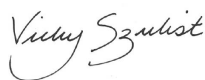
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date 13th December 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2022

	Note	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$	Total Funds 2021 \$
INCOME					
Donations and legacies	2	-	-		2,000
Investment income	3	10,574	1,278	11,852	3,679
Charitable activities	4	28,621,340	4,519,479	33,140,819	11,544,202
TOTAL INCOME		28,631,914	4,520,757	33,152,671	11,549,881
EXPENDITURE					
Charitable activities	5	6,209,061	4,092,010	10,301,071	7,205,517
TOTAL EXPENDITURE		6,209,061	4,092,010	10,301,071	7,205,517
NET INCOMING/(OUTGOING) RESOURCES		22,422,854	428,746	22,851,600	4,344,364
TOTAL FUNDS AT 1 APRIL 2021		3,333,796	2,998,814	6,332,610	1,998,246
TOTAL FUNDS AT 31 MARCH 2022	10	25,756,650	3,427,560	29,184,210	6,332,610

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

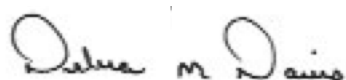
The notes on pages 23 to 42 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2022

	Note	2022	2021
		\$	\$
CURRENT ASSETS			
Debtors	8	129,744	161,575
Cash at bank		<u>32,101,192</u>	<u>6,861,602</u>
		32,230,936	7,023,177
CREDITORS:			
Amounts falling due within one year	9	<u>(3,046,726)</u>	<u>(690,567)</u>
NET ASSETS		<u>29,184,210</u>	<u>6,332,610</u>
FUNDS			
Unrestricted Funds	10	3,427,560	2,998,814
Restricted Funds	10	<u>25,756,650</u>	<u>3,333,796</u>
		<u>29,184,210</u>	<u>6,332,610</u>

The financial statements were approved and authorised for issue by the Directors on 10 August 2022 and signed on their behalf, by:



D Davis
Director and Treasurer

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**CASH FLOW STATEMENT
As at 31 March 2022**

	Note	2022 \$	2021 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>25,227,738</u>	<u>4,499,755</u>
Cash Flows from investing activities			
Interest received		<u>11,852</u>	<u>3,679</u>
Net cash provided by investing activities		<u>11,852</u>	<u>3,679</u>
Change in cash and cash equivalents in the year.		25,239,950	4,503,434
Cash and cash equivalents at the beginning of the year.		<u>6,861,602</u>	<u>2,358,168</u>
Cash and cash equivalents at the end of the year.		<u>32,101,192</u>	<u>6,861,602</u>
ANALYSIS OF CASH AND CASH EQUIVALENTS			
		2022 \$	2021 \$
Cash at hand		<u>32,101,192</u>	<u>6,861,602</u>
RECONCILIATION OF NET DEBT			
	2021 \$	Cash flow \$	2022 \$
Cash at hand and at bank	<u>6,861,602</u>	<u>25,239,590</u>	<u>32,101,192</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2022 was £1: \$1.31385.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Membership fees	—	—	—

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Membership fees	<u>2000</u>		<u>2000</u>

3. INVESTMENT INCOME

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Bank Interest	<u>10,574</u>	<u>1,278</u>	<u>11,852</u>

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Bank Interest	—	<u>3,679</u>	<u>3,679</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

4 INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Ford Foundation	25,000,000	200,000	25,200,000
Sida	2,595,066	1,169,671	3,764,737
The Open Society Foundations	15,000	3,000,000	3,015,000
Echidna 2	375,000	-	375,000
IDRC Covid 19 Study	314,236	-	314,236
Anonymous donor	-	141,108	141,108
Comic Relief	120,927	-	120,927
DFID	91,697	-	91,697
Wellspring Philanthropic	50,000	-	50,000
Other Income	38,130	8,700	46,830
International Labour Organisation	11,285	-	11,285
USAID	10,000	-	10,000
	28,621,341	4,519,479	33,140,819

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
The William Flora Hewlett Foundation	1,970,000	4,000,000	5,970,000
Sida	1,734,848	996,517	2,731,365
Hewlett Foundation – Focal Cities 2			
Open Society Foundations	1,085,002	333,333	1,418,335
IDRC Covid 19 Study	361,665	-	361,665
Ford Foundation	154,780	200,000	354,780
Anonymous donor	-	227,314	227,314
Comic Relief	126,773	-	126,773
DFID	120,145	-	120,145
Wellspring Philanthropic	100,047	-	100,047
UN Women	44,000	-	44,000
Cities Alliance	26,982	-	26,982
FES	24,000	-	24,000
International Labour Organisation	19,887	-	19,887
Other income	12,780	6,129	18,909
	5,780,909	5,763,293	11,554,202

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2022
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	431,379	88,849	520,228
Organisation & Representation	25,000	622,903	133,445	781,349
Social Protection	60,000	512,590	117,934	690,524
Statistics	-	305,803	62,985	368,788
Urban Policies	39,093	699,383	152,100	890,576
Focal Cities	-	344,125	70,878	415,003
Total Core Programmes	124,093	2,916,184	626,191	3,666,468
International Coordination/Support	-	112,455	85,719	198,174
Restricted Funds				
Comic Relief	74,333	58,490	-	132,823
DFID WOW Project	23,809	61,477	-	85,287
Echidna/Schwab	6,850	38,956	-	45,806
Echidna/Schwab 2	143,001	22,248	-	165,249
Ford Foundation - HomeNet International	-	149,462	2,974	152,436
Ford Foundation – Social Justice Bond – WIEGO only	25,336	222,124	21,224	268,685
Ford Foundation – SJB NETS – HomeNet International	125,453	156,929	1,835	284,217
Ford Foundation – SJB NETS – Global Alliance	40,328	95,874	9,859	146,060
Ford Foundation – SJB NETS – International Domestic Workers Federation	-	20,949	-	20,949
Ford Foundation – Social Justice Bond NETS – StreetNet	379,388	-	-	379,388
Hewlett Foundation - Communications Support & Fundraising	-	35,480	-	35,480
Hewlett Foundation - Covid Recovery	310,816	529,095	13,509	853,420
Hewlett Foundation - Focal Cities 2	-	559,983	95,879	655,862
International Development Research Centre - Covid 19 Study	-	295,031	58,684	353,715
ILO	-	22,033	-	22,033
ILO – ESCWA	-	3,075	-	3,075
Open Society Initiative - West Africa	-	36,386	-	36,386
Open Society Foundations - Child Care	6,701	2,587	-	9,288
OSF - Covid Response - NETS Comms	6,974	107,224	29,943	144,141
OSF - Covid Response 1	-	3,912	43	3,954
OSF - Covid Response WP Brazil	-	60,267	-	60,267

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED (continued)

	-	43,730	4,613	48,343
OSF - DW Social Protection Asia				
OSF- Kazakhstan Mapping	-	12,335	-	12,335
OSF- NETS Comms Conference	-	10,000	-	10,000
OSFS- Social Insurance Informal Worker	18,000	147,077	-	165,077
Sida Nets Support	726,340	581,026	-	1,307,366
Sida Social Protection Research (SSP)	-	123,386	-	123,386
Sida Waste Picker Project Coastal Cities	85,050	350,369	60,167	495,586
USAID	-	9,200	-	9,200
Wellspring Philanthropic	-	97,889	1,241	99,130
Governance costs	-	139,459	-	139,459
Loss on foreign exchange	-	(168,025)	-	(168,025)
TOTAL RESOURCES EXPENDED	2,096,473	7,192,717	1,011,880	10,301,071

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT and FACCYR/CTEP this year.

Support Costs	\$	\$
Salaries	693,863	683,478
Meeting costs/events	707	872
Consultants and professional	145,662	112,846
Rent and office costs	<u>171,687</u>	<u>125,971</u>
	<u>1,011,880</u>	<u>923,167</u>

Support costs have been apportioned across core programmes according to the size of the core programme.

	2022	2021
Governance Costs	\$	\$
Board meetings	94,046	24,432
Company secretarial	26,465	30,359
Internal Strategic Review	4,313	-
External Audit	<u>14,635</u>	<u>12,417</u>
	<u>139,459</u>	<u>67,208</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2021 (comparison only)

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2021
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	331,728	65,802	397,530
Organisation & Representation	-	528,523	104,838	633,361
Social Protection	-	342,597	67,958	410,555
Statistics and Research	-	375,739	74,532	450,271
Urban Policies	-	708,734	140,585	849,319
Focal Cities	-	446,767	88,621	535,388
	-	2,734,088	542,336	3,276,424
International Co-ordination/Support	-	206,073	48,998	255,071
Restricted Funds				
Cities Alliance - Liberia	17,194	19,166	-	36,360
Comic Relief	65,386	83,800	-	149,186
DFID WOW Project		76,016	452	109,447
	32,979			
Echidna/Schwab	20,287	60,805	1,870	82,962
FES- SP/IW Law in African Covid 19	-	24,000	-	24,000
Ford Foundation - Homenet Intern'l	-	5,087	-	5,087
Hewlett Foundation - Comms/FR	-	33,297	-	33,297
Hewlett Foundation - Covid Recovery	52,702	92,914	964	146,580
Hewlett Foundation - Focal Cities 2	-	420,887	78,854	499,741
Hewlett Foundation – MLE Data/Fin	-	36,164	19,499	55,663
IDRC – Covid 19 Study	-	244,295	47,252	291,547
ILO/ILO ESCWA	-	9,592	-	9,592
Open Society Foundations – Columbia	-	7,015	-	7,015
OSF - Child Care Project	40,000	-	-	40,000
OSF - Covid Response NETS Comms	5,000	13,059	2,800	20,859
OSF - Covid Response 1	53,120	339,883	28,042	421,046
OSF - Waste Pickers Brazil	-	139,733	-	139,733
OSF - DW Social Protection Asia	-	19,637	3,257	22,894
OSF - Social Insurance IW	18,000	33,264	-	51,264
Other Classes	7,180	3,590	-	10,770
Sida Nets Support	592,513	466,839	52,562	1,111,964
Sida Waste Pickers – Coastal Cities	76,150	309,051	56,928	442,129
UN Women	-	42,386	1,614	44,000
USAID	-	800	-	800
Wellspring Philanthropic	-	-	37,739	37,739
	980,512	2,481,330	331,833	3,793,674
Governance costs	-	67,208	-	67,208
Loss/(Gain) on foreign exchange	-	(186,857)	-	(186,857)
TOTAL RESOURCES EXPENDED	980,512	5,301,838	923,167	7,205,517

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia and SEWA this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2022	2021
	\$	\$
Operating lease rentals – property	13,086	18,939
Auditors' remuneration – Audit fees excluding VAT		<u>10,889</u>

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2022	2021
	\$	\$
Wages and salaries	524,676	488,001
Social security costs	32,535	29,826
Pension costs	<u>8,568</u>	<u>7,946</u>
	<u>565,779</u>	<u>525,773</u>

The key management personnel of the charity are Sally Roevers, International Co-ordinator and Mike Bird, the Operations Director. Sally Roevers is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, where rates of remuneration are set according to market rates and reviewed periodically by a Management Committee. The total cost of the key management personnel of the charity were \$216,126 (2021 \$212,872).

The average monthly number of employees during the year was as follows:

	2022	2021
	Number	Number
Administration	<u>8</u>	<u>8</u>

During the year, the directors did not receive any reimbursement of expenses (2021: \$0).

The directors received no remuneration or director fees during the year.

8. DEBTORS

	2022	2021
	\$	\$
Grant income receivable	60,536	124,735
Prepayments and other debtors	<u>69,207</u>	<u>36,840</u>
	<u>129,743</u>	<u>161,575</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

9. CREDITORS: Amounts falling due within one year

	2022	2021
	\$	\$
Accrued expenses	1,046,726	690,567
Grants Rec'd in Advance	<u>2,000,000</u>	<u>-</u>
	<u>3,046,726</u>	<u>690,567</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2021 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2022 \$
UNRESTRICTED FUNDS					
Designated funds					
General Assembly Reserves	240,000	-	-	80,000	320,000
DFID WOW Project	50,000	-	-	(50,000)	-
Undesignated funds					
Free reserves	500,744	-	-	31,635	532,379
Unrestricted Funds	33,790	-	-	50,000	83,790
Ford Foundation	200,000	200,000	(400,000)	-	-
Hewlett Foundation	1,974,280	-	(1,974,280)	-	-
Sida	-	1,169,671	(1,169,671)	-	-
Anonymous	-	141,108	(141,108)	-	-
Open Society - Core Funding	-	3,000,000	(396,972)	(80,000)	2,523,028
Other Income/Other Classes	-	9,978	(9,978)	-	-
Total Unrestricted Funds	2,998,814	4,520,757	(4,092,009)	1,635	3,459,197
RESTRICTED FUNDS					
Ford Foundation SJB WIEGO	-	25,000,000	(1,097,720)	-	23,902,280
Comic Relief	89,021	120,927	(142,319)	-	67,629
DFID WOW	(3,703)	91,697	(87,994)	-	-
Echidna/Schwab	45,805	-	(45,805)	-	-
Echidna/Schwab 2	-	375,000	(165,249)	-	209,752
Ford Foundation HomeNet International	149,693	-	(152,436)	-	(2,743)

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

Hewlett Communications Support & FR	36,703	-	(36,703)	-	-
Hewlett Foundation - Focal Cities 2	1,084,398	-	(656,699)	-	427,699
Hewlett Foundation COVID Response	853,420	-	(853,420)	-	-
IDRC - COVID-19 Study	70,118	314,236	(353,715)	-	30,639
ILO/ ILO ESCWA	10,297	11,285	(21,581)	-	-
Open Society Foundation - Covid Response	3,954	-	(3,954)	-	-
Open Society Foundation - Kazakhstan Mapping	43,969	-	(12,335)	(31,635)	-
Open Society Foundation - DW Social Protection in Asia	111,991	-	(48,343)	-	63,648
Open Society Foundation - Social Insurance Informal Workers	215,247	-	(165,077)	-	50,170
Open Society Foundation - Covid Response WP Brazil	60,267	-	(60,267)	-	-
Open Society Foundation - Covid Response NETS Communications	144,141	10,000	(154,141)	-	-
Open Society Foundation - Child Care Rebuilding Project	5,002	5,000	(9,288)	-	714
Open Society Initiative West Africa	100,000	-	(36,386)	-	63,614
Sida Nets Support	143,586	1,462,591	(1,306,481)	-	299,696
Sida Waste Picker Coastal Cities	107,581	557,177	(517,927)	-	146,831
Sida Social Protection	-	575,298	(123,386)	-	451,912
Wellspring Philanthropic Fund (WPF)	62,308	50,000	(99,130)	-	13,178
USAID	-	10,000	(10,000)	-	-
Other Income	-	48,704	(48,704)	-	-
Total Restricted Funds	3,333,796	28,631,914	(6,209,061)	(31,635)	25,725,017
TOTAL FUNDS	6,332,610	33,152,671	10,301,071	-	29,184,210

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

10. STATEMENT OF FUNDS (for comparison only)

	Brought Forward 1 April 2020 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2021 \$
UNRESTRICTED FUNDS					
Designated funds					
General Reserves					
General Assembly in 2022	160,000	-	-	80,000	240,000
DFID WOW project	50,000	-	-	-	50,000
		-	-		
Undesignated funds	460,744	-	-	40,000	500,744
Free Reserves	33,790	-	-	-	33,790
Unrestricted Funds	-	200,000	-	-	200,000
Hewlett Foundation	-	4,000,000	(1,905,720)	(120,000)	1,974,280
Sida	-	924,880	(924,880)	-	-
Anonymous donor	-	227,314	(227,314)	-	-
Open Society Foundations – Core Funding	-	333,333	(333,333)	-	-
DFID WOW Counterpart	-	71,637	(71,637)	-	-
Other Income/Other Classes/Bank Interest	-	9,808	(9,808)	-	-
	704,534	5,766,972	(3,472,692)	-	2,998,814
Total Unrestricted Funds					
	7,866	26,982	(34,848)		-
Cities Alliance – Liberia & SV	96,762	126,773	(134,514)		89,021
Comic Relief	(20,973)	120,145	(102,875)		(3,703)
Commonwealth Foundation	128,767	-	(82,962)		45,805
DFID WOW	-	24,000	(24,000)		-
Echidna/Schwab	-	70,000	(33,297)		36,703
FMO					

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Hewlett Foundation – Focal Cities	686,887	900,000	(502,489)	-	1,084,398
Hewlett Foundation – Focal Cities 2	55,780	-	(55,780)	-	-
Hewlett Foundation – MLE, Database & FT	-	1,000,000	(146,580)	-	853,420
International Labour Organisation Childcare Research	-	361,665	(291,547)	-	70,118
International Labour Organisation (Dakar)	-	425,000	(421,046)	-	3,954
Open Society Foundation – Kazakstan	43,969	-	-	-	43,969
Open Society Foundation – MLE	134,885	-	(22,894)	-	111,991
Open Society Foundation – DW SP Asia	116,511	150,000	(51,264)	-	215,247
Open Society Foundation – Social Insurance	7,015	-	(7,015)	-	-
Open Society Foundation – Care Givers Colum	-	200,000	(139,733)	-	60,267
Open Society Foundation – Admin Law	-	165,000	(20,859)	-	144,141
Sida Nets Support	-	45,002	(40,000)	-	5,002
Sida Waste Coastal Cities	-	100,000	-	-	100,000
USAID	-	1,256,269	(1,112,681)	-	143,588
UNDP	26,243	478,579	(397,243)	-	107,579
World Health Organisation	-	44,000	(44,000)	-	-
World Health Organisation Kenya	-	100,047	(37,739)	-	62,308
Other income/Other Classes/Bank Interest	-	154,780	(5,087)	-	149,693
	-	19,887	(9,591)	-	10,297
Total Restricted Funds	-	14,780	(14,780)	-	-
	1,283,712	5,782,909	(3,732,825)	-	3,333,796
TOTAL FUNDS					
	1,988,246	11,549,881	(7,205,517)	-	6,332,610

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
		\$320,000	Funds set aside as a contribution towards the General Assembly in 2020.
Unrestricted funds			
William and Flora Hewlett Foundation	23/03/2020- 23/03/2022	\$4,000,000	To provide general operating support
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 50,000,000	To support the core activities
Open Society Foundations	01/07/2021-30/09/2022	\$3,000,000	To provide general operating support
Ford Foundation	01/10/20-30/09/22	\$400,000	To provide general operating support
Hewlett Unrestricted	01/04/22 – 01/04/24	\$4,000,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£500,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 63,000,000	To provide support to the WIEGO Network of informal workers' associations
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/23	SEK 24,000,000	Waste Pickers as environmental agents
Sida – Swedish International Development Co-operation Agency		SEK 5,000,000	Direct Support to Social Protection programme
Hewlett Foundation	23/03/20 – 23/03/22	\$70,000	To provide support to WIEGO communications Support and Fundraising
Hewlett Foundation – Focal Cities 2	2/12/19 - 2/12/22	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
Hewlett Foundation	04/09/20-23/03/22	\$1,000,000	Covid Response
IDRC	1/7/20 - 30/06/22	CAD 941,500	Covid 19 Study
Open Society Foundations	1/10/18 -30/09/22	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 1/11/22	\$300,000	Social Insurance – Informal Workers
Open Society Foundations	1/10/18 -30/9/21	\$50,000	Mapping in Kazakhstan
Open Society Foundations	1/10/18 -30/9/21	\$40,000	Monitoring, Learning and Evaluation
Open Society Foundations	05/08/21 – 26/10/21	\$10,000	Nets Communications Conference, to strengthen the communications capacity of vulnerable workers for global networks of informal workers.
Open Society Foundations	01/06/20-31/05/21	\$425,000	Covid Response
Open Society Foundations	26/10/20- 26/10/21	\$165,000	Covid Response NETS Communications
Open Society Foundations	01/10/20-01/10/22	\$ 50,002	Child Care Rebuilding Project to document the experience of shared business ownership models for worker-run and managed childcare services during the pandemic
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

10. STATEMENT OF FUNDS (continued)

Echidna Giving/Schwab Charitable	12/12/19-30/09/21	\$150,000	Develop Quality Standards for child care services in Africa
Echidna Giving/Schwab Charitable CC2	01/01/2022 – 31/12/23	\$375,000	Support the adoption of gender-sensitive childcare guidelines across markets in Africa and the promotion of childcare service
Comic Relief	1/9/19 - 30/8/24	£505,000	Empowering Women Home-Based Workers
DFID WoW Project	1/3/19 – 31/1/21	£498,752	HBW – Organising for Economic Empowerment
USAID	25/8/18 - 31/12/21	\$20,000	The Development Innovations Group
Ford Foundation – HNI	01/01/21 – 31/12/22	£500,000	Core support for HomeNet International
Ford Foundation – SJB	01/05/2021 – 30/04/26	\$25,000,000	Build resilience, stabilise and strengthen WIEGO and the NETS
Wellspring Philanthropic	01/10/20 – 30/06/22	\$150,000	Support women IE, Relief, Recovery & Resilience
International Labour Office	01/01/21 – 31/07/21	\$28,097	Database of Home Based Workers
International Labour Office	22/03/21- 28/02/22	\$10,250	ILO Informality report Statistical advisor contract

	Balance at 1 April 2021 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Balance at 31 March 2022 \$
Unrestricted Funds	2,998,814	4,520,757	(4,092,010)	31,635	3,459,196
Restricted Funds	<u>3,333,796</u>	<u>28,631,914</u>	<u>(6,209,061))</u>	<u>(31,635)</u>	<u>25,725,017</u>
Total of Funds	<u>6,332,610</u>	<u>33,152,671</u>	<u>(10,332,707)</u>	<u>-</u>	<u>29,184,212</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2022 \$	Unrestricted Funds 2022 \$	Total Funds 2022 \$
Current assets	24,260,441	7,970,496	32,230,936
Creditors due within one year	<u>561,079</u>	<u>2,485,647</u>	<u>3,046,726</u>
Total of Funds	<u>23,699,362</u>	<u>5,484,849</u>	<u>29,184,210</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Current assets	3,660,460	3,362,717	7,023,177
Creditors due within one year	<u>(326,664)</u>	<u>(363,903)</u>	<u>(690,567)</u>
Total of Funds	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.40) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2022

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were \$60,454 USD during the year. Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA.

Payments were also made to SEWA Bharat of \$167,349, to the Indian Academy of SEWA of \$86,227 and to Gujarat Mahila Housing Trust of \$18,323 during the year.

Elizabeth Tang is General Secretary (remunerated) of the International Domestic Workers Federation (IDWF). Payments to IDWF were \$250,000 USD during the year.

Uma Rani is a Senior Economist (remunerated) at the International Labour Office (ILO). WIEGO received grants from the ILO of \$11,285 USD during the year.

Gabriela Calandria is a member of the International Council for StreetNet. Payments to StreetNet International were \$743,762 USD during the year.

Patrick Ndovlu is a remunerated employee of Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$178,031 during the year.

Caroline Skinner the Programme Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$178,031 during the year.

13. FINANCIAL COMMITMENTS

At 31 March 2022 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2022	2021
Payable:	\$	\$
Within one year	13,086	14,204
Between two and five years	<u>39,258</u>	<u>4,735</u>
	<u>52,344</u>	<u>18,939</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

14. FINANCIAL INSTRUMENTS	2022	2021
	\$	\$
Financial assets		
Financial assets measured at amortised cost	32,230,936	7,023,177
Financial liabilities		
Financial liabilities measured at amortised cost	3,046,726	690,567

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	\$	\$
Net incoming/(outgoing) resources for the year	22,851,600	4,344,364
Adjustments for:		
Interest received	(11,852)	(3,679)
Decrease/(increase) in debtors	31,832	104,996
Increase/(decrease) in creditors	<u>2,356,158</u>	<u>54,075</u>
Net cash used in operating activities	<u>25,227,738</u>	<u>4,499,755</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

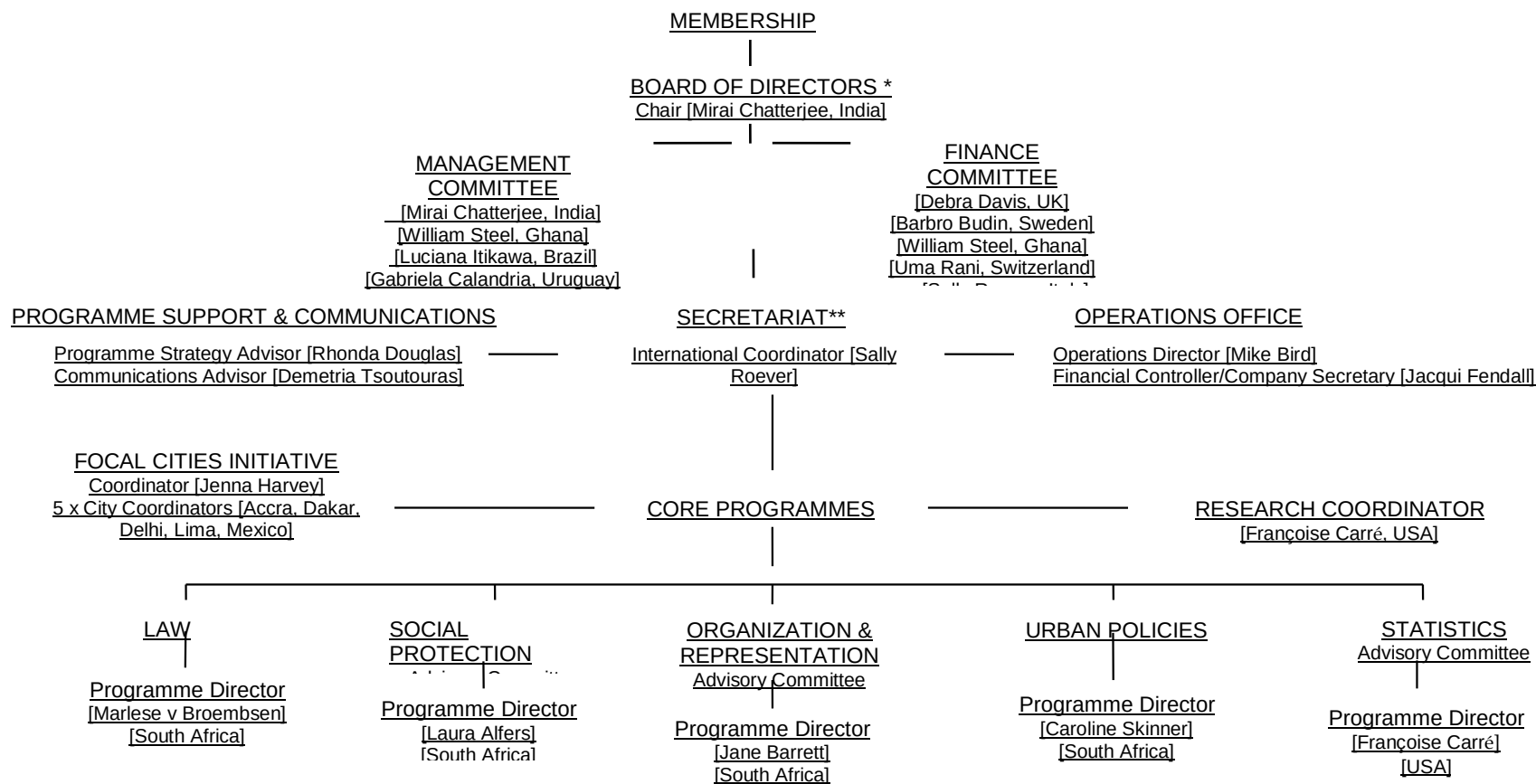
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2022

		Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
	Note			
INCOME				
Donations and legacies	2	2,000	-	2,000
Investment income	3	-	3,679	3,679
Charitable activities	4	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>
TOTAL INCOME		<u>5,782,909</u>	<u>5,766,972</u>	<u>11,549,881</u>
EXPENDITURE				
Charitable activities	5	<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>
TOTAL EXPENDITURE		<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>2,050,084</u>	<u>2,294,280</u>	<u>4,344,364</u>
TOTAL FUNDS AT 1 APRIL 2020		<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>
TOTAL FUNDS AT 31 MARCH 2021	10	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1 For the year ended 31 March 2021



* The full Board is listed on Page 1.

** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.
The following pages do not form part of the statutory financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

The Year in Review

Mirai Chatterjee, Chair of the Board

As we celebrate our 25th anniversary this year, we look toward the next quarter-century with hope and inspiration in the midst of ongoing challenges. While pandemic lockdowns have eased, food and fuel prices have skyrocketed; while workers are earning again, they have not overcome the effects of the COVID-19 crisis. Conflict and climate change are with us as never before. Yet we continue to pursue our vision of a just recovery for all workers: one in which all workers are included and central to government and other efforts at rebuilding livelihoods with social protection, and central to rebuilding local and national economies.

When this financial year started in April 2021, my country, India, was experiencing a public health crisis of unimaginable proportions. The women worker leaders who stepped in to deliver food and medicine, to comfort others in moments of loss, to mobilize their collectives by any means to do what they could for their members showed why societies must learn to value women workers and prioritize their voices. There will be no recovery otherwise.

A quarter-century ago when WIEGO was founded, very few people took notice of the informal economy. We have come a long way since then. This year, we saw our worker-leaders featured in major media outlets and invited to speak to policy audiences all over the world. Our network members have come together to define joint policy positions and have seen their uptake. There is more awareness of the need for universal social protection and its particular importance to workers in informal employment. The mobilization among WIEGO Network members for the ILC General Discussion on Social Protection is yet another significant step forward in our struggle for rights, recognition and representation. We have made tangible progress since the onset of the crisis, and we are getting stronger and better every day.

As we begin to see more of each other in person again, we are grateful for the bonds we share. Soon, we will gather together at our eighth General Assembly to affirm our strategic direction and commitment to the mission we share. We look forward to this moment of renewal and celebration, and to deepening the connections with all of our members, partners and allies.

Mirai Chatterjee
Chair, WIEGO Board of Directors
October 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

Sally Roever, International Coordinator

After adapting to crisis circumstances and responding to the urgent needs of workers and their organizations, in the past year we have settled into new ways of working and sharpened our focus on centring the voices of workers in economic recovery debates. The increasing visibility of our Network in those debates has helped shift ground in a significant way, at an important moment.

Our Network brought a united voice to discussions on social protection at the International Labour Conference, calling for direct representation of organizations of workers in informal employment and highlighting the needs of self-employed workers. Tireless advocacy and direct interventions on the part of our Network's representatives resulted in an outcome document that names workers in informal employment and will shape global work on social protection for years to come. Other strategic interventions on social protection followed later in the year, including a new project challenging economic orthodoxies that undermine universal social protection.

Pandemic response work that we began last year with members and partners culminated in the dissemination of relevant, timely data on COVID-19's impact on different sectors of informal employment. As the pandemic and its effects evolved in different ways across countries and continents, our research traced the impact pathways for different worker groups, showing how workers coped with livelihood loss and displacement – and identifying their priorities for recovery. The findings have been used in dialogue forums to inform government recovery approaches.

In November, the WIEGO Network's relevance to the future of work was recognized through a five-year, USD25 million grant from the Ford Foundation. The grant will build sustainability across the movement as WIEGO and the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers solidify governance structures, build capacity on critical functions, and strategically support affiliates. The growth and strengthening across our networks are evident as we expand our voice in global spaces that shape the possibilities for a more just future of work. One of many examples came in early March, when our efforts to support waste pickers resulted in a UN environmental resolution mentioning informal recyclers for the first time.

In the background of this work was an internal strategic review process to inform our next five-year plan. At the outset of the year we defined eight strategy-level questions related to scope and orientation, which helped us explore and define WIEGO's priorities for the future. We engaged in an in-depth consultation process drawing on perspectives from our team, Board, institutional and individual members, and external stakeholders. The resulting five-year strategic plans will be reviewed at our eighth General Assembly, to take place in Mexico in November 2022.

We are, as ever, so grateful for our team, members, partners and allies in the struggle for a just and inclusive world of work.

In solidarity,

Sally Roever, PhD
International Coordinator, WIEGO
October 2022

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

WIEGO Celebrates 25 Years

The year before WIEGO's 1997 formation, the ILO Convention on Home Work (C177) was passed, and this milestone sowed the seeds for WIEGO's birth. The statistics that contributed to the advocacy process at the global level were provided by founders who still play key roles in WIEGO's research work.

While WIEGO today far exceeds the expectations of our founders, the mutual support that heralded our foundation has been there from the beginning. The home-based worker movement, through the Self-Employed Women's Association (SEWA), was crucial to our formation. The WIEGO Network has grown from the 10 specialists on the informal economy who came together in 1997 into a movement that embraces WIEGO, the International Domestic Workers' Federation, HomeNet International, StreetNet International and the Global Alliance of Waste Pickers. WIEGO is now a 74-person team, and our Network's institutional members represent more than 5 million people in 94 countries. Direct WIEGO activities take place in close to 60 countries across six continents.

The founding group constituted:

- Ela Bhatt (SEWA)
- Renana Jhabvala (SEWA)
- Marty Chen (Harvard University)
- Marilyn Carr (UNIFEM)
- Grace Bediako (United Nations Statistical Division)
- Jacques Charmes (L'Institut Français pour le Développement en Coopération)
- Maxine Olson (UNIFEM)
- William "Biff" Steel (World Bank)
- Jane Tate (HomeNet)
- S.Y. Sethuraman (ILO)

The specialists shared a common concern in 1997: that official statistics do not represent and mainstream policymakers do not adequately understand the contribution of workers in informal employment, especially women workers, to national economies. As a result, little attention was paid to how policies affect women workers or how their situation could be improved. The group planned a collaborative project that would promote a better understanding and appreciation of women in informal employment. The project's goals were to promote better statistical accounting and research, stronger organizations and networks, and supportive policies and programmes for women in informal employment. The founders named the project "Women in Informal Employment: Globalizing and Organizing" (or WIEGO for short).

Highlights on the Road to 25

Here are some of the global-level highlights along the way to 25 years and, for a [fuller picture including national and regional organizing milestones and victories](http://www.wiego.org/news/wiego-turns-25), see www.wiego.org/news/wiego-turns-25.

1997: WIEGO Founded

In April 1997, a group of 10 specialists on the informal economy – organizers, researchers, statisticians and practitioners – met to plan a collaborative project in support of women workers in the informal economy.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

2002: StreetNet International Founded, Informal Employment Statistics Published by WIEGO and ILO
StreetNet International was founded in South Africa in November 2002, with support from SEWA and WIEGO. Through its constitution, StreetNet International ensures that women street vendors are represented in all events and leadership structures. That same year, WIEGO and the ILO collaborated to publish *Women and Men in the Informal Economy: A Statistical Picture*, which compiled available national data on informal employment for the first time.

2003: Organizing Workers in Informal Employment

WIEGO and a coalition of trade unions and organizations, including the Ghana Trades Union Congress, HomeNet Thailand, the Nigerian Labour Congress, SEWA and StreetNet International, met in Ahmedabad, India, to discuss organizing workers in informal employment. WIEGO subsequently supported the convening of global conferences to organize waste pickers, domestic workers and home-based workers in 2008, 2011 and 2015, respectively.

2009: Global Study on the Impact of the Economic Crisis on Workers

In 2009 and 2010, WIEGO led a study of the impact of the global economic crisis on urban workers, carried out by organizations of workers in informal employment in a dozen cities across low and middle-income countries. Drawing on this experience, WIEGO led another global study across 12 cities in 2020–2021 to understand the impacts of the COVID-19 pandemic on workers in informal employment.

2011: Convention 189 on Decent Work for Domestic Workers Adopted

In June 2011, after a five-year campaign, the International Labour Conference adopted Convention 189 on Decent Work for Domestic Workers. The Convention mandates that domestic workers be recognized as workers entitled to the same protections as other workers.

2013: International Domestic Workers Federation Founded

In October 2013, the International Domestic Workers Network was transformed into a formal federation at its founding congress in Uruguay. At the Congress, WIEGO facilitated the ratification of the Constitution and the election of the leadership.

2015: ILO Recommendation 204 on Formalization Adopted

The landmark ILO Recommendation 204 on the Transition from the Informal to the Formal Economy contains many provisions that leaders of workers in informal employment and WIEGO advocated for over three years. These included provisions recognizing that informal livelihoods should be preserved during the transition to formality, and that workers in informal employment need regulated access to public space and to natural resources to pursue their livelihoods.

2018: First Global Estimates of Informal Employment Published

WIEGO's Statistics Programme worked with the International Labour Organization as it compiled the first-ever global estimates of informal employment. In 2018, the research was published by the ILO in *Women and Men in the Informal Economy: A Statistical Picture* (3rd edition) and summarized in WIEGO's *Women and Men in the Informal Economy: A Statistical Brief*.

2021: Launch of HomeNet International

The February 2021 launch of HomeNet International was the culmination of two decades of organization building. Home-based workers' organizations from four regions continued to build a democratic, representative global network through the COVID-19 pandemic. WIEGO supported the network's formation with capacity building, knowledge generation, statistics and networking.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

2022: Waste Pickers Recognized in UN Environmental Resolution

Informal recyclers were mentioned for the first time in a United Nations environmental resolution, in the fifth session of the UN Environment Assembly in Kenya, February 28–March 2, 2022. The text says their contribution in collecting, sorting and recycling plastics in many countries is recognized, and it further calls for learning from the best practices in informal and cooperative settings.

Working to Ensure Millions of Workers Have a Seat at the Table

On November 16, 2021, the Ford Foundation announced a five-year USD25 million grant to the WIEGO Network. An interactive Guardian Labs article, [“More Than 2 Billion Workers Make Up the Informal Economy,”](#) accompanied the announcement to highlight the size and significance of the informal economy and to raise the visibility of the membership-based organizations fighting for improved livelihoods for workers in informal employment. News of the funding announcement was covered by TIME, Fast Company and other news outlets.

Sarita Gupta, director of the Ford Foundation’s Future of Work(ers) programme, said:

“We know there can be no global recovery without informal workers. This grant recognizes the importance of ensuring billions of informal workers have a seat at the table to have their voices, demands and needs heard at the national and global levels, so policymakers and business leaders recognize their contributions and value.”

HomeNet International Celebrates its First Anniversary

Home-based workers and their allies launched a global network in February 2021. As it marked its first anniversary this year, HomeNet International officially registered as an observer at the 110th Session of the International Labour Conference. This marks a milestone in securing home-based workers’ ability to speak for and represent themselves at the ILC, and for visibility of the sector among governments, unions and employers attending the conference.

The global network of home-based workers is working with WIEGO to develop statistical briefs on countries outside Asia. There is a focus on other regions because the regional network is strong and visible, particularly in South Asia. HomeNet International and WIEGO believe that bringing visibility to home-based work in other regions will help the network build solidarity within the movement.

While the will to form a global movement is decades old and the work towards it many years in the making, HomeNet International’s ability to celebrate an anniversary was never taken for granted. As HNI’s International Coordinator Janhavi Dave told us, there was an international network of home-based workers 25 years ago, but it “didn’t succeed. Unfortunately, it wasn’t very democratic, and many of our sister organizations walked out of it.”

It is very different this time, Janhavi said. “We’re all part of the same family. Be it SEWA, be it HomeNet South Asia, now HomeNet International, WIEGO, all of us have worked together to build this movement and push the movement forward. This partnership that we built – and the process that we built it with – is a very democratic one.”

Women Fighting the Same Fight

Janhavi’s sentiments are echoed by the other leaders of global organizations that WIEGO works with. Elizabeth Tang, General Secretary of IDWF, told us: “Being part of the WIEGO Network, we know we are in a much larger movement – a much larger family of informal workers, who are women, who are fighting the same fight for recognition, for rights, for social protection. We are together with home-based workers, street vendors, waste pickers.”

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2

For the year ended 31 March 2022

StreetNet International Coordinator Oksana Abboud said that “WIEGO has connected us with like-minded organizations and institutions, providing the space for building international solidarity among all workers engaged in informal employment. We use WIEGO’s research and databases in our advocacy work.”

Kabir Arora, who coordinates the Alliance of Indian Waste Pickers and supports the outreach of the Global Alliance of Waste Pickers in Asia, described the moment that Soledad Mella, President of the Asociación Nacional de Recicladores de Chile and Global Alliance of Waste Pickers representative, took the podium at the UN Environment Assembly (UNEA-5.2) in Nairobi, Kenya, in February 2022: “We did what we had come for and represented the hopes and aspirations of millions of waste pickers.”

Cross-Sector Work Grows

While the work of WIEGO’s programmes to support different sectors of workers in the informal economy are highlighted in this report, our work increasingly reaches across sectors and this is building solidarity among all workers in informal employment.

For example, the Statistics Programme at WIEGO has continuously compiled data to show the large number of workers in informal employment across sectors and countries. Data in the hands of workers has helped to build unity and solidarity. Through an ongoing regional collaboration in Arab countries supported by the Ford Foundation, WIEGO, the ILO, the ILO-MENA regional office and UNESCWA are developing labour statistics with a focus on informality. In 2021, a project report assessed the labour force surveys and the social protection programmes related to employment in the pilot countries (Jordan, Lebanon, Morocco and Tunisia) as a basis for developing a questionnaire for labour force surveys. Qualitative and quantitative testing of the questionnaire will be next. The project contributes to improving statistics on informality and on the main groups of workers of concern to WIEGO. The project also facilitates the region’s contribution to the ILO Working Group for the Revision of Statistical Standards on Informality, of which WIEGO’s Statistics team are members.

In another show of cross-sectoral unity and solidarity, the Global Alliance of Waste Pickers, HomeNet International, IDWF and StreetNet International [participated](#) in the 109th Session of the International Labour Conference in June 2021, along with WIEGO and SEWA. The main aim of this group was to guarantee that social protection needs of workers in informal employment were reflected in the adopted conclusions of the discussion.

Also, WIEGO is working with Swedish Sida to develop research that deepens the link between social protection and economic recovery and brings new evidence to bear on longstanding debates. Three relationships in particular are being explored: the contribution of social spending to economic recovery, the link between social protection and labour market dynamics, and the role for capital and employers in the financing of social protection. Additionally, with the International Centre for Tax and Development (ICTD), the project explores the realities of taxation from the perspective of workers in informal employment.

The launch of the inaugural WIEGO School this year is the exciting outcome of a longstanding process. The School is a major milestone, drawing together the sectors as well as our programmes, and our allies are enthusiastic about its potential. As Oksana told us, “WIEGO has so much expertise and can train on how to organize and how to negotiate for those in informal employment. At the same time, we will draw closer together for the sake of our joint constituency, which is informally employed workers.”

Seizing the Moment from COVID-19

The majority of the global workforce – 61 per cent – is informal and has been disproportionately impacted by the pandemic and by the accompanying economic downturn. We are seizing the moment as the global community considers how to rebuild a more equitable and fair world.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2022

WIEGO, alongside membership-based organizations of the working poor, monitored the [impact of the COVID-19 crisis](#) on workers in informal employment around the world. In mid-2021, interviews were conducted with the same domestic workers, home-based workers, street vendors and market traders, and waste pickers in 11 cities as in the mid-2020 surveys to assess if they had recovered. We talked to workers in Accra (Ghana), Ahmedabad (India), Bangkok (Thailand), Dakar (Senegal), Delhi (India), Durban (South Africa), Lima (Peru), Mexico City (Mexico), Pleven (Bulgaria), New York City (USA) and Tiruppur (India). Seventy per cent of the study respondents were women, broadly reflecting the gender composition of the four sectors. The [2021 findings](#) suggest that the economic fallout of the COVID-19 crisis remains deep and persistent for workers at the base of the economy. The level of indebtedness that workers have been forced into means the COVID-19 crisis is far from over. Since the pandemic began, 52 per cent of respondents drew down on their savings, 46 per cent borrowed money, and 17 per cent sold or pawned assets to get by. The vast majority (82 per cent) of respondents who had drawn down on savings since the beginning of the pandemic were unable to replace any of the savings by mid-2021. WIEGO has drawn [lessons](#) from the pandemic and, with our allies, is continuing advocacy work for a just economic recovery with renewed vigour.

Where WIEGO Worked in 2021-2022*

* Includes countries where WIEGO has Team Members or Key Partners.

Argentina
Bangladesh
Brazil
Bulgaria
Cambodia
Chile
Colombia
Costa Rica
Democratic Republic of the Congo
Dominican Republic
Ecuador
El Salvador
Ethiopia
France
Germany
Ghana
Guatemala
Honduras
India
Indonesia
Jordan
Kenya
Laos
Lebanon
Malawi
Mexico
Morocco
Nepal
Nicaragua
Niger
Pakistan
Panama
Paraguay
Peru
Senegal

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Sierra Leone
South Africa
Spain
Tanzania
Thailand
Togo
Tunisia
Uganda
Uruguay
USA
Vietnam
Zambia
Zimbabwe

WIEGO's Key Programmes

The **Statistics Programme** collaborates with official statisticians to improve statistical methods that will make visible the size and significance of the informal economy and the situation of all informal workers, and to prepare the data in formats that are accessible to a wide set of users.

The **Organization & Representation Programme** helps organizations of workers in informal employment build their organizational and leadership capacity, connect to each other and align with allies as they fight to improve the working conditions of their members.

The **Law Programme** strives for the recognition, inclusion and protection of the rights and work of workers in informal employment in international instruments, national and local laws and regulations. It works to build the capacity of workers in informal employment and their organizations to use the law to fight for secure livelihoods and labour rights.

Workers in informal employment need access to social protections that will protect and mitigate risks to their incomes and help them cope after an event or shock. The **Social Protection Programme** is committed to helping workers in informal employment access these rights.

By working with leaders of workers in informal employment, policymakers and urban practitioners, the **Urban Policies Programme** strives to help the urban poor achieve better incomes, more secure places to live and work, and the capacity to negotiate sustainable gains in urban policies and practices.

How WIEGO Supports Domestic Workers

Meet Norma Palacios

Norma is one of the founders and leaders of SINACTRAHO, a domestic workers' union in Mexico. She has been a domestic worker for 27 years and, while she recognizes that she is tired and "has fears, like any other human being," she finds strength in this movement.

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APPENDIX 2 For the year ended 31 March 2022

SINACTRAHO works to raise awareness of domestic workers' economic and labour situation and strives to empower its members to demand and exercise their rights as workers.

"Most of the time you work in a place where the employer's house is your workplace, but you can be alone all day long and you have no contact with other people with whom you identify. We do see that these relationships can develop when, perhaps, they work in the same building, when they establish a friendship, but we see that when they come to the union they become stronger."

During the COVID-19 pandemic, the historic effort to ensure domestic workers' long-term well-being became even more pressing. As well as advocating for social security, the union offered legal counselling to domestic workers who faced exploitative employment relations or were fired without justification during the crisis.

"Doing all these things during the pandemic showed us that we can achieve everything. It also strengthened me a lot: when we have these encounters with authorities I know we carry with us the voice of us as domestic workers [...] We have to hold on to all these women to move forward."

How WIEGO Programmes Support Domestic Workers

Organization & Representation Programme

After developing a toolkit on Convention 189, WIEGO facilitated negotiation skills training for domestic worker organizations. Experiences from this were shared by IDWF affiliates in a November 2021 workshop with the ILO commemorating C189. Beginning in October 2021, IDWF affiliates from 10 African countries took part in a six-month-long WIEGO online training on democratic leadership in trade unions. Participants said the course helped them to realize the importance of understanding and implementing their unions' constitutions and to revise them appropriately to address the situation of domestic workers.

Statistics Programme

The Statistics Programme's unique contribution is to improve the identification of domestic workers – and home-based workers, street vendors, market traders and waste pickers – in official statistics and to prepare statistics on these groups in accessible formats for use by membership-based organizations (MBOs), global networks of workers in informal employment, and allied policy advocates. International statistics work makes possible global statistical briefs such as the ILO-WIEGO-IDWF [brief](#) on domestic workers. It also informs WIEGO's preparation of briefs at the national, urban and city levels on informal employment. Briefs for Chile and Senegal include trend information on each group, including domestic workers, and facilitate work to improve the situation of these workers.

Law Programme

With the aim of legally empowering domestic workers so that they can realize their rights and respond to violations by employers, WIEGO held meetings this year with workers' organizations in Tanzania and South Africa. Domestic workers' struggles include limited legal awareness and access to legal services, uneven legal protection, non-compliance by employers, difficulty in organizing, and poor enforcement. WIEGO's legal empowerment work aims to train domestic workers on legal issues, thereby increasing their access to justice. By empowering domestic workers themselves to know and use the law – equipping them with legal knowledge, and negotiation and mediation skills – the work aims to break the barriers to access to justice, including the hierarchical relationship between legal professionals and workers that can prevent the latter from seeking redress. Ultimately, the work with IDWF affiliates will embed, through a training-of-trainers model, a culture of legal empowerment in their organizations so that all members are able to know, use and shape the law to secure their rights.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

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Social Protection Programme

With the IDWF, WIEGO produced a [series of policy briefs](#) on domestic workers and social protection in South Asia. These looked at the barriers domestic workers face in accessing social protection and public services, as well as the costs they carry in order to access these services. For example, domestic workers in India said they were paying the equivalent of three weeks of earnings to visit a health care centre. About 70 per cent of workers reported having to take out a loan to finance their last health visit. In Tamil Nadu, domestic workers said they lack knowledge about their entitlements, lack documentation for registration, and migrant workers are excluded from welfare provisions. The cost of applying for a social security benefit for the typical domestic worker in our survey was 1.5 times her weekly earnings. Domestic worker organizations in South Asia are using this research in their local-level organizing and advocacy.

Urban Policies Programme

WIEGO's [COVID-19 Crisis and the Informal Economy Study](#) monitored workers' hardships, loss of jobs and inability to recover earnings by mid-2021. The study found that, among domestic workers, "live-out" domestic workers were more likely to lose their jobs and struggle to regain them, whereas "live-in" workers experienced deteriorating working conditions. Both types of domestic workers reported a weakening of their bargaining power with employers. In Mexico City, SINACTRAHO, the national union of domestic workers, used study results on food insecurity and loss of income to engage the Mexican Congress on the long-standing demands of domestic workers.

How WIEGO Supports Street Vendors and Market Traders

Meet Oksana Abboud

"2022 marks the 20th anniversary of StreetNet International since its establishment in Durban, South Africa," notes Oksana, International Coordinator of StreetNet, the global alliance of street and market vendors.

"WIEGO played a key role in the creation of StreetNet. WIEGO's leadership at the time recognized the crucial need for an international umbrella to unite and support street vendors around the world."

With the rapid growth in technology globally, street vendor organizations should position themselves to take advantage of this with new approaches and strategies, Oksana says.

"We might see integration of street vendors into digital platforms, with vendors finding their niche in using the technology for sustainability, development and livelihood purposes."

She believes that a shift could be coming, with street vendors gaining more recognition and respect for their human and workers' rights and their role as economic players. StreetNet is growing – expanding its borders and attracting new members, and WIEGO gives the movement recognition and confidence at international and other levels, she says.

"It means a lot to be part of a global network for the vulnerable, for the unrecognized – and to be part of such a highly respected network with a high level of organization ... It empowers us and brings us into more unity. We feel part of a big family."

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

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How WIEGO Programmes Support Street Vendors and Market Traders

Organization & Representation Programme

The implementation of ILO Recommendation 204 on the Transition from the Informal to the Formal Economy is an ongoing WIEGO priority. In the spirit of that transition, five towns across two provinces in South Africa have established a formal relationship between street vendor representatives and council officials. In October 2021, the two parties held a policy dialogue where public-space guidelines were launched, and they signed a joint declaration of commitment to practical interventions to improve the vendors' working conditions. These and other achievements in which WIEGO played a key role have generated more media coverage and created the potential for significant shifts in workers' material conditions.

Statistics Programme

The programme prepared briefs at the national, urban and city levels on main worker groups, including street vendors and market traders, for Chile and Senegal. The [Chile brief](#) was presented to representatives of unions and federations of street vendors, waste pickers, domestic workers and home-based workers, the Workers United Centre of Chile and a representative of the metropolitan region's Ministry of Labour and Social Provision. Worker organizations noted how important it is to have statistics for their advocacy and to bring visibility.

Law Programme

WIEGO's [Administrative Justice project](#) aims to provide people working in public space with the knowledge and skills to defend their rights against violations by public authorities, and the ability to demand access to and participate meaningfully in law and policymaking processes. In Senegal and Ghana, the Law Programme mapped institutions and stakeholders involved in the regulation and management of public space and interviewed public authorities and vendors to assess regulations that govern access to space and its implementation on the ground. The study's theme was law and the distribution of power and entitlements in the urban space from the vantage point of street and market vendors. Also, WIEGO's [analysis](#) of COVID-19 in seven Asian countries shows that laws and policies do not recognize informal traders as legitimate economic actors or the role that informal food vendors play in promoting food security. WIEGO's analysis of the pandemic laws that regulated informal work in 16 countries in [Latin America](#) generated similar conclusions.

Social Protection Programme

In response to growing needs highlighted by the COVID-19 crisis, the Social Protection Programme expanded its regional advocacy for income protection this year. The adoption of the African Union's Protocol on Social Protection in February 2022 was cause for celebration as WIEGO has worked with partners, including StreetNet International, to ensure that this legally binding instrument directly includes workers in informal employment in policy making, among other demands. The fact that the African Union now has a single binding instrument that addresses a broad range of social protection issues sets a clearer direction for regional advocacy. Also in Africa, a notable gain for street vendors and other workers in informal employment operating in public space was made when the South African Local Government Association (SALGA) drew on WIEGO's child-care work with Asiye eTafuleni to include child-care provision in their Public Space Trading Guidelines, 2021-2026.

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Urban Policies Programme

The Urban Policies Programme has worked this year on securing inclusive planning practices and policy in a range of contexts and countries. In [New York City](#), UPP partnered with the Street Vendor Project on the COVID-19 impact study and together they jointly identified lessons in advocacy that have global relevance. Also, WIEGO's work in local-level experimentation with urban planning and design and legal frameworks was profiled in the United Cities and Local Governments (UCLG) Gold VI Report, which documents [public-space trading innovations](#) in Durban, South Africa, and Delhi, India, as well as [institutionalized social dialogue](#) in Lima, Peru.

How WIEGO Supports Waste Pickers

Meet Coura Ndiaye

Coura is an honorary leader among waste pickers in the Mbeubeuss dumpsite, about 30 kilometres away from Dakar, capital of Senegal. People generally call her "Mother Coura" out of respect for her age and the number of years she has worked as a waste picker.

In 2000, Coura joined the Association of Waste Pickers of Mbeubeuss, known as Bokk Diom, and she later led the association. She is a firm believer in the importance of being organized – particularly for women – in order to defend waste pickers' livelihoods and improve their working conditions.

This is particularly crucial as the government has so far refused to include waste pickers in its current solid waste management project, or at least guarantee their means of subsistence, Coura says. The restructuring of the dumpsite led by the waste management agency is affecting women waste pickers' working conditions and safety.

"For example, the road they built to get to the platform, this road is the cause of the flooding. Because this road is very high, if it rains, it flows directly onto us."

She says Bokk Diom needs to become stronger and improve communication between leaders and members to tackle the challenges and needs. The waste pickers also need help from the government's waste management agency to improve their working conditions at the dumpsite, which would increase their income, Coura says.

"The state should help us and not the other way around. We are the first in this dumpsite, and we are the most legitimate to benefit from the dumpsite."

How WIEGO Programmes Support Waste Pickers

Organization & Representation Programme

The Organization & Representation Programme supported progress towards the establishment of a global organization of waste pickers this year, concluding with ongoing discussions of a draft Constitution and discussions of issues that have helped build a sense of common purpose. Early in 2022, WIEGO coordinated a delegation of waste picker MBOs to participate in the UN Environment Assembly in Nairobi, Kenya, in support of a global plastics treaty. A significant victory was achieved when the UNEA-5.2 resolution recognized waste pickers as recyclers of plastics in informal and cooperative settings. Waste picker representatives will take their proposals to the next Intergovernmental Negotiations Committee meeting on plastic pollution. The Organization & Representation Programme also has focused on empowering MBOs to engage governments and the private sector on Extended Producer Responsibility policies and regulations. In South Africa, this led to an agreement in principle about payment to waste pickers for their environmental services.

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For the year ended 31 March 2022

Statistics Programme

The identification of waste pickers through national surveys presents special problems. However, national survey data are a useful starting point. *Waste Pickers in Brazil: A Statistical Profile* ([WIEGO Statistical Brief No. 29](#)), published in English and Portuguese in November 2021, provides statistics on the extent of waste picker employment in the country, urban areas and major cities, as well as waste pickers' characteristics and working conditions. The Programme is working with the WIEGO team and members of the waste picker community to improve methods for collecting data on these workers.

Law Programme

In the Waste Pickers and Human Rights Project, WIEGO and partners petitioned the Inter-American Commission on Human Rights for the right to work to include workers in informal employment and for a thematic hearing on the rights violations of waste pickers in seven Latin American countries. While the hearing was not granted, the team was invited to meet with the commissioners and will petition again for a hearing. The Law Programme did capacity building with waste pickers to enable the workers to present arguments in front of the commission, and collaboration is continuing. Also, the Administrative Justice stream of work is strengthening its focus on R204, which provides a comprehensive model of formalization that recognizes the socio-economic contributions of workers in informal employment and promotes the adoption of enabling regulatory frameworks and strategies that prioritize their needs. The next phase adopts a strong cross-sectoral approach, involving organizations of waste pickers, who share the struggle for access and meaningful use of public space.

Social Protection Programme

With WIEGO support, the Movement of Excluded Workers (MTE) – a member of Unión de Trabajadores y Trabajadoras de la Economía Popular (UTEP) – in Argentina developed an innovative programme through their child-care and after-school centres to support children who experienced abuse during the COVID-19 lockdown periods. UTEP-MTE were able to adapt their child-care services rapidly to respond to the needs of waste pickers, street vendors, garment workers and community workers represented in the union.

Urban Policies Programme

Through the CataSaúde Viraliza project in Brazil, WIEGO enhanced worker capacity to reduce risks and secure gains. By the end of July 2021, more than 400 waste pickers had completed the online capacity-building project that sought to provide waste pickers with a deeper understanding of decent work conditions and health and safety protocols. Participants represented all five regions of Brazil. The CataSaúde Viraliza project focused on strengthening alliances with both organized and non-organized waste pickers, by drawing on the expertise of multiple partners and research activists. For several of these partners, this was the first time they had worked together to help bridge understandings among both groups of waste pickers. In Belo Horizonte, WIEGO celebrated 10 years of the [Gender and Waste Project](#) with an [e-book](#) launch where women waste picker leaders reflected on gains made in working to build gender awareness in the National Waste Pickers Movement (MNCR) and local cooperatives.

How WIEGO's Focal Cities Teams Support Workers in Informal Employment

WIEGO's Focal Cities approach supports organizations of workers in informal employment to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policymaking processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru; and Mexico City, Mexico.

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Accra, Ghana

The team works with **market traders, street vendors, waste pickers** and **market porters**.

In Accra, the Focal Cities team's work focused on securing progressive national child-care [guidelines](#). These were developed through a participatory process that brought together parents of children in market-based day-care centres, informal trade organization representatives, child-care workers, officials from the Department of Social Welfare and the Department of Children, an urban planning specialist, an early childhood care and development expert and a legal consultant. The guidelines, which integrate the concerns of workers in informal employment, fill a gap in Ghana's regulatory framework for child-care centres in markets. Market trade represents 40 per cent of [women's employment](#) in Greater Accra and urban Ghana.

Dakar, Senegal

The team works with **market traders, street vendors, prepared meals vendors** and **waste pickers**.

WIEGO's work in Dakar supporting waste pickers from the Mbeubeuss dumpsite has a growing focus on promoting a just transition that would secure their livelihoods as the government implements a World Bank-funded project to restructure and eventually close the dumpsite – the Promotion of Integrated Waste Management and the Economy of Solid Waste (PROMOGED). Working with the National Confederation of Workers of Senegal (CNTS), WIEGO's launch of the findings of the COVID-19 Crisis and the Informal Economy Study resulted in a public pledge of inclusion in PROMOGED from the President of Senegal and a promise by the head of PROMOGED to improve working conditions. To boost the capacities of Bokk Diom – the organization of waste pickers in Mbeubeuss – to defend their rights and position themselves within waste management, WIEGO and Bokk Diom developed research on alternative livelihoods and jointly engaged in organizational strengthening efforts. In December 2021, supported by WIEGO and the ILO, waste pickers from Bokk Diom successfully formed a cooperative, and they are also in the process of creating a union.

Delhi, India

The team works with **domestic workers, home-based workers, street vendors** and **waste pickers** and focuses on inclusion of issues affecting workers in informal employment in cross-sectoral urban discourses.

WIEGO and its partners in Delhi saw the culmination of several years of joint advocacy when the Delhi Development Authority (DDA) released its draft Delhi Master Plan 2041 in 2021. For the first time, the informal economy is recognized as the city's largest employer, and the plan contains enabling language for the integration of workers in informal employment. To achieve this change, the Focal Cities Delhi team supported a broad-based campaign – the *Main Bhi Dilli* ("I, Too, am Delhi") coalition of diverse worker groups and civil society organizations – to influence the Delhi Master Plan as a "people's plan" with supportive measures for housing, livelihood and social infrastructure. After the draft was released, the coalition successfully advocated for an extension of the public comment period to allow for broader citizen participation. It also supported grassroots leaders in organizing 250 meetings with worker groups across Delhi, and helped facilitate the submission of 25,000 comments from workers in informal employment and community groups across Delhi to the DDA.

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Lima, Peru

The team works with **domestic workers, home-based workers, street vendors, waste pickers, canillitas/newspaper vendors** and **market porters**.

Our central focus this year was to implement COVID-19 impact research and support MBOs in making their voices heard regarding recovery. Following the launch of the COVID-19 Crisis and the Informal Economy Study in Lima, newly elected President Pedro Castillo mentioned the pandemic's effects on workers in informal employment and announced a programme that would satisfy a key demand. In his July 28, 2021 inaugural speech, Castillo announced measures of financial support to micro and small enterprises. The measures included state-guaranteed credit with longer grace periods, refinancing of debt and special credit support to women entrepreneurs. Access to credit of small amounts and affordable interest rates have been key workers' demands coming out of the study.

Mexico City, Mexico

The team works with **domestic workers, street vendors, waste pickers** and **non-salaried workers**, including mariachi musicians, coffee vendors, shoe shiners and organ players.

In Mexico City, the team continued engaging Mexico's National Commission on Human Rights (CNDH) on informal worker issues and supporting workers in filing complaints with the commission regarding evictions, confiscations and destruction of property. The commission's bulletin highlighted the importance of non-salaried work and called on all decision makers to avoid the use of stigmatizing and offensive language in relation to those who carry out this work. The commission called attention to the fact that in Mexico, "more than 90 per cent of paid domestic work operates informally, despite the existence of a mechanism for labour and social security regulation."

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

England & Wales - Charity number 1143510

Accounts

Company Registration No: 6273538
Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)
For the year ended 31 March 2021**

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2021**

Name: Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited

Charity Registration No: 1143510

Company Registration No: 6273538

Principal and Registered Address
521 Royal Exchange
Manchester
M2 7EN
United Kingdom

Telephone: 0161 819 1200

Website: www.wiego.org

Names of Current Directors

The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.

Mirai Chatterjee (Chair)
Debra Davis (Treasurer)
Barbro Budin
Lin Lim Lean
William (Biff) Steel
Gabriela Calandria
Luciana Fukimoto Itikawa
Uma Rani
Elizabeth yin Ngor Tang
Patrick Sibusiso Ndlovu

Chief Executive Officer
(known as International
Co-ordinator)

Sally Roever

Company Secretary

Jacqui Fendall

Bankers

Santander UK Bank plc
Manchester Business Centre
298 Deansgate
Manchester
M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2021**

Auditors

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Jane Barrett
Marlese von Broembsen
Rhonda Douglas
Laura Alfes
Mike Rogan
Francoise Carré

International Co-ordinator
Programme Director, Organization & Representation
Programme Director, Law
Programme Strategy Advisor
Programme Director, Social Protection
Interim Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Sally Roever
Jacqui Fendall
Rhonda Douglas
Mike Bird
Megan Landeros

Carol Clayman

International Co-ordinator
Financial Controller/ Company Secretary
Programme Strategy Advisor
Operations Director
Research and Administrative Assistant to the
International Co-ordinator
Executive Assistant to International Coordinator

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2021.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2020-21 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the Global Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK. Until June of 2020 WIEGO paid Harvard University for the costs related to the WIEGO Senior Advisor who is located at the Harvard Kennedy School.

The WIEGO accounts at Harvard University are audited each year as part of the annual financial audit of Harvard University. Income within those accounts is recognised in the accounts of WIEGO in the UK and these are audited each year by an external auditor.

As at the end of the financial year, more than fourteen institutional funders provided financial support for WIEGO including a two year \$5 million USD grant from the William and Flora Hewlett Foundation and a three year grant from Sida. WIEGO also received grants from the Open Society Foundations, Ford Foundation, UK FCDO, Echidna Giving/Schwab Charitable, IDRC, Comic Relief, Cities Alliance, FES, International Labour Organisation, UN Women, USAID and Wellspring Philanthropy.

Governance

WIEGO is governed by a 10-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically, by teleconference, or by electronic means. In the current year, given the circumstances of the pandemic, there was one video conference meeting of the Board and two teleconference meetings.

WIEGO's Board of Directors is comprised of three representatives of membership-based organizations of informal workers (one of whom serves as the Chair); two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board was re-constituted during the four-yearly General Assembly that was held in Johannesburg in November 2018. Four of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at this General Assembly and three new Directors were appointed. Three other members were co-opted by the Board thereafter. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics and Law) are each led by a Programme Director. Reports are received from the Programme Directors of these programme areas by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of six members, comprising three Directors, the International Coordinator, the Financial Controller/Company Secretary and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Financial Controller (who also serves as Company Secretary) and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors as a result of audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval. It makes recommendations regarding the appointment of the external auditors and approves their remuneration and terms of engagement. It reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO. Because of this, the Operations Manual is regularly updated.

The Directors are assisted by WIEGO's International Coordinator, the Programme Directors, the Programme Strategy Advisor, the Operations Director, the Financial Controller / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

All WIEGO Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5 year strategic plan, which was set out in 2018.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Recruitment and Appointment

The WIEGO General Assembly in 2018 elected seven Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus but if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also takes into account the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

Last year the Board Chair who was elected in 2018, Renana Jhabvala, stepped down from the Board and was replaced on the Board by Mirai Chatterjee after an election process among the members of the Constituency of Institutional Members of WIEGO. Dr Chatterjee, was endorsed as Chair by the Board at its meeting on the 13th November 2019.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a chartered accountant with international experience as a Director and Treasurer at the time of General Assembly in 2018. Two further Directors were co-opted by the Board at its meeting on the 9th May 2019.

Each has a commitment to WIEGO's aims and their appointment ends at the next General Assembly, to be held in the financial year 2022/23. They may be re-appointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Company Secretary, the Board Chair and the Programme Directors.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roever. She is assisted by a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1). The former International Coordinator, Marty Chen, has stayed on as Senior Advisor to WIEGO and continues to support the organisation especially in the areas of research and fundraising.

The development of the organisation since 2007 has required the extension and updating of operational procedures. This is a continuing process requiring revision of the Operations Manual on occasion through 2020/21.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operate within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. During the 2020/21 financial year we established a Diversity, Equity and Inclusion working group, chaired by the International Coordinator, to take a thorough look at how WIEGO can work more effectively to confront and overcome the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and ensure delivery of results. These include the Operations Team, the Programme Team, the Communications Team, the Fundraising Team and others. There are a number of routine communication methods, notably frequent and regular emails, an intranet, skyping, teleconferences, and periodic physical meetings. All teams are kept up-to-date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

There is normally a physical meeting of the WIEGO Team each year, the Team Retreat, but owing to an organisational decision not to hold international meetings in view of the pandemic, this was cancelled in the current year. We are planning a "virtual" Team Retreat in the 2021/22 financial year because of the continuing restrictions on international travel in order to ensure we do not lose the opportunity to have all voices and perspectives present in one meeting. With a diverse and geographically dispersed team, it has been important to hold face-to-face meetings in order to establish a team spirit and provide an opportunity to share ideas and challenges and our plan is to recreate this as closely as possible.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in June and in November of 2020.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively so that those risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The Covid pandemic has led us to consider new risks relating to the physical and mental health of the WIEGO Team and we have put in place protocols to manage these, including strict controls on face-to-face working where this is possible to undertake at all, and frequent Team meetings. We have also taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuing review of the impact of exchange rate fluctuations are in place. We are not facing any increased risk of failing to raise funds for WIEGO's work and in fact many of our donors have contributed additional funds to enable us to respond to the pandemic and its impact on informal workers.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Financial Controller's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. It has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders and others across the globe.

The Treasurer reviews the work and ensures, through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting and procedures
Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.
- Quality and integrity of personnel
The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.
- Budgetary process
Each year Directors approve the annual budget taking account of the key risk areas and also of income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The Key Management Personnel consists of Sally Roever, International Coordinator and Mike Bird, the Operations Director. Sally Roever is employed by WIEGO and in the course of the current financial year she moved from Rome, Italy to Church Falls in Virginia, USA. Her salary is determined by the Board.

Mike Bird is employed by WIEGO in the UK, where remuneration is set according to market rates and reviewed periodically by a Management Committee.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

- a) *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor within the informal economy;*
- b) *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor within the informal economy.*
- c) *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO's activities, achievements and performance during 2020/21 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association as revised on 19th July 2011 and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements and performance during 2020/21 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.

Evidence of Impact

For a detailed report on impact achieved during 2020/21 please see Appendix 2.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2021, WIEGO had 208 members: 36 Institutional Members and 172 Individual Members in some 45 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them. In the current financial year this included creating a new post of Network Liaison Officer to coordinate and deepen this work.

WIEGO maintained our strong communications capacity during 2020/21 to help meet our goals of producing user-friendly publications and improving how we disseminate information, with an increasing focus on supporting our messaging through social media. We undertook an external review of the communications function in the current year and this led to a restructuring of the Communications Team.

We have continued to respond to the need for information on the impact of the Covid-19 pandemic and what informal workers can do to keep safe, with new pages on the WIEGO website and health education messages disseminated via social media in 14 languages.

External Factors Affecting Achievement - Covid-19

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises there are a number of factors which could affect achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- If anything the Covid-19 pandemic has served to highlight the plight of informal workers all around the world. The economic shutdown in almost every country had a very quick impact on the livelihoods of informal workers, most of who live hand-to-mouth every day. The repercussions are likely to be profound and long-lasting
- The fall-out from the pandemic is likely to fuel the growing trend of informalisation of work with the loss of tens of thousands of formal jobs
- The shrink in demand for some of the services and products that informal workers provide will continue to have an impact and will result in increased global uncertainty and insularity

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. This has remained unchanged through 2020/21. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2021, our total incoming resources were \$11,549,881 (as compared to \$5,437,133 in the previous year). We continue to experience peaks and troughs in our income due to the regulation on income recognition.

Our total expenditure was \$7,205,517 (as compared with \$7,008,713 in the previous year).

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The indications at the time of writing are that WIEGO is well-placed to weather the storm of the Covid-19 pandemic and the policies that have been put in place to combat it. Since the start of the pandemic all of our major donors have been in touch to offer their support in the form of additional funding and/or extensions to grant periods and the possibility to redirect funds as necessary in order to meet new and unexpected needs as they arise.

The financial outlook for WIEGO is secure with two- and three-year extensions to unrestricted grant funding signed with the Hewlett Foundation and Sida respectively at the end of the 2019/20 financial year. The respective grants agreed are for US\$4 million, since increased by a further US\$1 million, and the equivalent of \$8.4 million. We have also secured additional funding from the Open Society Foundations, the Ford Foundation, the International Development Research Centre of Canada and Wellspring Philanthropy during the 2020/21 financial year in a mix of unrestricted and targeted Covid-19 response grants, which all have contract periods extending into the 2022/23 financial year.

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DIRECTORS REPORT For the year ended 31 March 2021

From an organisational point of view WIEGO is also well-placed to continue its work. Almost all of the WIEGO Team already worked from home before the pandemic and the Manchester office has been able to adapt to remote working relatively easily because our banking, financial management and payment systems are all on-line. During the pandemic we have set up systems to ensure that we are taking care of the health and well-being of the Team. We set up weekly meetings of the Manchester office team plus town hall meetings for the whole Team and liaison meetings with the leaders of the networks of informal workers that are our members. These meetings are now held monthly and continue to enable effective management and communication.

The external website and the internal intranet both have dedicated Covid-19 pages that provide effective information management for our Team and wider network.

The Operations Team has added new risks to the WIEGO risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team and this has recently been reviewed by the Finance and Management Committees of the Board. In the meantime, we have demonstrated that the work of WIEGO can continue, albeit through different kinds of activities and delivery mechanisms given the current circumstances. The view of the Directors and the WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available.
- managing cash flow and contingencies with respect to utilisation of grant funds

During 2020/21 as shown in the Financial Statements, designated reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in the event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have reserves at a level at which core programmes can be maintained for a 3-month period.

At present, this requires reserves of approximately \$510k. The current reserves are adequate although the necessary level of reserves is subject to regular review. We also have \$240k set aside for the General Assembly which is a meeting of our members, and a crucial part of our governance structure. This takes place every four years and we are building funds towards meeting the cost of the next General Assembly in November 2022.

The free reserves of \$500k carried forward into the new financial year are to fund budgeted costs of the core programmes over the next financial year. These reserves will be carried forward into the new financial year and will be used to fund the budgeted costs of the core programmes over the next financial year.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2020/21 WIEGO received our principal funding from the following funders:

- William and Flora Hewlett Foundation
- Swedish International Development Agency (Sida)
- Open Society Foundations
- IDRC
- Ford Foundation
- Comic Relief
- UK FCDO (formerly DFID)
- Wellspring Philanthropic Fund
- UN Women
- Cities Alliance
- FES
- International Labour Organisation

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

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DIRECTORS REPORT For the year ended 31 March 2021

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond “problem identification” to “solution specification” for the three thematic programmes (Law, Social Protection and Urban Policies).
- In the Statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

WIEGO has successfully addressed many challenges in the past five years. Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Company Secretary/Financial Controller, two Senior Finance Officers, three Finance Officers (one of whom has been on maternity leave for part of the year), an Events and Logistics Manager, an HR Officer and an Administrative Assistant. As the external audit showed, good operational and financial systems are in place.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Number of employees

The average number of persons employed by the company in each week during the financial year has been 8.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO following a competitive tender during 2018.

The organisation completed a competitive tender exercise this year for the period 2018/2022. Crowe were re-appointed.

This report, which incorporates the Directors' Report, was approved by the Board of Directors on 30 November 2021 and signed on its behalf, by:

Jacqui Fendall

Jacqui Fendall
Company Secretary

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

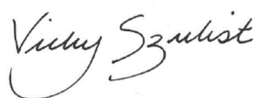
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date: 3rd December 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2021

	Note	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$	Total Funds 2020 \$
INCOME					
Donations and legacies	2	2,000	-	2,000	-
Investment income	3	-	3,679	3,679	21,200
Charitable activities	4	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>	<u>5,415,933</u>
TOTAL INCOME		<u>5,782,909</u>	<u>5,766,972</u>	<u>11,549,881</u>	<u>5,437,133</u>
EXPENDITURE					
Charitable activities	5	<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>	<u>7,008,713</u>
TOTAL EXPENDITURE		<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>	<u>7,008,713</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>2,050,084</u>	<u>2,294,280</u>	<u>4,344,364</u>	<u>(1,571,580)</u>
TOTAL FUNDS AT 1 APRIL 2020		<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>	<u>3,559,826</u>
TOTAL FUNDS AT 31 MARCH 2021	10	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>	<u>1,998,246</u>

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

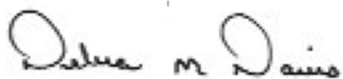
The notes on pages 23 to 42 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2021

	Note	\$	2021 \$	\$	2020 \$
CURRENT ASSETS					
Debtors	8	161,575		266,571	
Cash at bank		<u>6,861,602</u>		<u>2,358,168</u>	
		7,023,177		2,624,739	
CREDITORS:					
Amounts falling due within one year	9	<u>(690,567)</u>		<u>(636,493)</u>	
NET ASSETS			<u>6,332,610</u>		<u>1,988,246</u>
FUNDS					
Unrestricted Funds	10	2,998,814		704,534	
Restricted Funds	10	<u>3,333,796</u>		<u>1,283,712</u>	
			<u>6,332,610</u>		<u>1,988,246</u>

The financial statements were approved and authorised for issue by the Directors on 30 November 2021 and signed on their behalf, by:



D Davis
Director and Treasurer

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

CASH FLOW STATEMENT As at 31 March 2021

	Note	2021 \$	2020 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>4,499,755</u>	<u>(1,663,542)</u>
Cash Flows from investing activities			
Interest received		<u>3,679</u>	<u>21,201</u>
Net cash provided by investing activities		<u>3,679</u>	<u>21,201</u>
Change in cash and cash equivalents in the year.		4,503,434	(1,642,341)
Cash and cash equivalents at the beginning of the year.		<u>2,358,168</u>	<u>4,000,509</u>
Cash and cash equivalents at the end of the year.		<u>6,861,602</u>	<u>2,358,168</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 \$	2020 \$
Cash at hand	<u>6,861,602</u>	<u>2,358,168</u>

RECONCILIATION OF NET DEBT

	2020 \$	Cash flow \$	2021 \$
Cash at hand and at bank	<u>2,358,168</u>	<u>4,503,434</u>	<u>6,861,602</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2021 was £1: \$1.37832.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Membership fees	<u>2,000</u>	=	<u>2,000</u>
	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Membership fees	=	=	=

3. INVESTMENT INCOME

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Bank Interest	=	<u>3,679</u>	<u>3,679</u>
	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Bank Interest	<u>14,874</u>	<u>6,326</u>	<u>21,200</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

4.

INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Total Funds
	2021 \$	2021 \$	2021 \$
The William Flora Hewlett Foundation	1,970,000	4,000,000	5,970,000
Sida	1,734,848	996,517	2,731,365
The Open Society Foundations	1,085,002	333,333	1,418,335
IDRC Covid 19 Study	361,665	-	361,665
Ford Foundation	154,780	200,000	354,780
Comic Relief	126,773	-	126,773
Wellspring	100,047	-	100,047
DFID	120,145	-	120,145
UN Women	44,000	-	44,000
Cities Alliance	26,982	-	26,982
FES	24,000	-	24,000
ILO	19,887	-	19,887
Other Income	12,780	6,129	18,909
Anonymous	-	227,314	227,314
	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>

	Restricted Funds	Unrestricted Funds	Total Funds
	2020 \$	2020 \$	2020 \$
Sida	1,822,447	1,052,165	2,874,612
Hewlett Foundation – Focal Cities 2	900,000	-	900,000
Open Society Foundations	364,000	333,332	697,332
Anonymous	-	223,094	223,094
DFID Work Opportunities Project	184,288	-	184,288
Echidna/Schwab	150,000	-	150,000
Comic Relief	136,644	-	136,644
Hewlett Foundation	95,000	-	95,000
FMO	42,000	-	42,000
World Health Organisation	39,000	-	39,000
Cities Alliance	30,000	-	30,000
International Labour Organisation	14,347	-	14,347
USAID	10,000	-	10,000
Commonwealth Foundation	3,437	-	3,437
Other income	<u>8,779</u>	<u>7,400</u>	<u>16,179</u>
	<u>3,799,942</u>	<u>1,615,991</u>	<u>5,415,933</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2021
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	331,728	65,802	397,530
Organisation & Representation	-	528,523	104,838	633,361
Social Protection	-	342,597	67,958	410,555
Statistics	-	375,739	74,532	450,271
Urban Policies	-	708,734	140,585	849,319
Focal Cities	-	<u>446,767</u>	<u>88,621</u>	<u>535,388</u>
Total Core Programmes	-	<u>2,734,088</u>	<u>542,336</u>	<u>3,276,424</u>
International Coordination/Support	-	206,073	48,998	255,071
Restricted Funds				
Cities Alliance - Liberia, SV	17,194	19,166	-	36,360
Comic Relief	65,386	83,800	-	149,186
DFID WOW Project	32,979	76,016	452	109,447
Echidna-Schwab	20,287	60,805	1,870	82,962
FES - Social Protection/IW & the Law in an African Covid 19 Context	-	24,000	-	24,000
FORD FOUNDATION - HomeNet International	-	5,087	-	5,087
Hewlett Foundation - Communications Support & Fundraising	-	33,297	-	33,297
Hewlett Foundation - Covid Recovery	52,702	92,914	964	146,580
Hewlett Foundation - Focal Cities 2	-	420,887	78,854	499,741
Hewlett MLE Data Fin Training International Development	-	36,164	19,499	55,663
Research Centre - Covid 19 Study	-	244,295	47,252	291,547
ILO	-	6,064	-	6,064
ILO – ESCWA	-	3,528	-	3,528
Open Society Foundations - Care Givers Colombia	-	7,015	-	7,015
Open Society Foundations - Child Care Rebuilding project	40,000	-	-	40,000
Open Society Foundations - Covid Response - NETS Communications	5,000	13,059	2,800	20,859
Open Society Foundations - Covid Response 1	53,120	339,883	28,042	421,046
Open Society Foundations - Covid Response WP Brazil	-	139,733	-	139,733

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Open Society Foundations - DW	-	19,637	3,257	22,894
Social Protection Asia				
Open Society Foundations –	18,000		-	51,264
Social Insurance Informal		33,264		
Workers				
Other Classes	7,180	3,590	-	10,770
Sida Nets Support	592,513	466,889	52,562	1,111,964
Sida Waste Picker Project	76,150	309,051	56,928	442,129
Coastal Cities				
UN Women	-	42,386	1,614	44,000
USAID	-	800	-	800
WELSPRING PHILANTHROPIC	-	-	37,739	37,739
FUND				
	<u>980,512</u>	<u>2,481,330</u>	<u>331,833</u>	<u>3,793,674</u>
 Governance costs	-	67,208	-	67,208
 Gain on foreign exchange	<u>-</u>	<u>(186,857)</u>	<u>-</u>	<u>(186,857)</u>
 TOTAL RESOURCES EXPENDED	<u>980,512</u>	<u>5,301,838</u>	<u>923,167</u>	<u>7,205,517</u>

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT, HomeNet Thailand and FACCYR/CTEP this year.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED

	2021	2020
Support Costs	\$	\$
Salaries	683,478	492,620
Meeting costs/events	872	125,738
Consultants and professional	112,846	92,538
Rent and office costs	<u>125,971</u>	<u>111,608</u>
	<u>923,167</u>	<u>822,504</u>

Support costs have been apportioned across core programmes according to the size of the core programme.

	2021	2020
Governance Costs	\$	\$
Board meetings	24,432	51,290
Company secretarial	30,359	33,526
External Audit	<u>12,417</u>	<u>11,591</u>
	<u>67,208</u>	<u>96,407</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2020

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2020
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	410,609	62,399	473,008
Organisation & Representation	-	703,918	87,194	791,112
Social Protection	-	397,380	60,389	457,769
Statistics and Research	-	298,779	45,404	344,183
Urban Policies	-	695,054	103,762	798,816
Focal Cities	42,467	589,572	96,049	728,088
	<u>42,467</u>	<u>3,095,312</u>	<u>455,197</u>	<u>3,592,976</u>
Membership Co-ordination/Support	-	214,610	71,257	285,867
Restricted Funds				
Cities Alliance - Liberia	14,600	1,671	-	16,271
Comic Relief	26,209	13,453	-	39,663
Commonwealth Foundation	-	21,868	943	22,811
DFID WOW Project	77,505	122,330	-	199,835
Echidna/Schwab	9,730	11,503	-	21,233
FMO	-	61,456	2,000	63,456
Hewlett Foundation – Focal Cities	-	147,418	26,189	173,607
Hewlett Foundation - Focal Cities 2	-	189,107	24,464	213,571
Hewlett MLE Data Financial Training	-	39,337	-	39,337
International Labour Organisation	-	7,347	-	7,347
International Labour Organisation	-	7,320	-	7,320
Childcare Research	-	-	-	-
Open Society Foundations – Care Givers Columbia	-	6,985	-	6,985
Open Society Foundations – DW	43,075	15,980	6,130	65,185
Social Protection Asia	-	-	-	-
Open Society Foundations – Kazakhstan Mapping	-	6,030	-	6,030
Open Society Foundations – Monitoring & Evaluation	-	318	-	318
Open Society Foundations – Social Insurance Informal Workers	18,000	15,489	-	33,489
Open Society Foundations – Law	-	84,369	-	84,369
Other Classes	-	1,077	-	1,077
Sida Nets Support	698,652	542,217	133,938	1,374,807
Sida Waste Pickers – Coastal Cities	119,280	323,276	102,386	544,942
UNDP	-	7,653	-	7,653
USAID	-	10,000	-	10,000
WHO	-	24,000	-	24,000
WHO Kenya	-	15,000	-	15,000
	<u>1,007,051</u>	<u>1,675,202</u>	<u>296,051</u>	<u>2,978,304</u>
Governance costs	-	96,407	-	96,407
Loss/(Gain) on foreign exchange	-	55,160	-	55,160
TOTAL RESOURCES EXPENDED	<u>1,049,518</u>	<u>5,124,213</u>	<u>822,504</u>	<u>7,008,714</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia and SEWA this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2021	2020
	\$	\$
Operating lease rentals – property	18,939	4,463
Auditors' remuneration – Audit fees excluding VAT	<u>10,889</u>	<u>9,819</u>

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2021	2020
	\$	\$
Wages and salaries	488,001	414,355
Social security costs	29,826	22,436
Pension costs	<u>7,946</u>	<u>5,787</u>
	<u>525,773</u>	<u>442,578</u>

The key management personnel of the charity are Sally Roever, International Co-ordinator and Mike Bird, the Operations Director. Sally Roever is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, where rates of remuneration are set according to market rates and reviewed periodically by a Management Committee. The total cost of the key management personnel of the charity were \$212,872 (2020 \$198,495).

The average monthly number of employees during the year was as follows:

	2021	2020
	Number	Number
Administration	<u>8</u>	<u>7</u>

During the year, the directors did not receive any reimbursement of expenses (2020: \$4,723).

The directors received no remuneration or director fees during the year.

8. DEBTORS

	2021	2020
	\$	\$
Grant income receivable	124,735	117,422
Prepayments and other debtors	<u>36,840</u>	<u>149,149</u>
	<u>161,575</u>	<u>266,571</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

9. CREDITORS: Amounts falling due within one year

	2021	2020
	\$	\$
Accrued expenses	690,567	636,493
Grants deferred	-	-
	<u>690,567</u>	<u>636,493</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2020 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2021 \$
UNRESTRICTED FUNDS					
Designated funds					
General Assembly Reserves	160,000	-	-	80,000	240,000
DFID WOW Project	50,000	-	-	-	50,000
		-	-		
Undesignated funds					
Free reserves	460,744	-	-	40,000	500,744
Unrestricted Funds	33,790	-	-	-	33,790
Ford Foundation	-	200,000	-	-	200,000
Hewlett Foundation	-	4,000,000	(1,905,720)	(120,000)	1,974,280
Sida	-	924,880	(924,880)	-	-
Anonymous	-	227,314	(227,314)	-	-
Open Society - Core Funding	-	333,333	(333,333)	-	-
DFID WOW Counterpart	-	71,637	(71,637)	-	-
Other Income/Other Classes	-	9,808	(9,808)	-	-
Total Unrestricted Funds	<u>704,534</u>	<u>5,766,972</u>	<u>(3,472,692)</u>	<u>-</u>	<u>2,998,814</u>
RESTRICTED FUNDS					
Cities Alliance - Liberia & SV	7,866	26,982	(34,848)		-
Comic Relief	96,762	126,773	(134,514)		89,021
DFID WOW	(20,973)	120,145	(102,875)		(3,703)
Echidna/Schwab Grant	128,767	-	(82,962)		45,805
F E S - Friedrich Ebert Stiftung	-	24,000	(24,000)		-
Hewlett Communications Support and Fundraising	-	70,000	(33,297)		36,703

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Hewlett Foundation - Focal Cities 2	686,887	900,000	(502,489)	-	1,084,398
Hewlett Foundation - MLE, Database, FT	55,780	-	(55,780)	-	-
Hewlett Foundation COVID Response	-	1,000,000	(146,580)	-	853,420
IDRC - COVID-19 Study	-	361,665	(291,547)	-	70,118
Open Society Foundation - Covid Response	-	425,000	(421,046)	-	3,954
Open Society Foundation - Kazakhstan Mapping	43,969	-	-	-	43,969
Open Society Foundation - DW Social Protection in Asia	134,885	-	(22,894)	-	111,991
Open Society Foundation - Social Insurance Informal Workers	116,511	150,000	(51,264)	-	215,247
Open Society Foundation - Care Givers in Colombia	7,015	-	(7,015)	-	-
Open Society Foundation - Covid Response WP Brazil	-	200,000	(139,733)	-	60,267
Open Society Foundation - Covid Response NETS Communications	-	165,000	(20,859)	-	144,141
Open Society Foundation - Child Care Rebuilding Project	-	45,002	(40,000)	-	5,002
Open Society Initiative West Africa	-	100,000	-	-	100,000
Sida Nets Support	-	1,256,269	(1,112,681)	-	143,588
Sida Waste Picker Coastal Cities	26,243	478,579	(397,243)	-	107,579
UN Women	-	44,000	(44,000)	-	-
Wellspring Philanthropic Fund (WPF)	-	100,047	(37,739)	-	62,308
FORD FOUNDATION - HomeNet International	-	154,780	(5,087)	-	149,693
ILO/ ILO ESCWA	-	19,887	(9,591)	-	10,297
Other Income	-	14,780	(14,780)	-	-
Total Restricted Funds	1,283,712	5,782,909	(3,732,825)	-	3,333,796
TOTAL FUNDS	1,988,246	11,549,881	(7,205,517)	-	6,332,610

The DFID WOW Fund is in deficit as DFID only pay in arrears and £26k is due in July 2021.

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2019 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2020 \$
UNRESTRICTED FUNDS					
Designated funds					
General Reserves	460,744	-	-	(460,744)	-
General Assembly in 2022	160,000	-	-	-	160,000
DFID WOW project	50,000	-	-	-	50,000
	<u>670,744</u>	<u>-</u>	<u>-</u>	<u>(460,744)</u>	<u>210,000</u>
Undesignated funds					
Free Reserves	-	-	-	460,744	460,744
Unrestricted Funds	606,352	-	(572,562)	-	33,790
Hewlett Foundation	1,784,700	-	(1,784,700)	-	-
Sida	-	1,052,164	(1,052,164)	-	-
South Street Green Room	-	223,094	(223,094)	-	-
Open Society Foundations – Core Funding	-	237,444	(237,444)	-	-
DFID WOW Counterpart	-	95,890	(95,890)	-	-
Other Income/Other Classes/Bank Interest	-	13,726	(13,726)	-	-
	<u>3,061,796</u>	<u>1,622,318</u>	<u>(3,979,580)</u>	<u>-</u>	<u>704,534</u>
Total Unrestricted Funds	<u>3,061,796</u>	<u>1,622,318</u>	<u>(3,979,580)</u>	<u>-</u>	<u>704,534</u>
Cities Alliance – Liberia & SV	(3,431)	30,000	(18,703)	-	7,866
Comic Relief	-	136,644	(39,881)	-	96,762
Commonwealth Foundation	18,198	3,437	(21,635)	-	-
DFID WOW	(5,825)	184,288	(199,436)	-	(20,973)
Echidna/Schwab	-	150,000	(21,233)	-	128,767
FMO	21,390	42,000	(63,390)	-	-

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Hewlett Foundation – Focal Cities	171,592	-	(171,592)	-	-
Hewlett Foundation – Focal Cities 2	-	900,000	(213,113)	-	686,887
Hewlett Foundation – MLE, Database & FT	-	95,000	(39,220)	-	55,780
International Labour Organisation Childcare Research	320	7,000	(7,320)	-	-
International Labour Organisation (Dakar)	-	7,347	(7,347)	-	-
Open Society Foundation – Kazakstan	25,000	25,000	(6,031)	-	43,969
Open Society Foundation – MLE	(19,613)	20,000	(387)	-	-
Open Society Foundation – DW SP Asia	100,000	100,000	(65,115)	-	134,885
Open Society Foundation – Social Insurance	-	150,000	(33,489)	-	116,511
Open Society Foundation – Care Givers Colum	-	14,000	(6,985)	-	7,015
Open Society Foundation – Admin Law	29,132	55,000	(84,132)	-	-
Sida Nets Support	72,485	1,319,703	(1,392,188)	-	-
Sida Waste Coastal Cities	88,783	502,744	(565,284)	-	26,244
USAID	-	10,000	(10,000)	-	-
UNDP	-	7,653	(7,653)	-	-
World Health Organisation	-	24,000	(24,000)	-	-
World Health Organisation Kenya	-	15,000	(15,000)	-	-
Other income/Other Classes/Bank Interest	-	16,000	(16,000)	-	-
Total Restricted Funds	498,030	3,814,815	(3,029,133)	-	1,283,712
TOTAL FUNDS	3,559,826	5,437,133	(7,008,713)	-	1,988,246

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
		\$160,000	Funds set aside as a contribution towards the General Assembly in 2020.
		\$50,000	Funds set aside for DFID WoW
Unrestricted funds			
William and Flora Hewlett Foundation	23/03/2020- 23/03/2022	\$4,000,000	To provide general operating support
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 10,000,000	To support the core activities
Open Society Foundations	01/10/2018-30/09/2021	\$1,000,000	To provide general operating support
Ford Foundation	01/10/20-30/09/22	\$400,000	To provide general operating support
Anonymous Donation	December 2016 – 20	£375,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£500,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 12,600,000	To provide support to the WIEGO Network of informal workers' associations
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 4,800,000	Waste Pickers as environmental agents
Hewlett Foundation	23/03/20 – 23/03/22	\$70,000	To provide support to WIEGO communications Support and Fundraising
Hewlett Foundation – Focal Cities 2	2/12/19 - 2/12/22	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
Hewlett Foundation	04/09/20-23/03/22	\$1,000,000	Covid Response
UNOPS/Cities Alliance	1/6/16 - 31/5/2021	\$180,951	Support for the Street/Market vendors in city governance and inclusive planning in Greater Monrovia in Liberia.
IDRC	1/7/20 - 30/06/22	CAD 941,500	Covid 19 Study
Open Society Foundations	1/10/18 -31/12/21	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 1/11/22	\$300,000	Social Insurance – Informal Workers
Open Society Foundations	1/10/18 -30/9/21	\$50,000	Mapping in Kazakhstan
Open Society Foundations	1/10/18 -30/9/21	\$40,000	Monitoring, Learning and Evaluation
Open Society Foundations	15/10/19 - 31/8/20	\$14,000	Care Givers in Columbia
Open Society Foundations	01/06/20-31/05/21	\$425,000	Covid Response
Open Society Foundations	26/10/20- 26/10/21	\$165,000	Covid Response NETS Communications
Open Society Foundations	01/10/20-30/03/22	\$ 50,002	Child Care Rebuilding Project to document the experience of shared business ownership models for worker-run and managed child care services during the pandemic.
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS (continued)

Echidna Giving/Schwab Charitable	12/12/19-30/09/21	\$150,000	Develop Quality Standards for child care services in Africa
Hewlett Foundation	3/6/19 – 3/9/20	\$95,000	MLE plan, Database & Finance Training
Comic Relief	1/9/19 - 30/8/2024	£505,000	Empowering Women Home-Based Workers
DFID WoW Project	1/3/19 – 31/1/2022	£498,752	HBW – Organising for Economic Empowerment
USAID	25/8/18 - 31/12/21	\$10,000	The Development Innovations Group
UN Women	01/09/20-31/12/20	\$44,000	For the implementation of UN Women's programmes
Friedrich Ebert Stiftung (FES)	18/08/20-31/03/21	\$24,000	Social Protection Laws in Africa
Ford Foundation – HNI	01/01/21 – 31/12/22	£500,000	HomeNet International
Wellspring Philanthropic	01/10/20 – 31/03/22	\$150,000	Support women in the Informal Economy: Relief, Recovery and Resilience
International Labour Office	01/01/21 – 31/07/21	\$27,097	Implementation of PH/development of a national database of home-based workers in the garment and crafts sectors development of a national database of home-based workers in the garment and crafts sectors in South Africa
International Labour Office	22/03/21- 30/11/21	\$10,250	ILO Informality report Statistical advisor contract

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	\$	\$	\$	\$	\$
Unrestricted Funds	704,534	5,766,972	(3,472,692)	-	2,998,814
Restricted Funds	<u>1,283,712</u>	<u>5,782,909</u>	<u>(3,732,825)</u>	<u>-</u>	<u>3,333,796</u>
Total of Funds	<u>1,988,246</u>	<u>11,549,881</u>	<u>(7,205,517)</u>	<u>-</u>	<u>6,332,610</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Current assets	3,660,460	3,362,717	7,023,177
Creditors due within one year	<u>(326,664)</u>	<u>(363,903)</u>	<u>(690,567)</u>
Total of Funds	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Current assets	1,685,086	939,653	2,624,739
Creditors due within one year	<u>(401,374)</u>	<u>235,119</u>	<u>(636,493)</u>
Total of Funds	<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.40) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were \$20,000 USD during the year. Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA.

Payments to SEWA Bharat of \$36,88 and payments to the Indian Academy of SEWA of \$28,979 were both made during the year.

Elizabeth Tang is General Secretary (remunerated) of the International Domestic Workers Federation (IDWF). Payments to IDWF were \$189,000 USD during the year.

Uma Rani is a Senior Economist (remunerated) at the International Labour Office (ILO). WIEGO received grants from the ILO of \$19,887 USD during the year.

Gabriela Calandria is a member of the International Council for StreetNet. Payments to StreetNet International were \$238,516 USD during the year.

Patrick Ndovlu is a remunerated employee of Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$129,858 during the year.

Caroline Skinner the Research Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$129,858 during the year.

13. FINANCIAL COMMITMENTS

At 31 March 2021 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2021	2020
Payable:	\$	\$
Within one year	14,204	4,463
Between two and five years	<u>4,735</u>	<u>-</u>
	<u>18,939</u>	<u>4,463</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

14. FINANCIAL INSTRUMENTS	2021	2020
	\$	\$
Financial assets		
Financial assets measured at amortised cost	<u>7,023,177</u>	<u>2,624,739</u>
Financial liabilities		
Financial liabilities measured at amortised cost	<u>690,567</u>	<u>636,493</u>

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	\$	\$
Net incoming/(outgoing) resources for the year	4,344,364	(1,571,580)
Adjustments for:		
Interest received	(3,679)	(21,201)
Decrease/(increase) in debtors	104,996	(43,526)
Increase/(decrease) in creditors	<u>54,075</u>	<u>(27,235)</u>
Net cash used in operating activities	<u>4,499,755</u>	<u>(1,663,542)</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

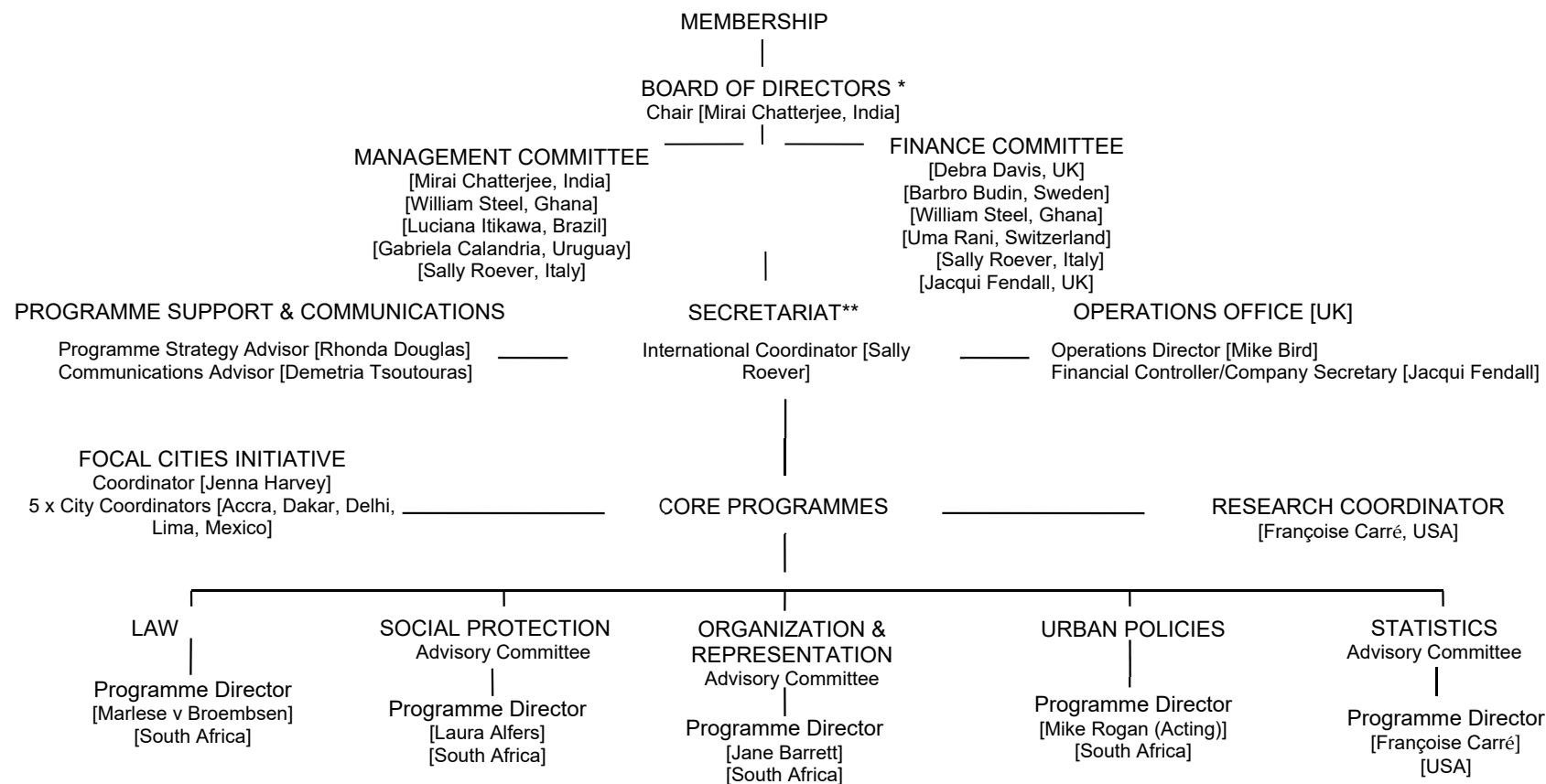
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2021

		Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
	Note			
INCOME				
Donations and legacies	2	-	-	-
Investment income	3	14,874	6,326	21,200
Charitable activities	4	<u>3,799,941</u>	<u>1,615,992</u>	<u>5,415,933</u>
TOTAL INCOME		<u>3,814,815</u>	<u>1,622,318</u>	<u>5,437,133</u>
EXPENDITURE				
Charitable activities	5	<u>3,027,760</u>	<u>3,968,475</u>	<u>7,008,714</u>
TOTAL EXPENDITURE		<u>3,027,760</u>	<u>3,968,475</u>	<u>7,008,714</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>787,055</u>	<u>2,346,157</u>	<u>1,571,580</u>
TOTAL FUNDS AT 1 APRIL 2019		<u>498,030</u>	<u>3,061,796</u>	<u>3,559,826</u>
TOTAL FUNDS AT 31 MARCH 2020	10	<u>1,285,085</u>	<u>715,639</u>	<u>1,988,246</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1 For the year ended 31 March 2021



* The full Board is listed on Page 1.

** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.

The following pages do not form part of the statutory financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

The Year in Review

Mirai Chatterjee, Chair of the Board

This past year we have witnessed and endured some of our greatest challenges ever. The serious consequences of systemic inequality and injustice, visible to all in the COVID-19 crisis, have left us mourning the loss of our leaders and members across the movement while coping with the devastating economic fallout of the global pandemic. So many workers have lost their livelihoods. So many have seen what few assets they held disappear. So many have seen their earnings drop to zero and barely recover, if at all.

The uncertainty of the pandemic and its consequences has remained with us throughout the year. What has also remained with us is the steadfast commitment of the women and men in our network to battle the injustices in these most difficult of circumstances. Collectively, membership-based organizations have mobilized around relief efforts, ensured that governments designate their members as essential, and developed new communication structures to ensure no one is alone. They have filled gaps where no one else could and brought hope where it was hard to find.

Our team, members and partners throughout the WIEGO Network have also helped to increase public understanding of the role informal workers play in communities, households and societies. They have come together across sectors and regions to join hands in solidarity and advocate for fairer policies and practices. They have formed new partnerships and alliances, developed new leaders and grown in number and diversity. They have helped to build resilience in their communities and families. They have shown us pathways to recovery by rebuilding local economies in an inclusive and fair manner.

Through everything we do as a network, our members' needs are central. The world of work as it existed before the crisis was built on unsustainable inequalities. There is now more recognition of the urgency to end those inequalities and put into place a world of work that is centred on justice and inclusion. Our strength is solidarity and we are united in our vision of a recovery for all workers.

Mirai Chatterjee
Chair, WIEGO Board of Directors
October 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Sally Roever, International Coordinator

Adaptation and learning have been at the centre of our journey through the harrowing months of 2020-2021. In April 2020, as the pandemic began to play out, we undertook an unprecedented mobilization of resources to quickly design and implement two studies – a rapid appraisal with our institutional members and a mixed-method study with partners – to assess the impact of COVID-19 on informal workers in 12 cities. Never before had our network conducted a study under the circumstances we faced at that time. But putting data in the hands of workers, now as throughout our history, was critical to their efforts to convince governments to include them in relief measures.

Several years of research, organizing and networking culminated in another monumental achievement despite the circumstances of the pandemic: the launch of HomeNet International in February 2021. Home-based workers' organizations from four regions found creative ways to continue their work towards building a democratic, representative global network, even while navigating the severe impact of the pandemic on home-based workers. In coordination with the launch, our Statistics Programme published briefs profiling the size and composition of the home-based work sector in several countries and globally, showing its crucial role in local and global production.

WIEGO's unique model combining research, organizing and advocacy shaped the way policy makers saw and understood informal employment at a pivotal moment in history. Our work with partners documenting barriers to social protection and how innovations can overcome them was disseminated through the world's most influential multilateral institutions. The garment sector work we undertook with members and partners in Asia shaped the way in which stakeholders see informality throughout the supply chain and its effects on working conditions. Local governments participated in dialogues with worker organizations as a result of our joint work with members and partners to produce policy-relevant research.

As we reflect on the lessons learned from the past year, we see our foundation of solidarity in action and the potential it holds for our common future. And as we join hands in the struggle for the future, the courage we have seen in the past year can be a source of inspiration and hope for a more just and inclusive world of work.

In solidarity,

Sally Roever, PhD
International Coordinator, WIEGO
October 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

The Formation of a Global Network for Home-Based Workers

The launch of HomeNet International – a global network for home-based workers – in February 2021 was the culmination of over two decades of organization building. This historic moment was witnessed by a huge number of workers and allies who attended the virtual launch at a time when an in-person meeting was impossible: there were 80 delegates from 36 affiliates from 20 countries, joined by around 200 home-based workers as observers and 200 allies.

The aim of the network is to build solidarity, share knowledge and information, take up home-based worker issues globally, raise a global voice in spaces such as the International Labour Organization, and to provide support to all regions and affiliate organizations.

The idea of a global network for home-based workers was born in the early 1990s when the issue of a convention for home-based workers was placed on the agenda of the International Labour Conference. However, early attempts to form a global network didn't succeed and, instead, the formation and building of regional networks became the focus – HomeNet South Asia and HomeNet South-East Asia – with WIEGO in a supporting role. For the past 10 years, WIEGO has also supported organizations of home-based workers in Africa, Latin America and Eastern Europe. In 2018, representatives of all five regions took the unanimous decision to form HomeNet International within two years.

WIEGO supported the formation of HomeNet International with capacity building, knowledge generation, statistics and network building. We will continue to support HomeNet International in the same way that we support the established global network organizations of street vendors (StreetNet International) and domestic workers (International Domestic Workers Federation).

A Global Network of Waste Pickers

WIEGO is supporting waste pickers to work towards a global network to amplify their voice. Representatives of waste picker organizations from 13 countries participated in the first online meeting for the constitution of the Global Advisory Committee of the Global Alliance of Waste Pickers in June 2020. This is a significant step forward in a process that started in 2008.

How Workers Mobilized During the Pandemic

The COVID-19 crisis has hit informal workers hard. Overnight, in places where governments enacted strict lockdowns, workers' livelihoods vanished and, to make matters worse, many found themselves stigmatized as the spreaders of the disease. Even as lockdowns eased, earnings recovered slowly and for many remained below pre-COVID-19 levels. With workers eager to get back to work instead of waiting for relief, informal worker organizations fought for the recognition of workers' essential roles in society and supported their members during this difficult time when governments failed to do enough. WIEGO has stood by them every step of the way.

Here is what we have achieved together:

Recognition as essential workers

When lockdowns were imposed, informal workers used WIEGO statistics and reports to formulate arguments to persuade their governments to allow them to return to work. Peru, South Africa and Colombia are some of the places where governments recognized informal workers – including waste pickers, street vendors and market traders – as essential workers, allowing them to work during lockdown. Waste pickers provide essential sanitation and solid waste management services, which contribute to public health and safety. Street vendors and market traders provide necessary goods and services and contribute to food security for the poorest and most vulnerable communities.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Increased public awareness

The pandemic has increased public awareness of the working poor's essential roles and the hardships they face, not least because workers are standing up and telling their stories. In Peru, media reported on street markets' crucial role in the urban food chain – something WIEGO's Lima team has continuously raised with national media – and many were eventually allowed to reopen. In Senegal, WIEGO supported informal worker organizations to speak out publicly about their stigmatization as spreaders of COVID-19. In South Africa, resident organizations, that had previously called for aggressive action against waste pickers, now recognized the importance of their work.

Receipt of cash transfers

Advocacy for cash transfers or grants to informal workers affected by the pandemic was successful in Peru, Ghana and South Africa. WIEGO supported this through media outreach and articulating workers' needs.

Cross-sector solidarity

At the start of the pandemic, WIEGO organized a meeting of regional and global networks of informal workers. Since then, they have been holding weekly (now biweekly) meetings, which have significantly increased cross-sectoral solidarity – a crucial element for movement-building. The networks have worked together on various big moments as a result, including a joint statement on May Day when they presented a global platform of demands, and the preparation of a common platform of demands for the International Labour Conference.

In a series of Workers' Voices webinars – made possible by interpretation into various languages – WIEGO provided a space for exchange where workers' organizations and networks of informal workers could learn from each other and discuss experiences. They talked about innovative policy, advocacy, and organizing strategies during the crisis, as well as positive policy responses. Interventions led by workers' organizations to support informal workers in the pandemic were also discussed.

Strengthened communications

The pandemic contributed to the development of new communications structures, and the strengthening of existing ones, for organizations of informal workers to monitor the impact of COVID-19 and share news with their members. Information technology systems were set up to support members in applying for relief programmes and increase their use of online platforms and tools for virtual communication. The organizations also used crowdfunding platforms and created systems for food distribution among their members.

How WIEGO Programmes Support Domestic Workers

Organization and Representation Programme

WIEGO has supported the International Domestic Workers Federation (IDWF) to become recognized as a relevant partner at the European level. European trade unions, the Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) and UNI Europa, and employers' organizations European Federation for Services to Individuals (EFSI) and the European Federation for Family Employment (EFFE) published a joint statement on the impact of the pandemic on domestic workers in 2020, and another demanding priority access to COVID-19 vaccines for home care workers. For the first time, following engagement by WIEGO and IDWF, IDWF was recognized as supporting the statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Statistics Programme

The programme's Statistical Briefs provide statistics on all WIEGO sectors, including domestic workers, and thus bring visibility to these workers at national and international levels. Tabulations for informal workers, including domestic workers, in India, urban India and Delhi, as well as in Mexico, urban Mexico and Mexico City were provided in two new briefs. These are essential tools for planning and advocacy.

Law Programme

The Law Programme builds the capacity of regional and global networks of informal worker organizations by providing technical input to support their strategies and advocacy, including on the COVID-19 response. Between March and November 2020, the Law Programme collected, collated and analyzed the laws and regulations adopted by 85 countries in response to COVID-19, with a particular focus on street vendors and domestic workers. The analysis for domestic workers focused on whether and how they were recognized as essential workers; whether and how governments protected domestic workers against lay-offs and whether they created health and safety obligations for their employers; and whether they were included in social assistance, social protection and stimulus measures.

Social Protection Programme

WIEGO works continuously with the International Domestic Workers Federation (IDWF) to raise the profile of social protection among their membership. The Social Protection Programme raised funds and designed a social protection survey with IDWF's members, which helped the National Domestic Workers Union in Bangladesh and the All Nagaland Domestic Workers Union in India to better reflect on their social protection priorities and understand the needs of their members.

Urban Policies Programme

To unpack the hardship, injustice and possibility for transformation within our economic system, laid bare by the pandemic, the Urban Policies Programme is hosting the WIEGO-led COVID-19 Crisis and the Informal Economy Study. Together with worker organizations, WIEGO is listening to the experiences of informal workers, including domestic workers, in 12 cities. The study found that, among domestic workers, "live-out" workers were more likely to face unemployment, while "live-in" workers suffered deteriorating working conditions and terms of employment.

How WIEGO Programmes Support Home-Based Workers

Organization and Representation Programme

Collective voice is key to improving the income, working conditions and status of workers in the informal economy – especially women – whose voices are often not heard by those who make decisions that affect their lives. Through strong, democratic membership-based organizations (MBOs) that are created and led by workers, they gain the knowledge, skills, confidence and solidarity to change this. This year, as a result of the programme's support with organization building, HomeNet International and HomeNet Kenya were founded.

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Statistics Programme

Country-specific data on home-based workers are not commonly available and WIEGO has long worked to change that. This year the Statistics Programme, in collaboration with the International Labour Organization and HomeNet International, prepared the first ever global brief with cross-national comparable estimates of home-based workers by world regions and country income groups. Together with home-based worker statistical briefs for Bangladesh, India and Pakistan, they supported the HomeNet International founding congress. The briefs have laid the foundation and built interest in subsequent statistical briefs planned for countries in other regions, including Latin America and Sub-Saharan Africa.

Law Programme

WIEGO seeks to influence key civil society organizations that are engaging with brands and in policy processes to include homeworkers in their strategies. In 2020, together with informal worker organizations and Asia Floor Wage Alliance (AFWA), the Law Programme called on global brands to extend a one-time Supply-chain Relief Contribution to all garment workers in their supply chains. The Law Programme also supported, together with the Organization and Representation Programme, organizations of home-based workers to participate in an EU law-making process – a first – to compel EU companies to undertake a mandatory human rights and environmental due diligence in their supply chains. As a result, 12 organizations of homeworkers from 10 South and Southeast Asian countries developed and submitted a platform of demands to the European Union Commission.

Social Protection Programme

The Social Protection Programme aims to enhance the knowledge and strategic capabilities of organizations of informal workers, including women within these organizations, to exercise voice and engage in alliance building for social protection. The WIEGO Briefing Note Violence at Work, spearheaded by WIEGO's Social Protection team, shows how informal workers, including home-based workers, can use the ILO Violence and Harassment Convention (no. 190) and accompanying Recommendation (no. 206) to draw attention to the domestic violence they experience in their homes and workplaces. Private homes in which domestic workers and home-based workers operate are considered high-risk workplaces due to the isolation of these workers.

Urban Policies Programme

To unpack the hardship, injustice and possibility for transformation within our economic system, laid bare by the pandemic, the Urban Policies Programme is hosting a WIEGO-led COVID-19 Crisis Study. Together with worker organizations, we are listening to the experiences of informal workers in 12 cities. HomeNet South Asia (HNSA) and HomeNet Thailand used the COVID-19 study survey questionnaire to undertake further study of home-based workers in 17 additional cities, thereby increasing our understanding of the challenges workers are facing during the pandemic.

How WIEGO Programmes Support Street Vendors and Market Traders

Organization and Representation Programme

From the beginning of the COVID-19 lockdown in South Africa in March 2020, street vendors were not able to meet and became very isolated from each other. WIEGO supported the organization of virtual monthly meetings for street vendors in all nine provinces in the country. These meetings have created regular interaction and enhanced coordination among the workers, allowing them to keep track of what is going on in all the different provinces.

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Statistics Programme

Our statistical brief for urban Thailand, which included data on all informal workers including street vendors and market traders, was used by the Urban Design and Development Center (UDDC) to improve city planning to accommodate the number of street vendors and convince the Bangkok Governor to return street vendors to footpaths. The brief was also used by HomeNet Thailand to ask the National Health Commission Office (NHCO) to help facilitate a public policy for street vendors in Bangkok. NHCO agreed to discuss this issue with other stakeholders because of the large number of people affected, based on our figures.

Law Programme

The pandemic has dealt a heavy economic blow on the African continent. The Law Programme analyzed the COVID-19 laws of 41 Anglophone, Francophone and Lusophone African countries through an informal trading lens. The paper in which these findings are reported considers the implications of these laws for informal traders' continuity of work, measures to prevent the spread of COVID-19, and social dialogue and engagement with governments. The research will be used to provide online training and capacity building for organizations of informal workers and has been made available to a wide range of stakeholders. The project is being implemented together with WIEGO's Social Protection Programme.

Social Protection Programme

The programme produced a series of briefs to analyze the Social Protection Responses to COVID-19, drawing from WIEGO's database of social protection responses to COVID-19, in order to support movements in their advocacy efforts to expand social protection to informal workers in this period of crisis. Various donors and organizations of informal workers have drawn on these briefs, including for advocacy. For example, StreetNet International used it in their presentation at the Global Platform on the Right to the City, and the International Labour Organization's influential Social Protection Spotlight policy brief included WIEGO's contribution based on one of the briefs.

Urban Policies Programme

In July 2020, the Legal Resources Centre in South Africa used WIEGO's health guidelines for street vendors in a court case to secure the opening of markets in Cape Town. The health guidelines helped demonstrate that traders have taken health concerns seriously, including those related to COVID-19. The case was won and the ruling allowed traders to start working again. The guidelines were prepared together with occupational health professors, food security experts, Asiye eTafuleni – an NGO supporting informal traders in South Africa – and trader leaders.

How WIEGO Programmes Support Waste Pickers

Organization and Representation Programme

WIEGO's Reducing Waste in Coastal Cities Project supports waste picker organizations in preventing ocean waste pollution by improving the capacity of waste picker organizations to be formally integrated into solid waste management in their cities. In September 2020, the city of Mangalore, India, issued occupational ID cards for 156 waste pickers as a result of enumeration of workers conducted as part of the project. This is a clear recognition by the state that informal waste pickers are part of the solid waste management infrastructure of the city. The ID cards also make the workers eligible for certain social welfare benefits, including health insurance, and allows them to open a bank account.

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Statistics Programme

There is particularly little data on waste pickers, relative to other informal worker groups, in country and international statistics. WIEGO prepared statistical briefs on informal workers, including waste pickers, in India, urban India and Delhi and Mexico, urban Mexico and Mexico City. This affirms the importance of the continued collection of data, which makes tabulation of these workers possible.

Law Programme

When the Kpone landfill in Accra, Ghana, was suddenly being decommissioned without consultation in June 2020, it came as a shock to the hundreds of waste pickers who rely on their work at the site to survive and feed their families. The Law Programme engaged the Accra-based Advocates for Community Alternatives to support the Kpone Wastepickers' Association to engage the World Bank on the government's lack of compliance with the Bank's safeguarding policies – requiring consultation and the development of a livelihoods restoration plan. The World Bank did not ultimately assume responsibility for safeguarding, and waste pickers are now advocating with the government to secure waste management contracts, finance and infrastructure to operate as an independent cooperative in the waste value chain.

Social Protection Programme

The programme's Informal Economy Podcast: Social Protection is a source of accessible information that raises awareness about research and debates on social protection for informal workers, including waste pickers. This year, it featured topics such as universal basic income, social protection needs for older workers, and the impact of the pandemic on workers. Socialprotection.org – the leading web-based platform for dissemination of social protection resources – featured WIEGO's social protection work in Lima after it was discussed on our podcast.

Urban Policies Programme

The Urban Policies Programme supports informal workers in their efforts to transform urban systems, including through raising the visibility of waste pickers in important debates. Marli Beraldo, a waste picker leader from the Acamares association in Minas Gerais, Brazil, participated in a webinar led by Brazil's National Health Foundation about the impacts of COVID-19. She shared the health and economic impacts felt by waste pickers during the pandemic. The invitation was a result of WIEGO's ongoing interactions with the Foundation on COVID-19-related work.

How WIEGO's Focal Cities Teams are Supporting Informal Workers

WIEGO's Focal Cities approach supports informal worker organizations to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policy-making processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru and Mexico City, Mexico.

Accra, Ghana

The team works with **market traders, street vendors, waste pickers** and **kayayei /market porters**. After a fire in a shopping mall, WIEGO reached out to worker leaders to find out the extent of the impact on informal traders and to offer support with a statement to demand a response from the authorities. The joint statement from the Greater Accra Markets Association (GAMA) and Informal Hawkers and Vendors of Ghana (IHVAG) received a lot of media attention; this was an opportunity workers used to reiterate their demand for a safe and secure working environment. Following the statement, the National Board for Small Scale Industries (NBSSI) agreed to increase the number of eligible beneficiaries of a COVID-19 alleviation programme – although support has remained limited.

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Dakar, Senegal

The team works with **home-based producers, street and market vendors, waste pickers, taxi drivers, laundresses, carpenters and construction workers.**

WIEGO is working to secure waste pickers' livelihoods in the process of the eventual closure of the Mbeubeuss dumpsite. In partnership with strategic allies, WIEGO works to strengthen the capacity of Bokk Diom – the association of Waste Pickers of Mbeubeuss – to defend their rights and interests as workers. Bokk Diom leaders are now holding the authorities to account for the protection of their livelihoods and are demanding inclusion in the project. In March 2021, Bokk Diom began the process of becoming a union. With the International Labour Organization and WIEGO, Bokk Diom worked in the development of two feasibility studies for the creation of a cooperative, identifying potential areas where they could participate within the waste management chain.

Delhi, India

The team works with **domestic workers, home-based workers, street vendors and waste pickers.**

In Delhi, WIEGO joined a diverse coalition of allies who together formed the Main Bhi Dilli ("I, too, am Delhi") Campaign – to advocate for the need for a more participatory and inclusive approach to the next Delhi master plan, which sets the tone for the city's development for the next 20 years. As a result of the campaign's advocacy efforts, the city opened up its most inclusive public consultation process yet – accepting for the first time citizen input on the master plan before the release of a draft rather than after.

Lima, Peru

The team works with **domestic workers, home-based workers, street vendors, waste pickers, "canillitas"/newspaper vendors and market porters.**

COVID-19 restrictions in Peru were among the strictest and longest in the world. Informal workers were not able to go to work for almost four months. Team Lima worked closely with membership-based organizations, government officials and the media to advocate for cash grants for self-employed workers. At the start of the pandemic, the national government granted cash support to households categorized as poor or "extremely poor", but the urban directories were not up to date and the majority of informal workers were left out of the benefit. A cash grant for self-employed workers was approved a couple of weeks after WIEGO's advocacy started and improved the reach of the cash grants to include many informal workers.

Mexico City, Mexico

The team works with **domestic workers, street vendors, waste pickers and non-salaried workers** including mariachi musicians, coffee vendors, shoe shiners and organ players.

Through the "Rifados de la Basura" campaign, launched by WIEGO in April 2020, waste pickers drew attention to their working conditions through the media and gained visibility and recognition from government officials and the public. The Mexico City Human Rights Commission issued a press release soon after the start of the campaign urging Mexico City's government to protect informal waste pickers due to the high risks they faced in the COVID-19 crisis, incorporating two of the central demands of WIEGO's campaign.

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Improving the Accessibility of Our Work

Making our research available in accessible formats and disseminating it on various channels and in a wide variety of languages contributes to an inclusive environment in which workers can use our materials to inform their advocacy. Over the past year, our new trilingual website, increasingly visual social media messaging, and media outreach conducted by a dedicated press team have contributed to improved accessibility.

These strategies were, for example, used for the dissemination of WIEGO's 12-city study, which is conducted in collaboration with organizations of informal workers and assesses the impact of the COVID-19 crisis on specific groups of workers and their households. The results and outputs from the study have been widely shared by donors and multilateral international organizations, as well as by workers who have used it in their advocacy for better working conditions and rights during the pandemic.

In Peru alone, the study results were featured in 80 news and interview pieces; the ministries of labour and production in Peru took action on a recommendation of the study to provide access to small credit to informal workers; and, following a public parliamentary session on climate where the results were presented, the Lima municipal government designated informal recyclers as essential. The ILO's flagship online publication – the International Labour Review – accepted for publication two WIEGO-authored papers on the study findings. Various news outlets around the world reported on the impacts of the crisis on informal workers after receiving a press release from WIEGO.

The Law Programme commissioned the creation of engaging materials for their Waste Pickers and Human Rights work, which aims to improve working conditions for waste pickers through a human rights perspective and to extend the right to work to include informal workers. The materials (Spanish only) included a comic, a snakes and ladders game and a guide to recyclers' rights.

Disseminating our work in partnership with donors and large international organizations makes it more accessible for a larger audience and thus increases the reach of our work. In partnership with Ford Foundation and UNU-WIDER, WIEGO co-hosted an online event to celebrate the book *The Informal Economy Revisited: Examining the Past, Envisioning the Future* and to call attention to the future of informal work. This 34-chapter open-access book brings together leading scholars from a broad range of disciplines to investigate recent conceptual shifts, research findings and policy debates on the informal economy. Edited by Marty Chen and Françoise Carré, the volume is the culmination of WIEGO's first 20 years of pioneering work on the informal economy. As a whole, it calls for a paradigm shift in theory and research as well as policies, laws and regulations on the informal economy.

Increased availability of translation and interpretation provided by the communications team makes trainings and workshops accessible for a wider audience and has improved representation from our constituencies, also in global campaigns – such as the 16 Days Campaign to call for the ratification of ILO Convention 190 to end all forms of gender-based violence, which focused on women in informal employment.

For International Women's Day, WIEGO amplified the voices of women leaders – in their own words, made possible by translation – whose organizations stepped up to provide relief when governments failed to do enough during the COVID-19 pandemic.

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Company Registration No: 6273538
Charity Registration No: 1143510

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)
For the year ended 31 March 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

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WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2021**

Name: Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited

Charity Registration No: 1143510

Company Registration No: 6273538

Principal and Registered Address
521 Royal Exchange
Manchester
M2 7EN
United Kingdom

Telephone: 0161 819 1200

Website: www.wiego.org

Names of Current Directors
Mirai Chatterjee (Chair)
Debra Davis (Treasurer)
Barbro Budin
Lin Lim Lean
William (Biff) Steel
Gabriela Calandria
Luciana Fukimoto Itikawa
Uma Rani
Elizabeth yin Ngor Tang
Patrick Sibusiso Ndlovu

The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.

Chief Executive Officer
(known as International
Co-ordinator) Sally Roever

Company Secretary Jacqui Fendall

Bankers
Santander UK Bank plc
Manchester Business Centre
298 Deansgate
Manchester
M3 4HH

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION **For the year ended 31 March 2021**

Auditors

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors

Bates Wells and Braithwaite
2 – 6 Cannon Street
London
EC4M 6YH

Programme Team

Sally Roever
Jane Barrett
Marlese von Broembsen
Rhonda Douglas
Laura Alfes
Mike Rogan
Francoise Carré

International Co-ordinator
Programme Director, Organization & Representation
Programme Director, Law
Programme Strategy Advisor
Programme Director, Social Protection
Interim Programme Director, Urban Policies
Programme Director, Statistics

Operations Team

Sally Roever
Jacqui Fendall
Rhonda Douglas
Mike Bird
Megan Landeros

Carol Clayman

International Co-ordinator
Financial Controller/ Company Secretary
Programme Strategy Advisor
Operations Director
Research and Administrative Assistant to the
International Co-ordinator
Executive Assistant to International Coordinator

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year end 31st March 2021.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2020-21 are listed on page 1 and 2. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the Global Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are received and managed by the Operations Office of WIEGO in Manchester, UK. Until June of 2020 WIEGO paid Harvard University for the costs related to the WIEGO Senior Advisor who is located at the Harvard Kennedy School.

The WIEGO accounts at Harvard University are audited each year as part of the annual financial audit of Harvard University. Income within those accounts is recognised in the accounts of WIEGO in the UK and these are audited each year by an external auditor.

As at the end of the financial year, more than fourteen institutional funders provided financial support for WIEGO including a two year \$5 million USD grant from the William and Flora Hewlett Foundation and a three year grant from Sida. WIEGO also received grants from the Open Society Foundations, Ford Foundation, UK FCDO, Echidna Giving/Schwab Charitable, IDRC, Comic Relief, Cities Alliance, FES, International Labour Organisation, UN Women, USAID and Wellspring Philanthropy.

Governance

WIEGO is governed by a 10-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically, by teleconference, or by electronic means. In the current year, given the circumstances of the pandemic, there was one video conference meeting of the Board and two teleconference meetings.

WIEGO's Board of Directors is comprised of three representatives of membership-based organizations of informal workers (one of whom serves as the Chair); two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board was re-constituted during the four-yearly General Assembly that was held in Johannesburg in November 2018. Four of the previous Board of Directors were nominated and elected by the membership of the wider WIEGO network at this General Assembly and three new Directors were appointed. Three other members were co-opted by the Board thereafter. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Sub Committee of the Management Committee considers and makes recommendations regarding human resource issues. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of five members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Social Protection, Organisation and Representation, Urban Policies, Statistics and Law) are each led by a Programme Director. Reports are received from the Programme Directors of these programme areas by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of six members, comprising three Directors, the International Coordinator, the Financial Controller/Company Secretary and the Operations Director. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Financial Controller (who also serves as Company Secretary) and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors as a result of audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval. It makes recommendations regarding the appointment of the external auditors and approves their remuneration and terms of engagement. It reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO. Because of this, the Operations Manual is regularly updated.

The Directors are assisted by WIEGO's International Coordinator, the Programme Directors, the Programme Strategy Advisor, the Operations Director, the Financial Controller / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

All WIEGO Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5 year strategic plan, which was set out in 2018.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe U.K. LLP, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Recruitment and Appointment

The WIEGO General Assembly in 2018 elected seven Board members from the three constituencies of members. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus but if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also takes into account the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries.

Last year the Board Chair who was elected in 2018, Renana Jhabvala, stepped down from the Board and was replaced on the Board by Mirai Chatterjee after an election process among the members of the Constituency of Institutional Members of WIEGO. Dr Chatterjee, was endorsed as Chair by the Board at its meeting on the 13th November 2019.

The Board also has powers to co-opt to fill vacancies. It co-opted Debra Davis, a chartered accountant with international experience as a Director and Treasurer at the time of General Assembly in 2018. Two further Directors were co-opted by the Board at its meeting on the 9th May 2019.

Each has a commitment to WIEGO's aims and their appointment ends at the next General Assembly, to be held in the financial year 2022/23. They may be re-appointed.

Induction and training

In line with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Coordinator, the Company Secretary, the Board Chair and the Programme Directors.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator, Sally Roever. She is assisted by a team of Programme Directors, the Programme Strategy Advisor, a Research Coordinator and an Operations Team who operate within an approved scheme of delegation (see Appendix 1). The former International Coordinator, Marty Chen, has stayed on as Senior Advisor to WIEGO and continues to support the organisation especially in the areas of research and fundraising.

The development of the organisation since 2007 has required the extension and updating of operational procedures. This is a continuing process requiring revision of the Operations Manual on occasion through 2020/21.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operate within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership. During the 2020/21 financial year we established a Diversity, Equity and Inclusion working group, chaired by the International Coordinator, to take a thorough look at how WIEGO can work more effectively to confront and overcome the biases and power imbalances that are present within WIEGO as much as in any other institution.

Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and ensure delivery of results. These include the Operations Team, the Programme Team, the Communications Team, the Fundraising Team and others. There are a number of routine communication methods, notably frequent and regular emails, an intranet, skyping, teleconferences, and periodic physical meetings. All teams are kept up-to-date by the International Coordinator and via the WIEGO intranet with the activities and developments, such as Directors' decisions after each cycle of Board and Committee meetings.

There is normally a physical meeting of the WIEGO Team each year, the Team Retreat, but owing to an organisational decision not to hold international meetings in view of the pandemic, this was cancelled in the current year. We are planning a "virtual" Team Retreat in the 2021/22 financial year because of the continuing restrictions on international travel in order to ensure we do not lose the opportunity to have all voices and perspectives present in one meeting. With a diverse and geographically dispersed team, it has been important to hold face-to-face meetings in order to establish a team spirit and provide an opportunity to share ideas and challenges and our plan is to recreate this as closely as possible.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in June and in November of 2020.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO's risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively so that those risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO's register.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

The Covid pandemic has led us to consider new risks relating to the physical and mental health of the WIEGO Team and we have put in place protocols to manage these, including strict controls on face-to-face working where this is possible to undertake at all, and frequent Team meetings. We have also taken steps to manage the increased risk of cyber-crime. Foreign exchange risk is also a key risk as we receive funds in USD, GBP and SEK. Currency matching and the continuing review of the impact of exchange rate fluctuations are in place. We are not facing any increased risk of failing to raise funds for WIEGO's work and in fact many of our donors have contributed additional funds to enable us to respond to the pandemic and its impact on informal workers.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Internal Financial Control

The Financial Controller's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. It has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders and others across the globe.

The Treasurer reviews the work and ensures, through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

- Processes and procedures are in place to manage the risk of fraud;
- WIEGO's internal control systems and procedures are kept under review;
- Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

- Corporate accounting and procedures
Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.
- Quality and integrity of personnel
The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.
- Budgetary process
Each year Directors approve the annual budget taking account of the key risk areas and also of income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

Key Management Personnel

The Key Management Personnel consists of Sally Roever, International Coordinator and Mike Bird, the Operations Director. Sally Roever is employed by WIEGO and in the course of the current financial year she moved from Rome, Italy to Church Falls in Virginia, USA. Her salary is determined by the Board.

Mike Bird is employed by WIEGO in the UK, where remuneration is set according to market rates and reviewed periodically by a Management Committee.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.

The objects of the charity are set out in paragraphs 3 and 4 of WIEGO's Articles of Association as follows:

The Company's objects are to relieve poverty: in particular, the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms);

- a) *By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor within the informal economy;*
- b) *By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor within the informal economy.*
- c) *By helping organizations of the working poor to address the poverty of their members.*

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased **Visibility** – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.
- Increased **Validity** – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.
- Increased **Voice** – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policymaking and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
- to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
- to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

- the credible findings and informed analysis of researchers and statisticians;
- the policy leverage and influence of professionals in development agencies;
- the grounded understanding, collective strength and moral authority of democratic membership based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO's activities, achievements and performance during 2020/21 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO's wider network who share WIEGO's objectives and are well placed to deliver effective projects. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission's guidance on public benefit, as set out in its publications "Charities and Public Benefit: the Charity Commission's general guidance on public benefit" and "The Prevention or Relief of Poverty for Public Benefit".

The Charity's object is set out in our Articles of Association as revised on 19th July 2011 and the Directors' current interpretation of these is set out in this report, while the report as a whole covers WIEGO's activities and achievements throughout the world pursuant to this object.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO's activities, achievements and performance during 2020/21 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.

Evidence of Impact

For a detailed report on impact achieved during 2020/21 please see Appendix 2.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2021, WIEGO had 208 members: 36 Institutional Members and 172 Individual Members in some 45 countries.

WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them. In the current financial year this included creating a new post of Network Liaison Officer to coordinate and deepen this work.

WIEGO maintained our strong communications capacity during 2020/21 to help meet our goals of producing user-friendly publications and improving how we disseminate information, with an increasing focus on supporting our messaging through social media. We undertook an external review of the communications function in the current year and this led to a restructuring of the Communications Team.

We have continued to respond to the need for information on the impact of the Covid-19 pandemic and what informal workers can do to keep safe, with new pages on the WIEGO website and health education messages disseminated via social media in 14 languages.

External Factors Affecting Achievement - Covid-19

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises there are a number of factors which could affect achievement of our aims and objectives. Significant external factors affecting WIEGO's work and achievements included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy

- If anything the Covid-19 pandemic has served to highlight the plight of informal workers all around the world. The economic shutdown in almost every country had a very quick impact on the livelihoods of informal workers, most of who live hand-to-mouth every day. The repercussions are likely to be profound and long-lasting
- The fall-out from the pandemic is likely to fuel the growing trend of informalisation of work with the loss of tens of thousands of formal jobs
- The shrink in demand for some of the services and products that informal workers provide will continue to have an impact and will result in increased global uncertainty and insularity

While all these factors are beyond WIEGO's control, we are able to seek the advice of international partners and experts and consult with the Board and WIEGO's membership on how best WIEGO can play its role in support of the global movement of informal workers.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. This has remained unchanged through 2020/21. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending 31 March 2021, our total incoming resources were \$11,549,881 (as compared to \$5,437,133 in the previous year). We continue to experience peaks and troughs in our income due to the regulation on income recognition.

Our total expenditure was \$7,205,517 (as compared with \$7,008,713 in the previous year).

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The indications at the time of writing are that WIEGO is well-placed to weather the storm of the Covid-19 pandemic and the policies that have been put in place to combat it. Since the start of the pandemic all of our major donors have been in touch to offer their support in the form of additional funding and/or extensions to grant periods and the possibility to redirect funds as necessary in order to meet new and unexpected needs as they arise.

The financial outlook for WIEGO is secure with two- and three-year extensions to unrestricted grant funding signed with the Hewlett Foundation and Sida respectively at the end of the 2019/20 financial year. The respective grants agreed are for US\$4 million, since increased by a further US\$1 million, and the equivalent of \$8.4 million. We have also secured additional funding from the Open Society Foundations, the Ford Foundation, the International Development Research Centre of Canada and Wellspring Philanthropy during the 2020/21 financial year in a mix of unrestricted and targeted Covid-19 response grants, which all have contract periods extending into the 2022/23 financial year.

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DIRECTORS REPORT For the year ended 31 March 2021

From an organisational point of view WIEGO is also well-placed to continue its work. Almost all of the WIEGO Team already worked from home before the pandemic and the Manchester office has been able to adapt to remote working relatively easily because our banking, financial management and payment systems are all on-line. During the pandemic we have set up systems to ensure that we are taking care of the health and well-being of the Team. We set up weekly meetings of the Manchester office team plus town hall meetings for the whole Team and liaison meetings with the leaders of the networks of informal workers that are our members. These meetings are now held monthly and continue to enable effective management and communication.

The external website and the internal intranet both have dedicated Covid-19 pages that provide effective information management for our Team and wider network.

The Operations Team has added new risks to the WIEGO risk register to cover our understanding of the potential risks to the WIEGO work programme and the health and well-being risks to the Team and this has recently been reviewed by the Finance and Management Committees of the Board. In the meantime, we have demonstrated that the work of WIEGO can continue, albeit through different kinds of activities and delivery mechanisms given the current circumstances. The view of the Directors and the WIEGO management is that the measures described above provide an effective strategy to reduce the risks to the Team.

The charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available.
- managing cash flow and contingencies with respect to utilisation of grant funds

During 2020/21 as shown in the Financial Statements, designated reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in the event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have reserves at a level at which core programmes can be maintained for a 3-month period.

At present, this requires reserves of approximately \$510k. The current reserves are adequate although the necessary level of reserves is subject to regular review. We also have \$240k set aside for the General Assembly which is a meeting of our members, and a crucial part of our governance structure. This takes place every four years and we are building funds towards meeting the cost of the next General Assembly in November 2022.

The free reserves of \$500k carried forward into the new financial year are to fund budgeted costs of the core programmes over the next financial year. These reserves will be carried forward into the new financial year and will be used to fund the budgeted costs of the core programmes over the next financial year.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Investment Policy and Objectives

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Liquidity is generally preferred over investment. Cash balances are placed in time deposits when appropriate. The board has not established formal targets for return on investment.

In order to minimise foreign exchange losses due to currency exchange rate fluctuations, our policy is to hold funds in the currency in which they are received and to expend them in the same currency wherever possible.

Principal Funding Sources

During 2020/21 WIEGO received our principal funding from the following funders:

- William and Flora Hewlett Foundation
- Swedish International Development Agency (Sida)
- Open Society Foundations
- IDRC
- Ford Foundation
- Comic Relief
- UK FCDO (formerly DFID)
- Wellspring Philanthropic Fund
- UN Women
- Cities Alliance
- FES
- International Labour Organisation

There are no outstanding liens against WIEGO.

WIEGO does not undertake any commercial or trading activities.

In note 12 to the Statement of Financial Activities, a declaration on related parties has been made.

Fundraising

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the researchers/statisticians constituency or the development practitioners constituency. The challenges to WIEGO with regard to our relationships with members are various, including how to:

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DIRECTORS REPORT For the year ended 31 March 2021

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Determine which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with the recruitment of new institutional members.
- Maintain the balance and harmony between WIEGO's three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond “problem identification” to “solution specification” for the three thematic programmes (Law, Social Protection and Urban Policies).
- In the Statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

WIEGO has successfully addressed many challenges in the past five years. Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, which comprises an Operations Director, Company Secretary/Financial Controller, two Senior Finance Officers, three Finance Officers (one of whom has been on maternity leave for part of the year), an Events and Logistics Manager, an HR Officer and an Administrative Assistant. As the external audit showed, good operational and financial systems are in place.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition, the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO's resources so that the benefits that should be derived from the application of charitable funds are not put at risk

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make them aware of any relevant audit information and to establish that WIEGO's auditors may examine that information.

Political donations

WIEGO made no political donations and had no such expenditure.

Financial Risk Management

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

DIRECTORS REPORT For the year ended 31 March 2021

Number of employees

The average number of persons employed by the company in each week during the financial year has been 8.

Auditors

Crowe U.K. LLP continues as the auditor of WIEGO following a competitive tender during 2018.

The organisation completed a competitive tender exercise this year for the period 2018/2022. Crowe were re-appointed.

This report, which incorporates the Directors' Report, was approved by the Board of Directors on 30 November 2021 and signed on its behalf, by:

Jacqui Fendall

Jacqui Fendall
Company Secretary

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

Opinion

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 15, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

INDEPENDENT AUDITORS' REPORT For the year ended 31 March 2021

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

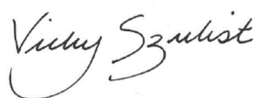
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date: 3rd December 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account) For the year ended 31 March 2021

	Note	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$	Total Funds 2020 \$
INCOME					
Donations and legacies	2	2,000	-	2,000	-
Investment income	3	-	3,679	3,679	21,200
Charitable activities	4	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>	<u>5,415,933</u>
TOTAL INCOME		<u>5,782,909</u>	<u>5,766,972</u>	<u>11,549,881</u>	<u>5,437,133</u>
EXPENDITURE					
Charitable activities	5	<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>	<u>7,008,713</u>
TOTAL EXPENDITURE		<u>3,732,825</u>	<u>3,472,692</u>	<u>7,205,517</u>	<u>7,008,713</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>2,050,084</u>	<u>2,294,280</u>	<u>4,344,364</u>	<u>(1,571,580)</u>
TOTAL FUNDS AT 1 APRIL 2020		<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>	<u>3,559,826</u>
TOTAL FUNDS AT 31 MARCH 2021	10	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>	<u>1,998,246</u>

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

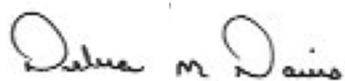
The notes on pages 23 to 42 form part of these financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

BALANCE SHEET Registered Number: 6273538 As at 31 March 2021

	Note	\$	2021 \$	\$	2020 \$
CURRENT ASSETS					
Debtors	8	161,575		266,571	
Cash at bank		<u>6,861,602</u>		<u>2,358,168</u>	
		7,023,177		2,624,739	
CREDITORS:					
Amounts falling due within one year	9	<u>(690,567)</u>		<u>(636,493)</u>	
NET ASSETS			<u>6,332,610</u>		<u>1,988,246</u>
FUNDS					
Unrestricted Funds	10	2,998,814		704,534	
Restricted Funds	10	<u>3,333,796</u>		<u>1,283,712</u>	
			<u>6,332,610</u>		<u>1,988,246</u>

The financial statements were approved and authorised for issue by the Directors on 30 November 2021 and signed on their behalf, by:



D Davis
Director and Treasurer

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**CASH FLOW STATEMENT
As at 31 March 2021**

	Note	2021 \$	2020 \$
Cash flows from operating activities			
Net cash used in operating activities	15	<u>4,499,755</u>	<u>(1,663,542)</u>
Cash Flows from investing activities			
Interest received		<u>3,679</u>	<u>21,201</u>
Net cash provided by investing activities		<u>3,679</u>	<u>21,201</u>
Change in cash and cash equivalents in the year.		4,503,434	(1,642,341)
Cash and cash equivalents at the beginning of the year.		<u>2,358,168</u>	<u>4,000,509</u>
Cash and cash equivalents at the end of the year.		<u>6,861,602</u>	<u>2,358,168</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 \$	2020 \$
Cash at hand	<u>6,861,602</u>	<u>2,358,168</u>

RECONCILIATION OF NET DEBT

	2020 \$	Cash flow \$	2021 \$
Cash at hand and at bank	<u>2,358,168</u>	<u>4,503,434</u>	<u>6,861,602</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The Charity has contractual funding to cover the essential costs of running the organisation up to 31 March 2023 and beyond. On this basis, forecast budgets for the year ending 31 March 2023 have been prepared. The directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1.6 Incoming resources

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 Tangible fixed assets and depreciation

All tangible fixed assets costing more than \$3,000 are capitalised.

1.9 Value added tax

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 Foreign currencies

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2021 was £1: \$1.37832.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

1.11 Grant making policy

Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors

Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments

The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

1.19 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year

2. DONATIONS AND LEGACIES

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Membership fees	<u>2,000</u>	=	<u>2,000</u>
	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Membership fees	=	=	=

3. INVESTMENT INCOME

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Bank Interest	=	<u>3,679</u>	<u>3,679</u>
	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Bank Interest	<u>14,874</u>	<u>6,326</u>	<u>21,200</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

4.

INCOME FROM CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Total Funds
	2021 \$	2021 \$	2021 \$
The William Flora Hewlett Foundation	1,970,000	4,000,000	5,970,000
Sida	1,734,848	996,517	2,731,365
The Open Society Foundations	1,085,002	333,333	1,418,335
IDRC Covid 19 Study	361,665	-	361,665
Ford Foundation	154,780	200,000	354,780
Comic Relief	126,773	-	126,773
Wellspring	100,047	-	100,047
DFID	120,145	-	120,145
UN Women	44,000	-	44,000
Cities Alliance	26,982	-	26,982
FES	24,000	-	24,000
ILO	19,887	-	19,887
Other Income	12,780	6,129	18,909
Anonymous	-	227,314	227,314
	<u>5,780,909</u>	<u>5,763,293</u>	<u>11,544,202</u>

	Restricted Funds	Unrestricted Funds	Total Funds
	2020 \$	2020 \$	2020 \$
Sida	1,822,447	1,052,165	2,874,612
Hewlett Foundation – Focal Cities 2	900,000	-	900,000
Open Society Foundations	364,000	333,332	697,332
Anonymous	-	223,094	223,094
DFID Work Opportunities Project	184,288	-	184,288
Echidna/Schwab	150,000	-	150,000
Comic Relief	136,644	-	136,644
Hewlett Foundation	95,000	-	95,000
FMO	42,000	-	42,000
World Health Organisation	39,000	-	39,000
Cities Alliance	30,000	-	30,000
International Labour Organisation	14,347	-	14,347
USAID	10,000	-	10,000
Commonwealth Foundation	3,437	-	3,437
Other income	<u>8,779</u>	<u>7,400</u>	<u>16,179</u>
	<u>3,799,942</u>	<u>1,615,991</u>	<u>5,415,933</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED

	Payments to Sub grantees	Activities Under taken directly	Support	Total 2021
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	331,728	65,802	397,530
Organisation & Representation	-	528,523	104,838	633,361
Social Protection	-	342,597	67,958	410,555
Statistics	-	375,739	74,532	450,271
Urban Policies	-	708,734	140,585	849,319
Focal Cities	-	<u>446,767</u>	<u>88,621</u>	<u>535,388</u>
Total Core Programmes	-	<u>2,734,088</u>	<u>542,336</u>	<u>3,276,424</u>
International Coordination/Support	-	206,073	48,998	255,071
Restricted Funds				
Cities Alliance - Liberia, SV	17,194	19,166	-	36,360
Comic Relief	65,386	83,800	-	149,186
DFID WOW Project	32,979	76,016	452	109,447
Echidna-Schwab	20,287	60,805	1,870	82,962
FES - Social Protection/IW & the Law in an African Covid 19 Context	-	24,000	-	24,000
FORD FOUNDATION - HomeNet International	-	5,087	-	5,087
Hewlett Foundation - Communications Support & Fundraising	-	33,297	-	33,297
Hewlett Foundation - Covid Recovery	52,702	92,914	964	146,580
Hewlett Foundation - Focal Cities 2	-	420,887	78,854	499,741
Hewlett MLE Data Fin Training International Development	-	36,164	19,499	55,663
Research Centre - Covid 19 Study	-	244,295	47,252	291,547
ILO	-	6,064	-	6,064
ILO – ESCWA	-	3,528	-	3,528
Open Society Foundations - Care Givers Colombia	-	7,015	-	7,015
Open Society Foundations - Child Care Rebuilding project	40,000	-	-	40,000
Open Society Foundations - Covid Response - NETS Communications	5,000	13,059	2,800	20,859
Open Society Foundations - Covid Response 1	53,120	339,883	28,042	421,046
Open Society Foundations - Covid Response WP Brazil	-	139,733	-	139,733

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

Open Society Foundations - DW	-	19,637	3,257	22,894
Social Protection Asia				
Open Society Foundations –	18,000		-	51,264
Social Insurance Informal		33,264		
Workers				
Other Classes	7,180	3,590	-	10,770
Sida Nets Support	592,513	466,889	52,562	1,111,964
Sida Waste Picker Project	76,150	309,051	56,928	442,129
Coastal Cities				
UN Women	-	42,386	1,614	44,000
USAID	-	800	-	800
WELSPRING PHILANTHROPIC	-	-	37,739	37,739
FUND				
	<u>980,512</u>	<u>2,481,330</u>	<u>331,833</u>	<u>3,793,674</u>
 Governance costs	 -	 67,208	 -	 67,208
 Gain on foreign exchange	 _____ -	 <u>(186,857)</u>	 _____ -	 <u>(186,857)</u>
 TOTAL RESOURCES EXPENDED	 <u>980,512</u>	 <u>5,301,838</u>	 <u>923,167</u>	 <u>7,205,517</u>

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia, SEWA, AeT, HomeNet Thailand and FACCYR/CTEP this year.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED

	2021	2020
Support Costs	\$	\$
Salaries	683,478	492,620
Meeting costs/events	872	125,738
Consultants and professional	112,846	92,538
Rent and office costs	<u>125,971</u>	<u>111,608</u>
	<u>923,167</u>	<u>822,504</u>

Support costs have been apportioned across core programmes according to the size of the core programme.

	2021	2020
Governance Costs	\$	\$
Board meetings	24,432	51,290
Company secretarial	30,359	33,526
External Audit	<u>12,417</u>	<u>11,591</u>
	<u>67,208</u>	<u>96,407</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

5. RESOURCES EXPENDED – YEAR ENDED 31 MARCH 2020

	Payments to Sub grantees	Activities Under taken directly	Support costs	Total 2020
	\$	\$	\$	\$
Charitable activities				
Unrestricted Funds				
Core Programmes				
Law	-	410,609	62,399	473,008
Organisation & Representation	-	703,918	87,194	791,112
Social Protection	-	397,380	60,389	457,769
Statistics and Research	-	298,779	45,404	344,183
Urban Policies	-	695,054	103,762	798,816
Focal Cities	42,467	589,572	96,049	728,088
	<u>42,467</u>	<u>3,095,312</u>	<u>455,197</u>	<u>3,592,976</u>
Membership Co-ordination/Support	-	214,610	71,257	285,867
Restricted Funds				
Cities Alliance - Liberia	14,600	1,671	-	16,271
Comic Relief	26,209	13,453	-	39,663
Commonwealth Foundation	-	21,868	943	22,811
DFID WOW Project	77,505	122,330	-	199,835
Echidna/Schwab	9,730	11,503	-	21,233
FMO	-	61,456	2,000	63,456
Hewlett Foundation – Focal Cities	-	147,418	26,189	173,607
Hewlett Foundation - Focal Cities 2	-	189,107	24,464	213,571
Hewlett MLE Data Financial Training	-	39,337	-	39,337
International Labour Organisation	-	7,347	-	7,347
International Labour Organisation	-	7,320	-	7,320
Childcare Research	-	-	-	-
Open Society Foundations – Care Givers Columbia	-	6,985	-	6,985
Open Society Foundations – DW	43,075	15,980	6,130	65,185
Social Protection Asia	-	-	-	-
Open Society Foundations – Kazakhstan Mapping	-	6,030	-	6,030
Open Society Foundations – Monitoring & Evaluation	-	318	-	318
Open Society Foundations – Social Insurance Informal Workers	18,000	15,489	-	33,489
Open Society Foundations – Law	-	84,369	-	84,369
Other Classes	-	1,077	-	1,077
Sida Nets Support	698,652	542,217	133,938	1,374,807
Sida Waste Pickers – Coastal Cities	119,280	323,276	102,386	544,942
UNDP	-	7,653	-	7,653
USAID	-	10,000	-	10,000
WHO	-	24,000	-	24,000
WHO Kenya	-	15,000	-	15,000
	<u>1,007,051</u>	<u>1,675,202</u>	<u>296,051</u>	<u>2,978,304</u>
Governance costs	-	96,407	-	96,407
Loss/(Gain) on foreign exchange	-	55,160	-	55,160
TOTAL RESOURCES EXPENDED	<u>1,049,518</u>	<u>5,124,213</u>	<u>822,504</u>	<u>7,008,714</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Note: Sub grantees are subcontractors or institutions with contract arrangements who help to deliver the projects. Funds were allocated to IDWF, StreetNet, HomeNet South Asia, HomeNet South East Asia and SEWA this year.

6. NET INCOMING/(OUTGOING) RESOURCES

This is stated after charging:	2021	2020
	\$	\$
Operating lease rentals – property	18,939	4,463
Auditors' remuneration – Audit fees excluding VAT	<u>10,889</u>	<u>9,819</u>

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

Staff costs were as follows:	2021	2020
	\$	\$
Wages and salaries	488,001	414,355
Social security costs	29,826	22,436
Pension costs	<u>7,946</u>	<u>5,787</u>
	<u>525,773</u>	<u>442,578</u>

The key management personnel of the charity are Sally Roever, International Co-ordinator and Mike Bird, the Operations Director. Sally Roever is employed by WIEGO and her salary is determined by the Board. She currently resides in the US. Mike Bird is employed by WIEGO in the UK, where rates of remuneration are set according to market rates and reviewed periodically by a Management Committee. The total cost of the key management personnel of the charity were \$212,872 (2020 \$198,495).

The average monthly number of employees during the year was as follows:

	2021	2020
	Number	Number
Administration	<u>8</u>	<u>7</u>

During the year, the directors did not receive any reimbursement of expenses (2020: \$4,723).

The directors received no remuneration or director fees during the year.

8. DEBTORS

	2021	2020
	\$	\$
Grant income receivable	124,735	117,422
Prepayments and other debtors	<u>36,840</u>	<u>149,149</u>
	<u>161,575</u>	<u>266,571</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

9. CREDITORS: Amounts falling due within one year

	2021	2020
	\$	\$
Accrued expenses	690,567	636,493
Grants deferred	-	-
	<u>690,567</u>	<u>636,493</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2020 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2021 \$
UNRESTRICTED FUNDS					
Designated funds					
General Assembly Reserves	160,000	-	-	80,000	240,000
DFID WOW Project	50,000	-	-	-	50,000
		-	-		
Undesignated funds					
Free reserves	460,744	-	-	40,000	500,744
Unrestricted Funds	33,790	-	-	-	33,790
Ford Foundation	-	200,000	-	-	200,000
Hewlett Foundation	-	4,000,000	(1,905,720)	(120,000)	1,974,280
Sida	-	924,880	(924,880)	-	-
Anonymous	-	227,314	(227,314)	-	-
Open Society - Core Funding	-	333,333	(333,333)	-	-
DFID WOW Counterpart	-	71,637	(71,637)	-	-
Other Income/Other Classes	-	9,808	(9,808)	-	-
Total Unrestricted Funds	<u>704,534</u>	<u>5,766,972</u>	<u>(3,472,692)</u>	<u>-</u>	<u>2,998,814</u>
RESTRICTED FUNDS					
Cities Alliance - Liberia & SV	7,866	26,982	(34,848)		-
Comic Relief	96,762	126,773	(134,514)		89,021
DFID WOW	(20,973)	120,145	(102,875)		(3,703)
Echidna/Schwab Grant	128,767	-	(82,962)		45,805
F E S - Friedrich Ebert Stiftung	-	24,000	(24,000)		-
Hewlett Communications Support and Fundraising	-	70,000	(33,297)		36,703

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Hewlett Foundation - Focal Cities 2	686,887	900,000	(502,489)	-	1,084,398
Hewlett Foundation - MLE, Database, FT	55,780	-	(55,780)	-	-
Hewlett Foundation COVID Response	-	1,000,000	(146,580)	-	853,420
IDRC - COVID-19 Study	-	361,665	(291,547)	-	70,118
Open Society Foundation - Covid Response	-	425,000	(421,046)	-	3,954
Open Society Foundation - Kazakhstan Mapping	43,969	-	-	-	43,969
Open Society Foundation - DW Social Protection in Asia	134,885	-	(22,894)	-	111,991
Open Society Foundation - Social Insurance Informal Workers	116,511	150,000	(51,264)	-	215,247
Open Society Foundation - Care Givers in Colombia	7,015	-	(7,015)	-	-
Open Society Foundation - Covid Response WP Brazil	-	200,000	(139,733)	-	60,267
Open Society Foundation - Covid Response NETS Communications	-	165,000	(20,859)	-	144,141
Open Society Foundation - Child Care Rebuilding Project	-	45,002	(40,000)	-	5,002
Open Society Initiative West Africa	-	100,000	-	-	100,000
Sida Nets Support	-	1,256,269	(1,112,681)	-	143,588
Sida Waste Picker Coastal Cities	26,243	478,579	(397,243)	-	107,579
UN Women	-	44,000	(44,000)	-	-
Wellspring Philanthropic Fund (WPF)	-	100,047	(37,739)	-	62,308
FORD FOUNDATION - HomeNet International	-	154,780	(5,087)	-	149,693
ILO/ ILO ESCWA	-	19,887	(9,591)	-	10,297
Other Income	-	14,780	(14,780)	-	-
Total Restricted Funds	1,283,712	5,782,909	(3,732,825)	-	3,333,796
TOTAL FUNDS	1,988,246	11,549,881	(7,205,517)	-	6,332,610

The DFID WOW Fund is in deficit as DFID only pay in arrears and £26k is due in July 2021.

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

10. STATEMENT OF FUNDS

	Brought Forward 1 April 2019 \$	Incoming Resources \$	Resources Expended \$	Transfers \$	Carried Forward 31 March 2020 \$
UNRESTRICTED FUNDS					
Designated funds					
General Reserves	460,744	-	-	(460,744)	-
General Assembly in 2022	160,000	-	-	-	160,000
DFID WOW project	50,000	-	-	-	50,000
	<u>670,744</u>	<u>-</u>	<u>-</u>	<u>(460,744)</u>	<u>210,000</u>
Undesignated funds					
Free Reserves	-	-	-	460,744	460,744
Unrestricted Funds	606,352	-	(572,562)	-	33,790
Hewlett Foundation	1,784,700	-	(1,784,700)	-	-
Sida	-	1,052,164	(1,052,164)	-	-
South Street Green Room	-	223,094	(223,094)	-	-
Open Society Foundations – Core Funding	-	237,444	(237,444)	-	-
DFID WOW Counterpart	-	95,890	(95,890)	-	-
Other Income/Other Classes/Bank Interest	-	13,726	(13,726)	-	-
	<u>3,061,796</u>	<u>1,622,318</u>	<u>(3,979,580)</u>	<u>-</u>	<u>704,534</u>
Total Unrestricted Funds	<u>3,061,796</u>	<u>1,622,318</u>	<u>(3,979,580)</u>	<u>-</u>	<u>704,534</u>
Cities Alliance – Liberia & SV	(3,431)	30,000	(18,703)	-	7,866
Comic Relief	-	136,644	(39,881)	-	96,762
Commonwealth Foundation	18,198	3,437	(21,635)	-	-
DFID WOW	(5,825)	184,288	(199,436)	-	(20,973)
Echidna/Schwab	-	150,000	(21,233)	-	128,767
FMO	21,390	42,000	(63,390)	-	-

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

Hewlett Foundation – Focal Cities	171,592	-	(171,592)	-	-
Hewlett Foundation – Focal Cities 2	-	900,000	(213,113)	-	686,887
Hewlett Foundation – MLE, Database & FT	-	95,000	(39,220)	-	55,780
International Labour Organisation Childcare Research	320	7,000	(7,320)	-	-
International Labour Organisation (Dakar)	-	7,347	(7,347)	-	-
Open Society Foundation – Kazakstan	25,000	25,000	(6,031)	-	43,969
Open Society Foundation – MLE	(19,613)	20,000	(387)	-	-
Open Society Foundation – DW SP Asia	100,000	100,000	(65,115)	-	134,885
Open Society Foundation – Social Insurance	-	150,000	(33,489)	-	116,511
Open Society Foundation – Care Givers Colum	-	14,000	(6,985)	-	7,015
Open Society Foundation – Admin Law	29,132	55,000	(84,132)	-	-
Sida Nets Support	72,485	1,319,703	(1,392,188)	-	-
Sida Waste Coastal Cities	88,783	502,744	(565,284)	-	26,244
USAID	-	10,000	(10,000)	-	-
UNDP	-	7,653	(7,653)	-	-
World Health Organisation	-	24,000	(24,000)	-	-
World Health Organisation Kenya	-	15,000	(15,000)	-	-
Other income/Other Classes/Bank Interest	-	16,000	(16,000)	-	-
Total Restricted Funds	498,030	3,814,815	(3,029,133)	-	1,283,712
TOTAL FUNDS	3,559,826	5,437,133	(7,008,713)	-	1,988,246

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS (continued)

	Period	Amount	Objective
Designated funds			
		\$160,000	Funds set aside as a contribution towards the General Assembly in 2020.
		\$50,000	Funds set aside for DFID WoW
Unrestricted funds			
William and Flora Hewlett Foundation	23/03/2020- 23/03/2022	\$4,000,000	To provide general operating support
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 10,000,000	To support the core activities
Open Society Foundations	01/10/2018-30/09/2021	\$1,000,000	To provide general operating support
Ford Foundation	01/10/20-30/09/22	\$400,000	To provide general operating support
Anonymous Donation	December 2016 – 20	£375,000	To provide general operating support
Anonymous Donation	June 2019 – June 2023	£500,000	To provide general operating support
Restricted Funds			
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 12,600,000	To provide support to the WIEGO Network of informal workers' associations
Sida – Swedish International Development Co-operation Agency	01/04/18 - 31/03/22	SEK 4,800,000	Waste Pickers as environmental agents
Hewlett Foundation	23/03/20 – 23/03/22	\$70,000	To provide support to WIEGO communications Support and Fundraising
Hewlett Foundation – Focal Cities 2	2/12/19 - 2/12/22	\$1,800,000	To establish Urban Livelihood Learning Hubs in Mexico, Senegal and Ghana
Hewlett Foundation	04/09/20-23/03/22	\$1,000,000	Covid Response
UNOPS/Cities Alliance	1/6/16 - 31/5/2021	\$180,951	Support for the Street/Market vendors in city governance and inclusive planning in Greater Monrovia in Liberia.
IDRC	1/7/20 - 30/06/22	CAD 941,500	Covid 19 Study
Open Society Foundations	1/10/18 -31/12/21	\$200,000	Social Protection for domestic workers
Open Society Foundations	1/11/19 – 1/11/22	\$300,000	Social Insurance – Informal Workers
Open Society Foundations	1/10/18 -30/9/21	\$50,000	Mapping in Kazakhstan
Open Society Foundations	1/10/18 -30/9/21	\$40,000	Monitoring, Learning and Evaluation
Open Society Foundations	15/10/19 - 31/8/20	\$14,000	Care Givers in Columbia
Open Society Foundations	01/06/20-31/05/21	\$425,000	Covid Response
Open Society Foundations	26/10/20- 26/10/21	\$165,000	Covid Response NETS Communications
Open Society Foundations	01/10/20-30/03/22	\$ 50,002	Child Care Rebuilding Project to document the experience of shared business ownership models for worker-run and managed child care services during the pandemic.
Open Society Initiative for West Africa	20/12/20 – 19/07/22	\$200,000	To strengthen women and informal sector workers' leadership and representation in time of crisis and post.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

10. STATEMENT OF FUNDS (continued)

Echidna Giving/Schwab Charitable	12/12/19-30/09/21	\$150,000	Develop Quality Standards for child care services in Africa
Hewlett Foundation	3/6/19 – 3/9/20	\$95,000	MLE plan, Database & Finance Training
Comic Relief	1/9/19 - 30/8/2024	£505,000	Empowering Women Home-Based Workers
DFID WoW Project	1/3/19 – 31/1/2022	£498,752	HBW – Organising for Economic Empowerment
USAID	25/8/18 - 31/12/21	\$10,000	The Development Innovations Group
UN Women	01/09/20-31/12/20	\$44,000	For the implementation of UN Women's programmes
Friedrich Ebert Stiftung (FES)	18/08/20-31/03/21	\$24,000	Social Protection Laws in Africa
Ford Foundation – HNI	01/01/21 – 31/12/22	£500,000	HomeNet International
Wellspring Philanthropic	01/10/20 – 31/03/22	\$150,000	Support women in the Informal Economy: Relief, Recovery and Resilience
International Labour Office	01/01/21 – 31/07/21	\$27,097	Implementation of PH/development of a national database of home-based workers in the garment and crafts sectors development of a national database of home-based workers in the garment and crafts sectors in South Africa
International Labour Office	22/03/21- 30/11/21	\$10,250	ILO Informality report Statistical advisor contract

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	\$	\$	\$	\$	\$
Unrestricted Funds	704,534	5,766,972	(3,472,692)	-	2,998,814
Restricted Funds	<u>1,283,712</u>	<u>5,782,909</u>	<u>(3,732,825)</u>	<u>-</u>	<u>3,333,796</u>
Total of Funds	<u>1,988,246</u>	<u>11,549,881</u>	<u>(7,205,517)</u>	<u>-</u>	<u>6,332,610</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 \$	Unrestricted Funds 2021 \$	Total Funds 2021 \$
Current assets	3,660,460	3,362,717	7,023,177
Creditors due within one year	<u>(326,664)</u>	<u>(363,903)</u>	<u>(690,567)</u>
Total of Funds	<u>3,333,796</u>	<u>2,998,814</u>	<u>6,332,610</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
Current assets	1,685,086	939,653	2,624,739
Creditors due within one year	<u>(401,374)</u>	<u>235,119</u>	<u>(636,493)</u>
Total of Funds	<u>1,283,712</u>	<u>704,534</u>	<u>1,988,246</u>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 (\$1.40) to the company's assets in the event of the company being wound up. The company is controlled by the members.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2021

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Mirai Chatterjee is a Trustee of Lok Swasthya SEWA Trust (LSST). Payments to LSST were \$20,000 USD during the year. Mirai is also the Director of the Social Security team at the Self Employed Women's Association (SEWA). No direct payments were made to Social Security SEWA.

Payments to SEWA Bharat of \$36,88 and payments to the Indian Academy of SEWA of \$28,979 were both made during the year.

Elizabeth Tang is General Secretary (remunerated) of the International Domestic Workers Federation (IDWF). Payments to IDWF were \$189,000 USD during the year.

Uma Rani is a Senior Economist (remunerated) at the International Labour Office (ILO). WIEGO received grants from the ILO of \$19,887 USD during the year.

Gabriela Calandria is a member of the International Council for StreetNet. Payments to StreetNet International were \$238,516 USD during the year.

Patrick Ndovlu is a remunerated employee of Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$129,858 during the year.

Caroline Skinner the Research Director for Urban Policies is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were \$129,858 during the year.

13. FINANCIAL COMMITMENTS

At 31 March 2021 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings	
	2021	2020
Payable:	\$	\$
Within one year	14,204	4,463
Between two and five years	<u>4,735</u>	<u>-</u>
	<u>18,939</u>	<u>4,463</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

14. FINANCIAL INSTRUMENTS	2021	2020
	\$	\$
Financial assets		
Financial assets measured at amortised cost	<u>7,023,177</u>	<u>2,624,739</u>
Financial liabilities		
Financial liabilities measured at amortised cost	<u>690,567</u>	<u>636,493</u>

Financial assets consist of cash, grant income receivable and other debtors.

Financial liabilities consist of trade creditors, other creditors and accruals.

15. RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	\$	\$
Net incoming/(outgoing) resources for the year	4,344,364	(1,571,580)
Adjustments for:		
Interest received	(3,679)	(21,201)
Decrease/(increase) in debtors	104,996	(43,526)
Increase/(decrease) in creditors	<u>54,075</u>	<u>(27,235)</u>
Net cash used in operating activities	<u>4,499,755</u>	<u>(1,663,542)</u>

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

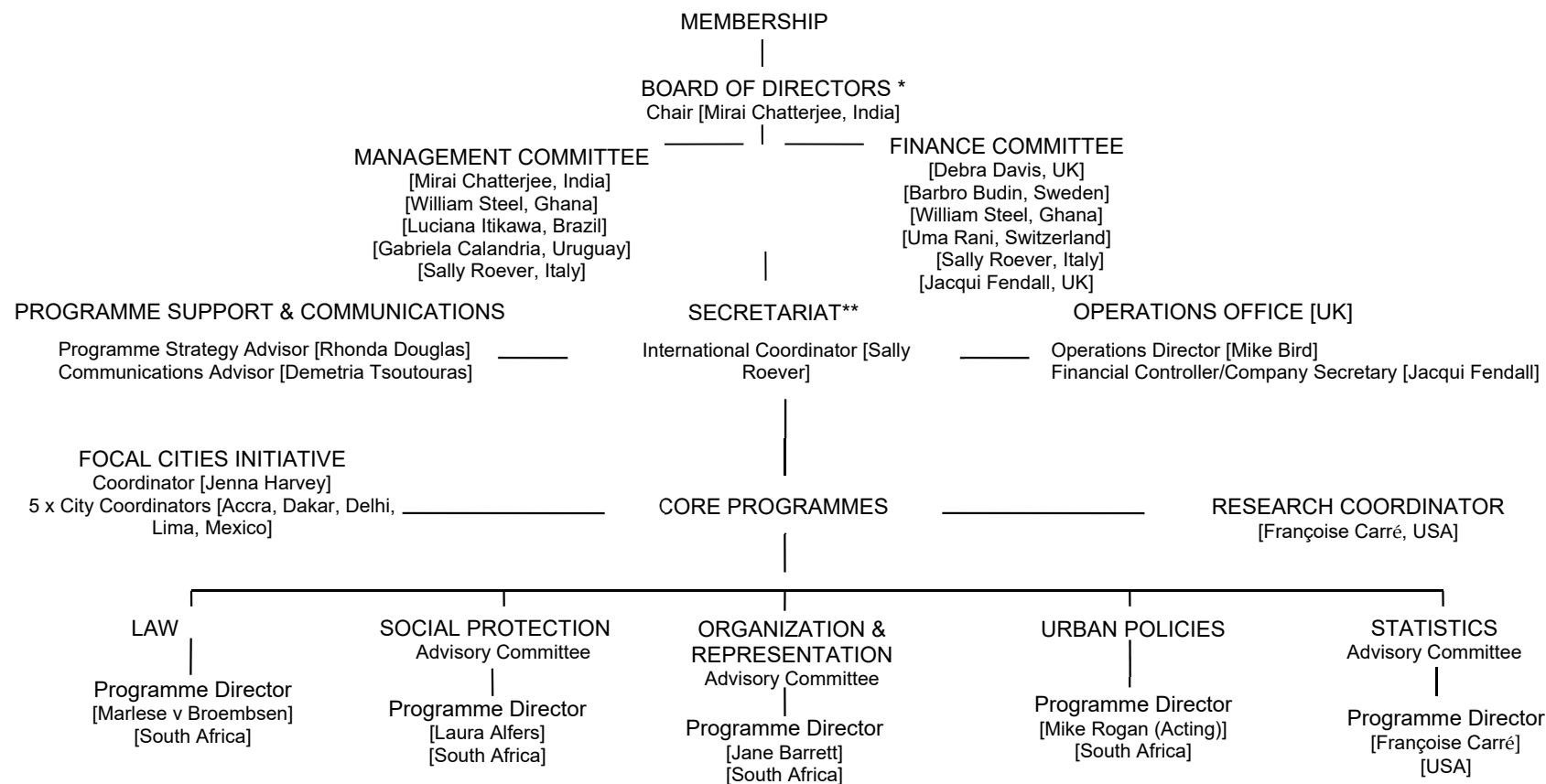
**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021**

16. COMPARATIVE SOFA FOR THE YEAR ENDED 31 MARCH 2021

		Restricted Funds 2020 \$	Unrestricted Funds 2020 \$	Total Funds 2020 \$
	Note			
INCOME				
Donations and legacies	2	-	-	-
Investment income	3	14,874	6,326	21,200
Charitable activities	4	<u>3,799,941</u>	<u>1,615,992</u>	<u>5,415,933</u>
TOTAL INCOME		<u>3,814,815</u>	<u>1,622,318</u>	<u>5,437,133</u>
EXPENDITURE				
Charitable activities	5	<u>3,027,760</u>	<u>3,968,475</u>	<u>7,008,714</u>
TOTAL EXPENDITURE		<u>3,027,760</u>	<u>3,968,475</u>	<u>7,008,714</u>
NET INCOMING/(OUTGOING) RESOURCES		<u>787,055</u>	<u>2,346,157</u>	<u>1,571,580</u>
TOTAL FUNDS AT 1 APRIL 2019		<u>498,030</u>	<u>3,061,796</u>	<u>3,559,826</u>
TOTAL FUNDS AT 31 MARCH 2020	10	<u>1,285,085</u>	<u>715,639</u>	<u>1,988,246</u>

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1 For the year ended 31 March 2021



* The full Board is listed on Page 1.

** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.

The following pages do not form part of the statutory financial statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

The Year in Review

Mirai Chatterjee, Chair of the Board

This past year we have witnessed and endured some of our greatest challenges ever. The serious consequences of systemic inequality and injustice, visible to all in the COVID-19 crisis, have left us mourning the loss of our leaders and members across the movement while coping with the devastating economic fallout of the global pandemic. So many workers have lost their livelihoods. So many have seen what few assets they held disappear. So many have seen their earnings drop to zero and barely recover, if at all.

The uncertainty of the pandemic and its consequences has remained with us throughout the year. What has also remained with us is the steadfast commitment of the women and men in our network to battle the injustices in these most difficult of circumstances. Collectively, membership-based organizations have mobilized around relief efforts, ensured that governments designate their members as essential, and developed new communication structures to ensure no one is alone. They have filled gaps where no one else could and brought hope where it was hard to find.

Our team, members and partners throughout the WIEGO Network have also helped to increase public understanding of the role informal workers play in communities, households and societies. They have come together across sectors and regions to join hands in solidarity and advocate for fairer policies and practices. They have formed new partnerships and alliances, developed new leaders and grown in number and diversity. They have helped to build resilience in their communities and families. They have shown us pathways to recovery by rebuilding local economies in an inclusive and fair manner.

Through everything we do as a network, our members' needs are central. The world of work as it existed before the crisis was built on unsustainable inequalities. There is now more recognition of the urgency to end those inequalities and put into place a world of work that is centred on justice and inclusion. Our strength is solidarity and we are united in our vision of a recovery for all workers.

Mirai Chatterjee
Chair, WIEGO Board of Directors
October 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Sally Roever, International Coordinator

Adaptation and learning have been at the centre of our journey through the harrowing months of 2020-2021. In April 2020, as the pandemic began to play out, we undertook an unprecedented mobilization of resources to quickly design and implement two studies – a rapid appraisal with our institutional members and a mixed-method study with partners – to assess the impact of COVID-19 on informal workers in 12 cities. Never before had our network conducted a study under the circumstances we faced at that time. But putting data in the hands of workers, now as throughout our history, was critical to their efforts to convince governments to include them in relief measures.

Several years of research, organizing and networking culminated in another monumental achievement despite the circumstances of the pandemic: the launch of HomeNet International in February 2021. Home-based workers' organizations from four regions found creative ways to continue their work towards building a democratic, representative global network, even while navigating the severe impact of the pandemic on home-based workers. In coordination with the launch, our Statistics Programme published briefs profiling the size and composition of the home-based work sector in several countries and globally, showing its crucial role in local and global production.

WIEGO's unique model combining research, organizing and advocacy shaped the way policy makers saw and understood informal employment at a pivotal moment in history. Our work with partners documenting barriers to social protection and how innovations can overcome them was disseminated through the world's most influential multilateral institutions. The garment sector work we undertook with members and partners in Asia shaped the way in which stakeholders see informality throughout the supply chain and its effects on working conditions. Local governments participated in dialogues with worker organizations as a result of our joint work with members and partners to produce policy-relevant research.

As we reflect on the lessons learned from the past year, we see our foundation of solidarity in action and the potential it holds for our common future. And as we join hands in the struggle for the future, the courage we have seen in the past year can be a source of inspiration and hope for a more just and inclusive world of work.

In solidarity,

Sally Roever, PhD
International Coordinator, WIEGO
October 2021

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

The Formation of a Global Network for Home-Based Workers

The launch of HomeNet International – a global network for home-based workers – in February 2021 was the culmination of over two decades of organization building. This historic moment was witnessed by a huge number of workers and allies who attended the virtual launch at a time when an in-person meeting was impossible: there were 80 delegates from 36 affiliates from 20 countries, joined by around 200 home-based workers as observers and 200 allies.

The aim of the network is to build solidarity, share knowledge and information, take up home-based worker issues globally, raise a global voice in spaces such as the International Labour Organization, and to provide support to all regions and affiliate organizations.

The idea of a global network for home-based workers was born in the early 1990s when the issue of a convention for home-based workers was placed on the agenda of the International Labour Conference. However, early attempts to form a global network didn't succeed and, instead, the formation and building of regional networks became the focus – HomeNet South Asia and HomeNet South-East Asia – with WIEGO in a supporting role. For the past 10 years, WIEGO has also supported organizations of home-based workers in Africa, Latin America and Eastern Europe. In 2018, representatives of all five regions took the unanimous decision to form HomeNet International within two years.

WIEGO supported the formation of HomeNet International with capacity building, knowledge generation, statistics and network building. We will continue to support HomeNet International in the same way that we support the established global network organizations of street vendors (StreetNet International) and domestic workers (International Domestic Workers Federation).

A Global Network of Waste Pickers

WIEGO is supporting waste pickers to work towards a global network to amplify their voice. Representatives of waste picker organizations from 13 countries participated in the first online meeting for the constitution of the Global Advisory Committee of the Global Alliance of Waste Pickers in June 2020. This is a significant step forward in a process that started in 2008.

How Workers Mobilized During the Pandemic

The COVID-19 crisis has hit informal workers hard. Overnight, in places where governments enacted strict lockdowns, workers' livelihoods vanished and, to make matters worse, many found themselves stigmatized as the spreaders of the disease. Even as lockdowns eased, earnings recovered slowly and for many remained below pre-COVID-19 levels. With workers eager to get back to work instead of waiting for relief, informal worker organizations fought for the recognition of workers' essential roles in society and supported their members during this difficult time when governments failed to do enough. WIEGO has stood by them every step of the way.

Here is what we have achieved together:

Recognition as essential workers

When lockdowns were imposed, informal workers used WIEGO statistics and reports to formulate arguments to persuade their governments to allow them to return to work. Peru, South Africa and Colombia are some of the places where governments recognized informal workers – including waste pickers, street vendors and market traders – as essential workers, allowing them to work during lockdown. Waste pickers provide essential sanitation and solid waste management services, which contribute to public health and safety. Street vendors and market traders provide necessary goods and services and contribute to food security for the poorest and most vulnerable communities.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Increased public awareness

The pandemic has increased public awareness of the working poor's essential roles and the hardships they face, not least because workers are standing up and telling their stories. In Peru, media reported on street markets' crucial role in the urban food chain – something WIEGO's Lima team has continuously raised with national media – and many were eventually allowed to reopen. In Senegal, WIEGO supported informal worker organizations to speak out publicly about their stigmatization as spreaders of COVID-19. In South Africa, resident organizations, that had previously called for aggressive action against waste pickers, now recognized the importance of their work.

Receipt of cash transfers

Advocacy for cash transfers or grants to informal workers affected by the pandemic was successful in Peru, Ghana and South Africa. WIEGO supported this through media outreach and articulating workers' needs.

Cross-sector solidarity

At the start of the pandemic, WIEGO organized a meeting of regional and global networks of informal workers. Since then, they have been holding weekly (now biweekly) meetings, which have significantly increased cross-sectoral solidarity – a crucial element for movement-building. The networks have worked together on various big moments as a result, including a joint statement on May Day when they presented a global platform of demands, and the preparation of a common platform of demands for the International Labour Conference.

In a series of Workers' Voices webinars – made possible by interpretation into various languages – WIEGO provided a space for exchange where workers' organizations and networks of informal workers could learn from each other and discuss experiences. They talked about innovative policy, advocacy, and organizing strategies during the crisis, as well as positive policy responses. Interventions led by workers' organizations to support informal workers in the pandemic were also discussed.

Strengthened communications

The pandemic contributed to the development of new communications structures, and the strengthening of existing ones, for organizations of informal workers to monitor the impact of COVID-19 and share news with their members. Information technology systems were set up to support members in applying for relief programmes and increase their use of online platforms and tools for virtual communication. The organizations also used crowdfunding platforms and created systems for food distribution among their members.

How WIEGO Programmes Support Domestic Workers

Organization and Representation Programme

WIEGO has supported the International Domestic Workers Federation (IDWF) to become recognized as a relevant partner at the European level. European trade unions, the Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) and UNI Europa, and employers' organizations European Federation for Services to Individuals (EFSI) and the European Federation for Family Employment (EFFE) published a joint statement on the impact of the pandemic on domestic workers in 2020, and another demanding priority access to COVID-19 vaccines for home care workers. For the first time, following engagement by WIEGO and IDWF, IDWF was recognized as supporting the statements.

WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 2 For the year ended 31 March 2021

Statistics Programme

The programme's Statistical Briefs provide statistics on all WIEGO sectors, including domestic workers, and thus bring visibility to these workers at national and international levels. Tabulations for informal workers, including domestic workers, in India, urban India and Delhi, as well as in Mexico, urban Mexico and Mexico City were provided in two new briefs. These are essential tools for planning and advocacy.

Law Programme

The Law Programme builds the capacity of regional and global networks of informal worker organizations by providing technical input to support their strategies and advocacy, including on the COVID-19 response. Between March and November 2020, the Law Programme collected, collated and analyzed the laws and regulations adopted by 85 countries in response to COVID-19, with a particular focus on street vendors and domestic workers. The analysis for domestic workers focused on whether and how they were recognized as essential workers; whether and how governments protected domestic workers against lay-offs and whether they created health and safety obligations for their employers; and whether they were included in social assistance, social protection and stimulus measures.

Social Protection Programme

WIEGO works continuously with the International Domestic Workers Federation (IDWF) to raise the profile of social protection among their membership. The Social Protection Programme raised funds and designed a social protection survey with IDWF's members, which helped the National Domestic Workers Union in Bangladesh and the All Nagaland Domestic Workers Union in India to better reflect on their social protection priorities and understand the needs of their members.

Urban Policies Programme

To unpack the hardship, injustice and possibility for transformation within our economic system, laid bare by the pandemic, the Urban Policies Programme is hosting the WIEGO-led COVID-19 Crisis and the Informal Economy Study. Together with worker organizations, WIEGO is listening to the experiences of informal workers, including domestic workers, in 12 cities. The study found that, among domestic workers, "live-out" workers were more likely to face unemployment, while "live-in" workers suffered deteriorating working conditions and terms of employment.

How WIEGO Programmes Support Home-Based Workers

Organization and Representation Programme

Collective voice is key to improving the income, working conditions and status of workers in the informal economy – especially women – whose voices are often not heard by those who make decisions that affect their lives. Through strong, democratic membership-based organizations (MBOs) that are created and led by workers, they gain the knowledge, skills, confidence and solidarity to change this. This year, as a result of the programme's support with organization building, HomeNet International and HomeNet Kenya were founded.

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Statistics Programme

Country-specific data on home-based workers are not commonly available and WIEGO has long worked to change that. This year the Statistics Programme, in collaboration with the International Labour Organization and HomeNet International, prepared the first ever global brief with cross-national comparable estimates of home-based workers by world regions and country income groups. Together with home-based worker statistical briefs for Bangladesh, India and Pakistan, they supported the HomeNet International founding congress. The briefs have laid the foundation and built interest in subsequent statistical briefs planned for countries in other regions, including Latin America and Sub-Saharan Africa.

Law Programme

WIEGO seeks to influence key civil society organizations that are engaging with brands and in policy processes to include homeworkers in their strategies. In 2020, together with informal worker organizations and Asia Floor Wage Alliance (AFWA), the Law Programme called on global brands to extend a one-time Supply-chain Relief Contribution to all garment workers in their supply chains. The Law Programme also supported, together with the Organization and Representation Programme, organizations of home-based workers to participate in an EU law-making process – a first – to compel EU companies to undertake a mandatory human rights and environmental due diligence in their supply chains. As a result, 12 organizations of homeworkers from 10 South and Southeast Asian countries developed and submitted a platform of demands to the European Union Commission.

Social Protection Programme

The Social Protection Programme aims to enhance the knowledge and strategic capabilities of organizations of informal workers, including women within these organizations, to exercise voice and engage in alliance building for social protection. The WIEGO Briefing Note Violence at Work, spearheaded by WIEGO's Social Protection team, shows how informal workers, including home-based workers, can use the ILO Violence and Harassment Convention (no. 190) and accompanying Recommendation (no. 206) to draw attention to the domestic violence they experience in their homes and workplaces. Private homes in which domestic workers and home-based workers operate are considered high-risk workplaces due to the isolation of these workers.

Urban Policies Programme

To unpack the hardship, injustice and possibility for transformation within our economic system, laid bare by the pandemic, the Urban Policies Programme is hosting a WIEGO-led COVID-19 Crisis Study. Together with worker organizations, we are listening to the experiences of informal workers in 12 cities. HomeNet South Asia (HNSA) and HomeNet Thailand used the COVID-19 study survey questionnaire to undertake further study of home-based workers in 17 additional cities, thereby increasing our understanding of the challenges workers are facing during the pandemic.

How WIEGO Programmes Support Street Vendors and Market Traders

Organization and Representation Programme

From the beginning of the COVID-19 lockdown in South Africa in March 2020, street vendors were not able to meet and became very isolated from each other. WIEGO supported the organization of virtual monthly meetings for street vendors in all nine provinces in the country. These meetings have created regular interaction and enhanced coordination among the workers, allowing them to keep track of what is going on in all the different provinces.

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Statistics Programme

Our statistical brief for urban Thailand, which included data on all informal workers including street vendors and market traders, was used by the Urban Design and Development Center (UDDC) to improve city planning to accommodate the number of street vendors and convince the Bangkok Governor to return street vendors to footpaths. The brief was also used by HomeNet Thailand to ask the National Health Commission Office (NHCO) to help facilitate a public policy for street vendors in Bangkok. NHCO agreed to discuss this issue with other stakeholders because of the large number of people affected, based on our figures.

Law Programme

The pandemic has dealt a heavy economic blow on the African continent. The Law Programme analyzed the COVID-19 laws of 41 Anglophone, Francophone and Lusophone African countries through an informal trading lens. The paper in which these findings are reported considers the implications of these laws for informal traders' continuity of work, measures to prevent the spread of COVID-19, and social dialogue and engagement with governments. The research will be used to provide online training and capacity building for organizations of informal workers and has been made available to a wide range of stakeholders. The project is being implemented together with WIEGO's Social Protection Programme.

Social Protection Programme

The programme produced a series of briefs to analyze the Social Protection Responses to COVID-19, drawing from WIEGO's database of social protection responses to COVID-19, in order to support movements in their advocacy efforts to expand social protection to informal workers in this period of crisis. Various donors and organizations of informal workers have drawn on these briefs, including for advocacy. For example, StreetNet International used it in their presentation at the Global Platform on the Right to the City, and the International Labour Organization's influential Social Protection Spotlight policy brief included WIEGO's contribution based on one of the briefs.

Urban Policies Programme

In July 2020, the Legal Resources Centre in South Africa used WIEGO's health guidelines for street vendors in a court case to secure the opening of markets in Cape Town. The health guidelines helped demonstrate that traders have taken health concerns seriously, including those related to COVID-19. The case was won and the ruling allowed traders to start working again. The guidelines were prepared together with occupational health professors, food security experts, Asiye eTafuleni – an NGO supporting informal traders in South Africa – and trader leaders.

How WIEGO Programmes Support Waste Pickers

Organization and Representation Programme

WIEGO's Reducing Waste in Coastal Cities Project supports waste picker organizations in preventing ocean waste pollution by improving the capacity of waste picker organizations to be formally integrated into solid waste management in their cities. In September 2020, the city of Mangalore, India, issued occupational ID cards for 156 waste pickers as a result of enumeration of workers conducted as part of the project. This is a clear recognition by the state that informal waste pickers are part of the solid waste management infrastructure of the city. The ID cards also make the workers eligible for certain social welfare benefits, including health insurance, and allows them to open a bank account.

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Statistics Programme

There is particularly little data on waste pickers, relative to other informal worker groups, in country and international statistics. WIEGO prepared statistical briefs on informal workers, including waste pickers, in India, urban India and Delhi and Mexico, urban Mexico and Mexico City. This affirms the importance of the continued collection of data, which makes tabulation of these workers possible.

Law Programme

When the Kpone landfill in Accra, Ghana, was suddenly being decommissioned without consultation in June 2020, it came as a shock to the hundreds of waste pickers who rely on their work at the site to survive and feed their families. The Law Programme engaged the Accra-based Advocates for Community Alternatives to support the Kpone Wastepickers' Association to engage the World Bank on the government's lack of compliance with the Bank's safeguarding policies – requiring consultation and the development of a livelihoods restoration plan. The World Bank did not ultimately assume responsibility for safeguarding, and waste pickers are now advocating with the government to secure waste management contracts, finance and infrastructure to operate as an independent cooperative in the waste value chain.

Social Protection Programme

The programme's Informal Economy Podcast: Social Protection is a source of accessible information that raises awareness about research and debates on social protection for informal workers, including waste pickers. This year, it featured topics such as universal basic income, social protection needs for older workers, and the impact of the pandemic on workers. Socialprotection.org – the leading web-based platform for dissemination of social protection resources – featured WIEGO's social protection work in Lima after it was discussed on our podcast.

Urban Policies Programme

The Urban Policies Programme supports informal workers in their efforts to transform urban systems, including through raising the visibility of waste pickers in important debates. Marli Beraldo, a waste picker leader from the Acamares association in Minas Gerais, Brazil, participated in a webinar led by Brazil's National Health Foundation about the impacts of COVID-19. She shared the health and economic impacts felt by waste pickers during the pandemic. The invitation was a result of WIEGO's ongoing interactions with the Foundation on COVID-19-related work.

How WIEGO's Focal Cities Teams are Supporting Informal Workers

WIEGO's Focal Cities approach supports informal worker organizations to engage with government officials to secure more inclusive laws and regulations, improved urban services and a voice in urban planning and policy-making processes. WIEGO's five Focal Cities are Accra, Ghana; Dakar, Senegal; Delhi, India; Lima, Peru and Mexico City, Mexico.

Accra, Ghana

The team works with **market traders, street vendors, waste pickers** and **kayayei /market porters**. After a fire in a shopping mall, WIEGO reached out to worker leaders to find out the extent of the impact on informal traders and to offer support with a statement to demand a response from the authorities. The joint statement from the Greater Accra Markets Association (GAMA) and Informal Hawkers and Vendors of Ghana (IHVAG) received a lot of media attention; this was an opportunity workers used to reiterate their demand for a safe and secure working environment. Following the statement, the National Board for Small Scale Industries (NBSSI) agreed to increase the number of eligible beneficiaries of a COVID-19 alleviation programme – although support has remained limited.

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Dakar, Senegal

The team works with **home-based producers, street and market vendors, waste pickers, taxi drivers, laundresses, carpenters and construction workers.**

WIEGO is working to secure waste pickers' livelihoods in the process of the eventual closure of the Mbeubeuss dumpsite. In partnership with strategic allies, WIEGO works to strengthen the capacity of Bokk Diom – the association of Waste Pickers of Mbeubeuss – to defend their rights and interests as workers. Bokk Diom leaders are now holding the authorities to account for the protection of their livelihoods and are demanding inclusion in the project. In March 2021, Bokk Diom began the process of becoming a union. With the International Labour Organization and WIEGO, Bokk Diom worked in the development of two feasibility studies for the creation of a cooperative, identifying potential areas where they could participate within the waste management chain.

Delhi, India

The team works with **domestic workers, home-based workers, street vendors and waste pickers.**

In Delhi, WIEGO joined a diverse coalition of allies who together formed the Main Bhi Dilli ("I, too, am Delhi") Campaign – to advocate for the need for a more participatory and inclusive approach to the next Delhi master plan, which sets the tone for the city's development for the next 20 years. As a result of the campaign's advocacy efforts, the city opened up its most inclusive public consultation process yet – accepting for the first time citizen input on the master plan before the release of a draft rather than after.

Lima, Peru

The team works with **domestic workers, home-based workers, street vendors, waste pickers, "canillitas"/newspaper vendors and market porters.**

COVID-19 restrictions in Peru were among the strictest and longest in the world. Informal workers were not able to go to work for almost four months. Team Lima worked closely with membership-based organizations, government officials and the media to advocate for cash grants for self-employed workers. At the start of the pandemic, the national government granted cash support to households categorized as poor or "extremely poor", but the urban directories were not up to date and the majority of informal workers were left out of the benefit. A cash grant for self-employed workers was approved a couple of weeks after WIEGO's advocacy started and improved the reach of the cash grants to include many informal workers.

Mexico City, Mexico

The team works with **domestic workers, street vendors, waste pickers and non-salaried workers** including mariachi musicians, coffee vendors, shoe shiners and organ players.

Through the "Rifados de la Basura" campaign, launched by WIEGO in April 2020, waste pickers drew attention to their working conditions through the media and gained visibility and recognition from government officials and the public. The Mexico City Human Rights Commission issued a press release soon after the start of the campaign urging Mexico City's government to protect informal waste pickers due to the high risks they faced in the COVID-19 crisis, incorporating two of the central demands of WIEGO's campaign.

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Improving the Accessibility of Our Work

Making our research available in accessible formats and disseminating it on various channels and in a wide variety of languages contributes to an inclusive environment in which workers can use our materials to inform their advocacy. Over the past year, our new trilingual website, increasingly visual social media messaging, and media outreach conducted by a dedicated press team have contributed to improved accessibility.

These strategies were, for example, used for the dissemination of WIEGO's 12-city study, which is conducted in collaboration with organizations of informal workers and assesses the impact of the COVID-19 crisis on specific groups of workers and their households. The results and outputs from the study have been widely shared by donors and multilateral international organizations, as well as by workers who have used it in their advocacy for better working conditions and rights during the pandemic.

In Peru alone, the study results were featured in 80 news and interview pieces; the ministries of labour and production in Peru took action on a recommendation of the study to provide access to small credit to informal workers; and, following a public parliamentary session on climate where the results were presented, the Lima municipal government designated informal recyclers as essential. The ILO's flagship online publication – the International Labour Review – accepted for publication two WIEGO-authored papers on the study findings. Various news outlets around the world reported on the impacts of the crisis on informal workers after receiving a press release from WIEGO.

The Law Programme commissioned the creation of engaging materials for their Waste Pickers and Human Rights work, which aims to improve working conditions for waste pickers through a human rights perspective and to extend the right to work to include informal workers. The materials (Spanish only) included a comic, a snakes and ladders game and a guide to recyclers' rights.

Disseminating our work in partnership with donors and large international organizations makes it more accessible for a larger audience and thus increases the reach of our work. In partnership with Ford Foundation and UNU-WIDER, WIEGO co-hosted an online event to celebrate the book *The Informal Economy Revisited: Examining the Past, Envisioning the Future* and to call attention to the future of informal work. This 34-chapter open-access book brings together leading scholars from a broad range of disciplines to investigate recent conceptual shifts, research findings and policy debates on the informal economy. Edited by Marty Chen and Françoise Carré, the volume is the culmination of WIEGO's first 20 years of pioneering work on the informal economy. As a whole, it calls for a paradigm shift in theory and research as well as policies, laws and regulations on the informal economy.

Increased availability of translation and interpretation provided by the communications team makes trainings and workshops accessible for a wider audience and has improved representation from our constituencies, also in global campaigns – such as the 16 Days Campaign to call for the ratification of ILO Convention 190 to end all forms of gender-based violence, which focused on women in informal employment.

For International Women's Day, WIEGO amplified the voices of women leaders – in their own words, made possible by translation – whose organizations stepped up to provide relief when governments failed to do enough during the COVID-19 pandemic.

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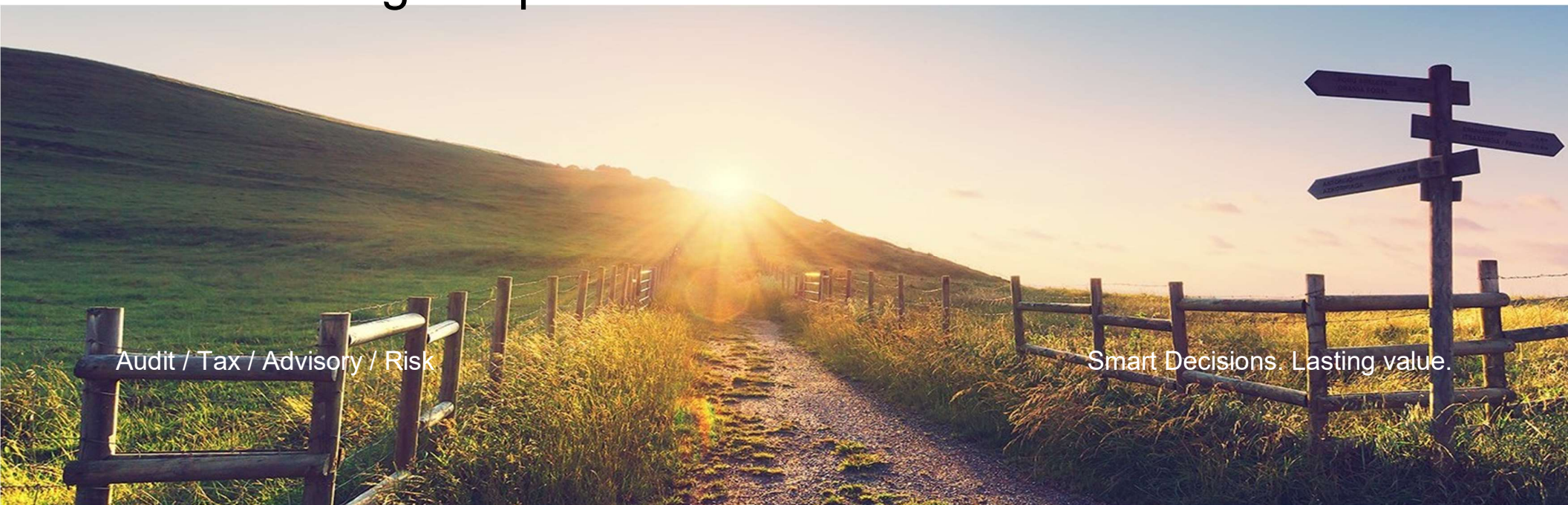
Women in Informal Employment: Globalizing and Organizing

Year ended 31 March 2021

Audit Findings Report **DRAFT**

Audit / Tax / Advisory / Risk

Smart Decisions. Lasting value.



The Directors
Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited
521 Royal Exchange
Manchester
M2 7EN
5 July 2021

Dear Directors

Audit for the year ended 31 March 2021

Following the completion of our audit fieldwork on the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) for the year ended 31 March 2021 we have pleasure in submitting our Audit Findings Report setting out the significant matters which have come to our attention during our audit of which we believe you need to be aware when considering the financial statements. The matters included in this report have been discussed with WIEGO's management during our audit and at our closing meeting on 5 July 2021. Mike Bird and Jacqui Fendall have seen a draft of this report and we have incorporated their comments and/or proposed actions where relevant.

The Covid-19 virus outbreak continues to have a significant impact on the WIEGO's reporting and on our audit processes this year and we have commented specifically on this in the report. Vicky Szulist will be attending your meeting on 21 July 2021 and will be pleased to provide any further information or clarification on this or any other matters which you may require.

We would like to express our appreciation for the assistance provided to us by the finance team and the other staff at the charity during this year's audit.

Use of this report

This report has been provided to the Finance Committee to consider and ratify on behalf of the Board of Trustees, in line with your governance structure. We accept no duty, responsibility or liability to any other parties, since this report has not been prepared, and is not intended, for any other purpose. It should not be made available to any other parties without our prior written consent.

Yours sincerely

Crowe U.K. LLP

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1. Audit overview

Audit scope and approach

Our audit work has been undertaken for the purposes of forming our audit opinion on the financial statements of WIEGO prepared by management with the oversight of the directors and has been carried out in accordance with International Standards on Auditing (UK) ('ISAs').

Our work combined substantive procedures (involving the direct verification of transactions and balances on a test basis and including obtaining confirmations from third parties where we considered this to be necessary) with a review of certain of your financial systems and controls where we considered that these were relevant to our audit.

We have commented below on matters that need to be finalised before we complete our audit and also later in this report on our approach to the key audit risks. Subject to the satisfactory completion of the outstanding matters, we believe that we will have obtained sufficient audit evidence and that there have not been any restrictions or limitations on our audit.

Communicating significant findings from our audit

We are required by ISAs to communicate with the directors as "those charged with governance" various matters from our audit including:

- our views about significant qualitative aspects of the charity's accounting practices, including accounting policies, accounting estimates and financial statement disclosures,
- significant difficulties, if any, encountered during the audit,
- any significant matters arising during the audit and written representations we are requesting,
- circumstances that affect the form and content of our auditor's report, if any, and
- any other significant matters arising during the audit that, in our professional judgment, are relevant to the oversight of the financial reporting process.

We have included comments in relation to the above where relevant in the subsequent sections of this report.

We also report to you any significant deficiencies in internal control identified during our audit which, in our professional judgment, are of sufficient importance to merit your attention. We confirm that we have no significant control deficiencies identified from our audit which we need to bring to your attention.

You should note that our evaluation of the systems of control at WIEGO was carried out for the purposes of our audit and accordingly it is not intended to be a comprehensive review of systems and processes. It would not necessarily reveal all weaknesses in accounting practice or internal controls which a special investigation might highlight, nor irregularities or errors not material in relation to the financial statements.

Audit completion

We have substantially completed our audit subject to the matters set out below.

- Completion of the going concern and post-Balance Sheet events reviews.
- Review of the final financial statements.
- Receipt of the signed letter of representation.

We will report to you orally in respect of any modifications to the findings or opinions contained in this report that arise on completion of the outstanding matters. On satisfactory completion of the outstanding matters, we anticipate issuing an unmodified audit opinion on the truth and fairness of the financial statements.

Critical audit matters

We have identified income recognition and management override of controls as being critical to the financial statements and have considered these matters further in section 2 of this report.

Additionally, going concern has become an increased risk area for all organisations given the current unprecedented environment surrounding COVID-19 and we have considered in section 2 going concern and the impact of COVID-19 on the Trustees' Report and financial statements

Other significant audit matters

In Section 3 we have also discussed in detail the findings from our work in relation to the following matters.

- Harvard debtor balance.

Materiality and identified misstatements

As we explained in our Audit Planning Report, we do not seek to certify that the financial statements are 100% correct; rather we use the concept of "materiality" to plan our sample sizes and also to decide whether any errors or misstatements discovered during the audit (by you or us) require adjustment. The assessment of materiality is a matter of professional judgement but overall a matter is material if its omission or misstatement would reasonably influence the economic decisions of a user of the financial statements.

The audit materiality for the financial statements set as part of our audit planning took account of the level of activity of WIEGO and was set at approximately 2% of income. We have reviewed this level of materiality based on the draft financial statements for year ended 31 March 2021 and are satisfied that it continues to be appropriate.

We also report to you any unadjusted individual errors other than where we consider the amounts to be trivial, and for this purpose we have determined trivial to be approximately 3% of our audit materiality.

We have listed in Appendix 2 any misstatements we have noted which have not been adjusted by management. The unadjusted errors would result in a decrease of \$3k in the net income recorded in the Statement of Financial Activities and management have concluded that this is not material. We will be requesting confirmation from the Trustees in our audit representation letter that you do not wish to adjust for these misstatements.

Ethical Standard

We are required by the Ethical Standard for auditors issued by the Financial Reporting Council ('FRC') to inform you of all significant facts and matters that may bear upon the integrity, objectivity and independence of our firm.

Crowe U.K. LLP has procedures in place to ensure that its partners and professional staff comply with both the relevant Ethical Standard for auditors and the Code of Ethics adopted by The Institute of Chartered Accountants in England and Wales.

In our professional judgement there are no relationships between Crowe U.K. LLP and WIEGO or other matters that would compromise the integrity, objectivity and independence of our firm or of the audit partner and audit staff. We are not aware of any further developments which should be brought to your attention.

Having considered the safeguards as noted at planning, in order to provide the maximum independence to the Finance Committee, whilst providing you with the ability to retain our cumulative audit knowledge and experience, we have included a second partner review into our internal processes this year.

Legal and regulatory disclosure requirements

In undertaking our audit work we considered compliance with the following legal and regulatory disclosure requirements, where relevant.

- Companies Act 2006
- Charities Act 2011
- The Charities (Accounts and Reports) Regulations 2008
- Financial Reporting Standard 102 (FRS 102)
- The Charities SORP (FRS102) (effective 1 January 2015)

Financial statements

The trustees of WIEGO are responsible for the preparation of the financial statements on a going concern basis (unless this basis is inappropriate). The trustees are also responsible for ensuring that the financial statements give a true and fair view, that the process your management go through to arrive at

the necessary estimates or judgements is appropriate, and that any disclosure on going concern is clear, balanced and proportionate.

Directors' responsibilities

Under the provisions of the Companies Act, the Directors' Report is required to include a statement confirming for each director who was a director at the time of the approval of the financial statements that:

- they have each taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit

information and to establish that the company's auditor is aware of that information; and

- so far as they are aware there is no relevant audit information of which the company's auditor is unaware.

2. Significant matters from our audit

We reported in our Audit Planning Report a number of areas we identified as having specific audit risk including the potential risk from management override of controls which auditing standards deem to be a significant risk for all audits. We have commented below on the results of our work in these areas as well as on any key additional risks, judgements or other matters in relation to the financial statements of WIEGO identified during our audit.

2.1 Going concern

We explained in our Audit Planning Report that in preparing the financial statements to comply with Financial Reporting Standard 102 the Trustees and management are required to make an assessment of the charity's ability to continue as a going concern. In assessing whether the going concern assumption is appropriate, the Trustees and management are required to consider all available information about the future of the charity in the period of at least, but not limited to, twelve months from the date when the financial statements are approved and authorised for issue.

The trustees' going concern assessment is a key area of emphasis and importance for our audit and, in accordance with the requirements of ISAs (UK), our audit report includes a specific reference to going concern.

The impact of the Covid-19 outbreak will require all entities, including charities, to reassess their financial position and their ability to continue to operate as a going concern. This may require considering a number of factors including updating the charity's budgets and forecasts. Where trustees identify possible events or scenarios, other than those with a remote probability of occurring, that could lead to failure, then these should be disclosed in the financial statements.

Trustees may consider and take account of realistic mitigating responses open to them, considering the likely success of any response.

We have discussed this with WIEGO's management and explained that our work on going concern includes the following:

- reviewing the period used by Trustees to assess the ability of WIEGO to continue as a going concern,
- examining budgets and forecasts prepared by management covering the period of the going concern assessment which adequately take

account of the potential impacts of Covid-19 on the charity to ensure that these appropriately support the trustees' conclusion,

- reviewing the accuracy of past budgets and forecasts by comparing the budget for the current year against actual results for the year, and
- reviewed any other information or documentation which the Trustees have used in their going concern assessment.

The Financial Reporting Council thinks it is likely that more companies (and this will include charities) will disclose "material uncertainties" to going concern in the current circumstances. For these reasons we have identified this area as a specific area of audit risk with respect to WIEGO.

Covid-19 is a fast-moving situation and it will be important that the trustees consider not only the budgets and forecasts but also the sensitivity analysis on these. Key considerations will be around reserves, liquidity and resilience.

a) Reserves

The Charity Commission guidance "Managing financial difficulties & insolvency in charities" (CC12) stresses the importance for "*a trustee body to have a good knowledge and understanding of the charity and its finances so that, as far as possible, the continued viability of the charity and its charitable activities can be assured.*".

This is a theme that runs through the Charity Commission's updates and alerts including its guidance on whether charities can use reserves and restricted funds to help the charity through the crisis.

The Charity Commission guidance highlights a number of factors the trustees need to consider.

- Trustees should review what are their short, medium and longer-term priorities, including whether or not certain projects, spends or activities can be stopped or delayed.
- The guidance recognises that reserves can be used to help cope with unexpected events like those unfolding at present.
- If the trustees have previously decided to earmark certain funds for a particular purpose they may be able to re-prioritise these.
- Restricted funds which cannot be spent at the trustees' discretion may only be used for a particular and defined purpose. In some instances, there may be ways to amend these restrictions, but accessing or releasing restricted funds should only be considered if other options such as reserves are not possible.
- All decisions on such financial matters should normally be taken collectively, and significant decisions and action points noted in writing.

b) Liquidity and resilience

The Charity Commission guidance goes on to explain that *"The overall responsibility for effective governance and the implementation of proper financial management rests with the trustees, but may well involve all staff members whether paid or volunteers."*

As well as the level of available reserves the trustees will also need to understand and consider the charity's liquidity.

- Proper consideration needs to be given to cash flow forecasts and debt and project management based on realistic assumptions set. There should be a budget including cash projections and business plans produced at least annually and monthly monitoring against the plans.
- There is a need to extend cash flow forecasts to evaluate issues that may arise after the end of the period covered by existing cash flow forecasts.
- There should be processes in place to ensure that appropriate procedures and controls have been applied to models used to

generate cash flow and valuation information, including the choice and consistent use of key assumptions.

- Appropriate sensitivity analysis needs to be applied to address the potential impact of reasonably possible events. Sources of income and expenditure should be analysed with consideration of uncertainties around grant funding, voluntary or earned income.
- The sensitivity analysis should properly flex assumptions to identify how robust the model outputs are in practice and that the assumptions are free from bias.

In April 2016 the FRC issued its guidance on the Going Concern Basis of Accounting and Reporting on Solvency and Liquidity Risks for companies that do not apply the UK Corporate Governance Code. Whilst this guidance refers to "directors" and "companies", the report makes it clear that it is designed to relate to all other entities preparing accounts under the going concern basis and it will therefore be applicable to charities and charity trustees.

The guidance defines Solvency Risk as *"the risk that a company will be unable to meet its liabilities in full"* and Liquidity Risk as *"the risk that a company will be unable to meet its liabilities as they fall due"*.

The guidance sets out some of the factors which directors should consider as part of their assessment process but also explains that it is the directors that need to determine the relevance of these factors considering the size, complexity and the particular circumstances of the organisation, its industry and the general economic conditions.

In their updated guidance 'Company Guidance Update March 2020 (COVID-19)', the Financial Reporting Council, explain *"Given the systemic uncertainties that currently exist, many boards will be less confident in stating that they have a reasonable expectation that the company will be able to continue in operation and meet its liabilities as they fall due over a period of assessment ("the viability statement" as required for compliance with the UK Corporate Governance Code)"*.

However, the FRC stresses the following points:

- *"Boards are required to have a "reasonable expectation" of the company's viability over the period of assessment – during the current*

emergency and unprecedented pace of change, any reasonable level of expectation would naturally carry a much lower level of confidence;

- Being clear on the company's specific circumstances and the degree of uncertainty about the future is important information; and
- When presenting a company's viability statement, its board should draw attention to any qualifications or assumptions as necessary.

In describing any qualifications to the statement, a board should describe the limits of the predictions, the level of confidence with which they have been made and the uncertain future events that could prove critical to viability.

Similarly, the key assumptions made and the future scenarios considered should be explained. Many companies already use scenario and stress testing in developing their statements and this should continue as far as practicable. The use of reverse stress testing, to identify future scenarios that could lead to corporate failures, is also good practice.

At this time, the need for fuller disclosure is paramount."

In addition, there may be charity specific issues to consider including ensuring that there are no breaches of trust with respect to any restricted income or endowed funds and that the charity is able to meet its obligations in relation to these funds. Trustees may be held liable for a breach of trust if they apply restricted funds for purposes outside of the relevant restriction.

CC25: "Charity finances: trustee essentials" – issued in March 2017 emphasises the need for charities to be resilient. This is a key theme for much of the Commission's guidance is also discussed in the updated CC19 guidance entitled "Charity reserves: building resilience".

In the section on 'managing financial difficulties and insolvency, CC25 explains that if charities face financial difficulties then the trustees must:

- "have the appropriate skills and time to ensure the proper running of the charity and lead or manage it through difficulties,
- ensure that they regularly receive and consider robust and up-to-date financial management information to enable them to recognise at an early stage when the charity is facing financial difficulties,

- find out which charity funds are restricted in their use by their donors and which can be used for any of its aims - this is crucial to the proper understanding of the charity's overall financial position,
- take prompt action when they think insolvency is a possibility – professional advice in writing should be taken at an early stage because any corrective action needs to be carefully planned,
- consider changing, cutting or restricting the charity's activities, reviewing funding sources and commitments or refinancing,
- think about merging or collaborating with another charity,
- have an understanding of (and if necessary take advice about) insolvency law and how it applies to charitable companies, and what voluntary options there are for other types of charity,
- recognise that once the charity has reached the stage of liquidation or winding up their primary duty is to pay the charity's debts, and
- tell the Commission if the charity closes or is no longer active so that it can be removed from the register of charities (legal requirement)."

c) Insolvency

There are normally two tests of insolvency – the balance sheet test (positive net assets) and the cashflow test. The key issue is, can the organisation pay its debts as they fall due? The cash flow test is of particular importance and a charity can be insolvent even if it has positive net assets. Careful consideration is required of many factors, such as what values can be realised in time to meet debts and what assets can be used to meet liabilities. Understanding is needed of the implications of the different restricted and endowed funds held by the charity. The position for trustees of an unincorporated charity is different and the risks are usually higher.

Directors and shadow directors can be guilty of wrongful trading if they continue to trade and incur liabilities they knew or ought to have known that there was no reasonable prospect of avoiding insolvent liquidation.

Fraudulent trading is also a risk. Section 213 of the Insolvency Act provides that on the application of the liquidator of a company the Court may order that any persons who were knowingly party to carrying on the business of the company with intent to defraud creditors must make a contribution to the

company's assets. For a fraudulent trading action, intent to defraud creditors must be proved and the onus of proof is on the liquidator. There must be evidence of actual dishonesty. For an insolvent charitable company, senior management, and not just the trustees, could also be made liable for fraudulent trading. The charity should avoid entering into preferential transactions which put another party in a better position to the detriment of other creditors. The court will recognise mitigating circumstances. For example, if the directors took proper steps to minimise the potential loss to the company's creditors.

On 28 March 2020 the government announced changes to the insolvency regime aimed to provide companies breathing space and keep trading through the COVID-19 pandemic. There will be a temporary suspension of wrongful trading provisions to remove the threat of personal liability during the pandemic, applied retrospectively for the periods 1 March 2020 to 30 September 2020 and 26 November 2020 to 30 June 2021. In addition, there is to be a temporary moratorium until 30 September 2021 for companies undergoing a restructuring process so that they cannot be put into administration by creditors and will continue to be able to pay suppliers and staff. The detail and the underpinning legislation is yet to follow. However, it has been clarified that these measures do not impact the existing laws relating to matters such as fraudulent trading, transactions defrauding creditors and misfeasance.

d) Finalising the financial statements

Given the potential for rapid spreading of the virus, required disclosures will likely change over time as more information about the epidemic emerges. As a result, the trustees will need to monitor developments and ensure that they are providing up-to-date and meaningful disclosure before finalising their year-end report.

The Financial Reporting Council in their 'Company Guidance Update March 2020 (COVID-19)' thinks it is likely that more companies will disclose 'material uncertainties' to going concern in current circumstances. The impact of the coronavirus outbreak will require all entities, including charities, to reassess their financial position and their ability to continue to operate as a going concern. This may require considering a number of factors but probably key will be to update the charity's budgets and forecasts and also to consider whether the charity might fail to comply with any external covenants.

Put simply, where boards identify possible events or scenarios, other than those with a remote probability of occurring, that could lead to failure, then these should be disclosed. Boards may take account of potential responses open to them to mitigate such events or scenarios although would need to consider the likely success of any response.

As part of our audit fieldwork we have reviewed the budgets that have been prepared for the year ended 31 March 2022 and 2023. We understand from management that they have been informed of funding of \$5m per year for 5 years from The Ford Foundation to fund WIEGO and the networks. Management do not believe that there is any material uncertainty around going concern for the organisation.

We will be seeking representations that the Board has considered the forecasts and is satisfied that the Going Concern basis is appropriate.

2.2 Covid-19 and the financial statements

The measures put in place by the Government to limit the spread of Covid-19 will have a broad range of implications for all organisations and their operations, and will going forward impact on financial results.

WIEGO has been facing unexpected challenges which will impact on the charity going forward, both in its operations and financially. It is therefore important that the Financial Statement adequately disclose the impact on any significant estimates and judgements made in the financial statements. The trustees should also provide a comprehensive explanation of the challenges within the narrative reporting in the Trustees' Report.

We have discussed the draft of the proposed additional disclosures with the charity's management and how these fit in with the charity SORP requirements as well as the needs of the charity. However, due to the continually changing environment, the trustees will need to review and monitor these disclosures and update them as necessary before finalising the Report and Financial Statements

To assist our charity clients to identify the key reporting implications we have published a report "Coronavirus: financial reporting issues for charities" which is available on our website - <https://www.crowe.com/uk/croweuk/insights/covid-19-financial-reporting-charities>.

2.3 Income recognition

The key risks in this area have been identified as follows.

- Completeness (has all income due been appropriately recognised in the period?).
- Benefit (has income been recognised in the appropriate period?).
- Fund allocation (have donor restrictions on the use of the income been appropriately captured in the financial statements?).
- Accuracy (where income is owed at year end, is it likely to be received or should it be provided against?).

We are also required to presume that there may be risks of fraud in the recognition of income in the financial statements and to conduct our audit testing accordingly.

Our testing on income was completed as outlined in our audit planning report. During our testing we have noted that management have deferred a \$2m grant from The Hewlett Foundation on the basis that it is to be used in the year ended 31 March 2022. We have reviewed the grant documentation provided and have noted that the grant documentation whilst signed by WIEGO on 1 April 2020 was dated 22 March 2020 and says that the funds should be used within the period 23 March 2020 to 23 March 2022. Under the Charities SORP this income should not be deferred but should be carried forward in the restricted fund.

The accounts have been adjusted to include the grant in this year's income.

2.4 Management override of controls

Auditing standards require us to consider as a significant audit risk areas of potential or actual management override of controls. In completing our audit we have therefore considered the following matters.

Significant accounting estimates and judgements

A revised auditing standard, ISA (UK) 540 (Revised) Auditing Accounting Estimates and Related Disclosures, effective for accounting periods commencing on or after 15 December 2019, is applicable for the current year, and required additional audit focus over management's estimates, including undertaking separate risk assessments for both inherent and control risks. In

respect of the former, consideration is given to the estimation uncertainty, the subjectivity and the complexity of the estimate. We are also required to consider whether the disclosures made in the financial statements are reasonable.

Management have made a number of necessary significant accounting estimates and judgements which impact the financial statements. We identified the following for specific audit review:

- Income recognition in relation to performance related grants and contracts

This point is addressed in section 2.3 above.

It is important that you are satisfied that the assumptions used by management are appropriate and we will ask you to provide a written representation to us to confirm this.

Controls around journal entries and the financial reporting process

We reviewed and carried out sample testing on the charity's controls around the processing of journal adjustments (how journals are initiated, authorised and processed) and the preparation of the annual financial statements. We also considered the risk of potential manipulation by journal entry to mask fraud.

We did not identify any instances of management override of controls or other issues from our sample testing of WIEGO journals. However, we note that journal processing can be an area of potential risk and it is good practice to include consideration of this within the overall WIEGO risk assessment.

Significant transactions outside the normal course of business

We are required to consider the impact on the financial statements if there are any significant transactions occurring outside of the normal course of the charity's business.

No such transactions were notified to us by management, nor did any such transactions come to our attention during the course of our work.

3. Other matters from our audit

In addition to matters relating to the key areas of accounting and audit focus as reported in Section 2, we have also noted the following matters from our audit work which we should bring to your attention.

3.1 Harvard debtor

We understand that during the year management received a final statement from Harvard covering the period June 2007 to June 2020 which stated that there was a nil balance between WIEGO and Harvard whereas WIEGO have a debtor balance owed by Harvard at the year end of \$48k. The Harvard balance has formed part of the audited accounts since WIEGO's inception. The Harvard statements are often multiple for different income streams and not always co-terminus with WIEGO's year end.

We understand that Jacqui Fendall has gone back and checked all the transactions over the past few years and also tried to discuss this with Harvard but has been unable to determine where the difference has arisen. It has been agreed with management that the benefit to be gained of trying to go back further into the charity's old accounting system Quickbooks is not a good use of staff time and as it is unlikely that the amount would be recovered from Harvard even if it could be proved that the amount was owing it has been agreed that this balance should be written off in the financial statements.

4. Fraud and irregularities and our audit reporting

There has been an update to ISA (UK) 700 for accounting periods beginning on or after 15 December 2019, requiring the audit report to include an additional comment to explain to what extent the audit was considered capable of detecting irregularities, including fraud.

Irregularities are acts of omission or commission which are contrary to the prevailing laws or regulations. Fraud includes both fraudulent financial reporting and misstatements resulting from misappropriation of assets.

The primary responsibility for the prevention and detection of both irregularities and fraud rests with the directors and management of the organisation. It is important that management, with oversight of those charged with governance, place a strong emphasis on fraud prevention and fraud deterrence. This involves a commitment to creating a culture of honest and ethical behaviours which can be reinforced by an active oversight by those charged with governance.

Our responsibility under ISAs (UK) is to obtain reasonable assurance that the financial statements taken as a whole are free from material misstatement, whether caused by fraud or error. The addition this year to our reporting requirements placed increased emphasis on our understanding of the risks to WIEGO from fraud and irregularities and our audit included discussions with management to obtain their assessment of the risk that fraud may cause a significant account balance to contain a material misstatement, as well as other procedures to obtain sufficient appropriate audit evidence.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements of the financial statements may not be detected even though the audit is properly planned and performed in accordance with the ISAs (UK).

WIEGO has systems in place for review and authorisation of expenditure and journals by management, including dual authorisation and segregation of duties between those posting transactions and those approving payments.

We obtained an understanding of the legal and regulatory frameworks within which the charity and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered

in this context were the Charities Act 2011 together with the Charities SORP (FRS102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were those contained within the Charities Act.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

In our Audit Planning Report, we explained that the responsibility for safeguarding the assets and for the prevention and detection of error and irregularities, including fraud and non-compliance with law or regulations rests with the directors of WIEGO.

In accordance with International Auditing Standards, we planned our audit so that we have a reasonable expectation of detecting material misstatements in the financial statements or accounting records (including any material misstatements resulting from fraud, error or non-compliance with law or regulations).

However, no internal control structure, no matter how effective, can eliminate the possibility that errors or irregularities may occur and remain undetected. In addition, because we use selective testing in our audit, we cannot guarantee that errors or irregularities, if present, will be detected. Accordingly, our audit should not be relied upon to disclose all such misstatements or frauds, errors or instances of non-compliance as may exist.

As part of our audit procedures we made enquiries of management to obtain their assessment of the risk that fraud may cause a significant account balance to contain a material misstatement. Usually fraud in the charity sector is not carried out by falsifying the financial statements. Falsifying statutory financial statements usually provides little financial benefit, as compared to say a plc where showing a higher profit could lead to artificial share prices or unearned bonuses. However, falsifying financial statements can be used to permit a fraud or to avoid detection. As a generality, charities represented by its management and its trustees do not actively try to falsify financial statements as there are not the same incentives to do so. In the charity world fraud is usually carried out through misappropriation or theft.

We have reviewed and discussed the accounting and internal controls systems management has put in place to address these risks and to prevent and detect error. However, we emphasise that the directors, Finance Committee and management should ensure that these matters are considered and reviewed on a regular basis.

We have included the following statements in the letter of representation which we require from the directors when the financial statements are approved.

- The directors acknowledge their responsibility for the design and implementation of internal control to prevent and detect fraud and errors.
- The directors have assessed that there is no significant risk that the financial statements are materially misstated as a result of fraud.
- The directors are not aware of any fraud or suspected fraud affecting the charity involving management, those charged with governance or employees who have a significant role in internal control or who could have a material effect on the financial statements.
- The directors are not aware of any allegations by employees, former employees, regulators or others of fraud, or suspected fraud, affecting the charity's financial statements.

We draw your attention to bullet point 2 above which presupposes that an assessment has been made. We have not been made aware of any actual or potential frauds which could affect the 2021 financial statements, or in the period since the previous year end.

We emphasise that this section is provided to explain our approach to fraud and error, but the responsibility to make and consider your own assessment rests with yourselves.

The trustees should be aware that the Charity Commission provides guidance (updated in October 2019) on how to protect your charity from fraud including information about fraud, how to spot it and what you can do to protect against it - <https://www.gov.uk/guidance/protect-your-charity-from-fraud>.

The Charity Commission's first guiding principle recognises that fraud will always happen. It is therefore important that, as part of setting their overall risk appetite, the directors consider fraud within their tolerance for the risks associated with the management of the organisation's (and group's) funds. The development and continued assurance of a robust counter fraud control framework should then contribute to the organisation matching the risk appetite and tolerance agreed by the directors.

We have shared with management our guidance and a framework on conducting fraud risk assessments. A fraud risk assessment is an objective review of the fraud risks facing an organisation to ensure they are fully identified and understood. This includes ensuring:

- fit for purpose counter fraud controls are in place to prevent and deter fraud and minimise opportunity, and
- action plans are in place to deliver an effective and proportionate response when suspected fraud occurs including the recovery of losses and lessons learnt.

Good practice suggests that to be most effective the risk assessment should be undertaken at a number of levels within the organisation:

- Organisational – to assess the key policy, awareness raising and behavioural (including leadership commitment) requirements that need to be in place to build organisational resilience to counter fraud.
- Operational – a detailed analysis of the fraud risk and counter fraud control framework at the operational level – by function (activity) or individual business unit (including programmes and projects).

Any fraud risk assessment should not be seen as a standalone exercise but rather an ongoing process that is refreshed on a regular basis. Carrying out the fraud risk assessment may reveal instances of actual or suspected fraud.

Should this happen next steps will be determined on circumstances, the existing control framework (including any response plan(s)), and in consultation with the key members of the organisation's management team.

Considering risks of fraud

There is evidence that during times of economic instability there is an increased risk of fraud. This may be because resource constraints can reduce internal controls and oversight and also because individuals facing hardship may be more likely to consider fraudulent practices.

The following provides further information on the three kinds of fraud that charities such as WIEGO should consider.

a) Frauds of extraction

This is where funds or assets in possession of the charity are misappropriated. Such frauds can involve own staff, intermediaries or partner organisations since they require assets that are already in the possession of the entity being extracted fraudulently. This could be by false invoices, overcharging or making unauthorised grant payments.

Essentially such frauds are carried out due to weaknesses in physical controls over assets and system weaknesses in the purchases, creditors and payments cycle. The cycle can be evaluated by considering questions such as who authorises incurring a liability and making a payment. On what evidence? Who records liabilities and payments? Who pays them and who checks them?

The close monitoring of management accounts, ledger entries and strict budgetary controls are also generally seen as an effective way of detecting and deterring frauds in this area.

Staff should be made aware of the increasing use of mandate fraud. This is where when the fraudster gets the organisation to change a direct debit, standing order or bank transfer mandate by purporting to be a supplier or organisation to which the charity make regular payments.

Insufficient due diligence around requests to amend supplier or payroll details has led to payments to unauthorised individuals so sufficient checks in these areas is of increasing importance.

Some charities have also been victims of what is being termed CEO fraud, although it does not involve the CEO. In this case cyber criminals spoof

company email accounts and impersonate executives to try and fool an employee in accounting or HR into executing unauthorised wire transfers or sending out confidential information.

This type of phishing scam is a sophisticated scam targeting businesses working with foreign suppliers and/or businesses that regularly perform wire transfer payments. The scam is carried out by compromising legitimate business e-mail accounts through social engineering or computer intrusion techniques to conduct unauthorised transfers of funds. Action Fraud, the UK's national fraud and cyber-crime reporting centre has reported an increase in fraud and scams relating to COVID-19, including a rise in phishing emails where the fraudster attempts to trick people into opening malicious attachments which could lead to fraudsters stealing people's personal information, email logins and passwords, and banking details.

Charities should therefore ensure that they reiterate their procedures to employees and raise awareness of fraud preventions across their organisations. All employees should exercise real scepticism and not make any payments which are not properly supported and outside the normal payment mechanisms. To paraphrase Action Fraud's recommendations, which are particularly significant as staff are working remotely and some working different hours in order to manage the challenges of working from home:

- Ensure all staff, not just finance teams, know about current frauds and scams.
- Have a system in place which allows staff to properly verify contact from their CEO or senior members of staff; for example having two points of contact so that the staff can check that the instruction which they have received from their CEO is legitimate.
- Always review financial transactions to check for inconsistencies/errors, such as a misspelt company name.
- Consider what information is publicly available about the business and whether it needs to be public.
- Ensure computer systems are secure and that antivirus software is up to date.

All employees should exercise real scepticism and not make any payments which are not properly supported and / or outside the normal payment mechanisms.

b) Backhandlers and inducements

There is also an inherent risk that individuals who are able to authorise expenditure or influence the selection of suppliers can receive inducements to select one supplier over the other. This risk can be mitigated by robust supplier selection and tendering procedures.

There is also the risk that once a donation of money or aid has been authorised and released in the UK, this could be diverted, probably into the underground economy, as a result of inducements paid in the destination country. Charities should be aware of the requirements and extent of the UK Bribery Act 2010, as this extends their liability to actions beyond the shores of the UK and to cover the actions of their intermediaries and agents.

Organisations are required to put in place proportionate measures to prevent backhandlers and inducements from being paid, either by their workers, agents or intermediaries or to their workers, agents or intermediaries.

c) Frauds of diversion

This is where income or other assets due to WIEGO are diverted before they are entered into the accounting records or control data. Essentially, it is easy to check what is there but very difficult to establish that it is all there. Therefore, ensuring the completeness of income provided to a charity becomes difficult.

It is important to consider the different income streams and when and how they are received. So income received directly into the charity's bank account will be a lower risk than income being received by home based fundraisers.

5. Managing in uncertain times

Threats arising from certain crises can be existential and circumstances are unprecedented and the scale and impact of risks and challenges make them different to routine challenges. For example, with the current pandemic the speed at which events unfold, change and impact does not allow time to interpret risks using the usual approaches. The only certainty is that there will be even more change in the future and that this will continue to impact in a number of ways many of which will be new and unprecedented. This means that whilst the immediate need may be issues such as protecting people and survival of the organisation there will be need to consider both the near term as organisations develop coping and stabilisation strategies and also longer-term strategies to optimise their position post recovery.

Many organisations learned how to adapt and manage turbulent times during the downturn in 2008 to 2009. There was recognition that emotional stress had to be factored in and this is even more important now.

The continued uncertainty and volatility of income, instability in markets along with new cost considerations has dramatically increased the exposure to liquidity risk; underlining how vital it is to have robust assumptions behind forecasts. When it is unclear how long a cash crisis may last it is important to consider needs for both now and later. When times get hard charities that have free reserves will need to consider if, when and how they use them. How much to use reserves, what for and when and how will need careful consideration.

The extent of uncertainty differs, at one end many of the perceived unknowns are in fact “knowable” and at the other there can be massive almost total uncertainty. In between lies the more common state of uncertainty where there are a number of possible alternatives that can be planned for.

Strategy must be able to deal with uncertainty and at a time when predicting the probable is difficult to say the least, strategies and tactics have to be developed on the premise that several different outcomes are possible. If there is total uncertainty which can happen when many issues interact it becomes virtually impossible to predict or even identify all the possible outcomes. In such cases strategy and planning is focused on recognising that this stage of total uncertainty is often transitory and that whilst firefighting and

dealing with the present it is also important to try to identify triggers and trends and be ready to act decisively at the right time.

In times of existential threats there is need to review and perhaps change plans at very short notice – sometimes daily. Whilst the short term is important it is also important to consider the longer term and to think hard indirect and direct implications of unfolding events. Thinking both beyond the typical planning horizon and about matters that are unfolding in real time is vital to develop action plans for different scenarios to monitoring trigger points. This make it possible for the organisation to decide when plan A or plan B needs to be implemented. For example, ‘if income looks like it is going to drop by X we will do Y...’

A focus on high impact risk is important, but one should not forget how a lower significance risk can escalate to a very high impact risk because of risk dependencies. An isolated concentration on value at risk can sometimes result in not spotting ‘risk contagion’ – in other words where one low impact risk leads to another and another so that the cumulative impact is catastrophic. Many studies have shown that most business failures are the result of a series of small, linked events rather than a single large event. If organisations only look at the big risks they can often end up lethally ill-prepared to face the interaction of separate adverse events.

Since risks invariably interact it is important to think about them in clusters rather than individual risks. This is particularly relevant in times of uncertainty. Some risks are obvious as possibly having a direct and often immediate impact whilst others have an indirect impact and it is important not to dismiss these.

Traditional risk registers and heat maps have less relevance in times of great uncertainty and it is important for decision makers to carefully consider implications and actions and what estimates and assumptions are being used, their limitations and how they might need to change. There needs to be discussion about triggers and early warnings, how actions need to be prioritised, what risks can be mitigated, which need to be accepted and how they will be managed.

Many think that, in times of grave uncertainty where the risks are too difficult to identify, risk management has little value. They refer to the unknown

unknowns but in reality there are many known unknowns and effective risk management helps organisations manage the known unknowns whilst recognising that there are unknown unknowns. It also puts organisations into a better position to manage the unknown when it becomes known and should also help earlier identification of direct and indirect risks.

There is always benefit in taking a good hard look at how efficiently activities are carried out and services are delivered. Ways of working have necessarily changed and will continue to evolve. The question is are leaders acting as catalysts for change when it is needed?

Organisations often do all these things but seem to be averse to looking at the fundamental business model and considering how fit for purpose it is. As income streams change and cost structures evolve it is important to consider whether the fundamental operating model can be improved. Strategic alliances, collaborative working and mergers need to be on the agenda. There are no stereotype answers but try and avoid dismissing things based on previous and sometimes biased analyses. New times require new responses. Organisations need to avoid knee jerk reactions whilst recognising that change is inevitable. It is important to act decisively balancing the need to consider hypotheses and options with the urgency that may be required. There is a need to ensure that the response is flexible enough and can be adapted as the environment changes whilst also recognising that responses may need to be urgent and immediate. There are a number of steps before launching into responses. Simplistically this can be broken into three key areas:

Early and quick-thinking stage – This requires identifying the right people to think about the key uncertainties that can impact the organisation. We have seen organisations set up effective “nerve centres” that consider what is needed to keep on track. Remember to consider direct and indirect drivers and short and long term implications. Avoid group think and be ready to look beyond the obvious identifying both risks and opportunities.

Consider the strategic choices – This requires revisiting earlier strategic plans and tactics. Consider the different scenarios and the strategic choices and options for action. Are the right structures, resources and procedures in place to first make the right choices and then to capitalise on them? There need to be triggers for actions as scenarios become reality and ways of identifying warning signs and alerts. This stage requires analyses and

interpretation of the choices that are available and the resources needed to make them.

Taking action – As the organisation implements its plan and tactics there will be need to have in place a strong change enablement framework that considers both the organisational and people transitions that may be necessary. There is a need to remain nimble and flexible and recognise that the first two stages may not have come up with the right answers and that the options and actions may need to change accordingly. As organisations have their resilience tested they will focus on what is nice to have and what they must have. Areas seen as discretionary spend such as training, marketing and service development are often the first to be cut but it is important not to forget the importance of ensuring that organisations are well positioned for the period of recovery and to recognise that there will be yet another new normal.

As difficult as it may seem during a crisis – situations improve and the organisations that will be best placed are those that make the right decisions through the periods of uncertainty. The key is to think carefully about the future and be ready to face challenges and respond to the opportunities as they arise.

More information can be found on our website

<https://www.crowe.com/uk/croweuk/insights/non-profits-managing-in-uncertain-times> .

6. Controls in remote working and into the new normal

As set out in our Audit Planning Report, the outbreak of Covid-19 caused significant disruption to most organisations, with charities being no exception. As auditors, we are required to consider the changes to the control environment insofar as this impacted on the key controls over significant audit risk areas or where the changes created new significant risks of material misstatement in the financial statements.

As part of our audit we have gained an understanding of how WIEGO's control environment has changed over time and considered the impacts of those changes. This was considered over three distinct phases:

1. Transition to a remote environment at pace;
2. Operating in a remote environment; and
3. Establishing business as usual in the new normal.

Two of these involved looking back at what has been done and the last is forward looking and about understanding what the control environment can and should look like in the months and years ahead.

With this framework in mind we asked management to provide us with details of how systems and controls have developed as a result of the move to remote working across the following areas:

- Segregation of duties
- Authorisation and approval

- Controls over standing data
- Data access and sharing
- Physical controls
- Board monitoring
- Financial monitoring
- Disaster recovery and insurance
- Risk management
- Working with local office and partners

We reviewed the assessment performed by management and revisited our notes on the charity's systems and processes relevant to the audit, including performing walkthroughs on processes and controls over significant audit risk areas.

Management identified minimal changes to the established control processes.

Many organisations continue to adapt to the new working environment, and further adaptation will be needed as we move back to a more mixed environment, combining remote and in person working. We recommend structured reporting of changes of operational controls to Directors, to allow appropriate oversight of the control environment, and that this is considered alongside the organisational risk register to ensure consistency.

Appendix 1 - Systems and controls issues

We have set out below certain potential improvements to the charity's processes and controls which we noted during our audit work and which we believe merit being reported to you.

Our evaluation of the systems of control at WIEGO was carried out for the purposes of our audit and accordingly it is not intended to be a comprehensive review of your business processes. It would not necessarily reveal all weaknesses in accounting practice or internal controls which a special investigation might highlight, nor irregularities or errors not material in relation to the financial statements.

In order to provide you with a clearer picture of the significance of issues raised, we have graded the issues raised by significance/priority before any corrective actions are taken:

High	These findings are significant and require urgent action.	<i>(0 comments in this category)</i>
Medium	These findings are of a less urgent nature, but still require reasonably prompt action.	<i>(0 comments in this category)</i>
Low	These findings merit attention within an agreed timescale.	<i>(0 comments in this category)</i>

We are pleased to report that we have no systems or controls issues to bring to your attention.

Appendix 2 - Reporting audit adjustments

International Standards on Auditing (UK) require that we report to you all misstatements which we identified as a result of the audit process but which were not adjusted by management, unless those matters are clearly trivial in size or nature.

Our audit approach is based on consideration of audit materiality as explained in section 1 of this report. We determine materiality for the purposes of the charity's statutory reporting by our judgement as to what adjustments would influence the readers' perceptions of the financial statements. We do not therefore seek to review all immaterial amounts.

For the purpose of reporting non-trivial items identified as a result of our audit work which have not been adjusted in the financial statements we set out in our Audit Planning Report that we would report unadjusted misstatements greater than \$3,900 unless they are qualitatively material at a lower amount.

We have reported in section 2 above significant matters from our audit and the potential financial impact. In addition to these items we identified certain other items which have not been adjusted in the draft financial statements. Both the potential adjustment listed below were brought to our attention by the finance team after the first draft accounts had been produced for audit.

We have summarised below the potential overall impact of these items on the financial statements.

	Net income increase /(decrease)	Assets increase /(decrease)	Liabilities increase /(decrease)	Opening reserves
	\$	\$	\$	\$
Net results / funds per financial statements presented to the trustees	4,344,364			
To accrue for post year end invoice which relates to 2020/21	5,000	5,000		
To account for returned payment	(8,041)		8,041	
Total potential adjustments	(3,041)	5,000	8,041	
Potential revised results / funds per the financial statements	4,341,323			

Appendix 3 - External developments

We have summarised below some of the developments and changes in the charity sector over the recent period which we believe may be of interest and relevant to you. Please note that this information is provided as a summary only and that you should seek further advice if you believe that you have any specific related issues or intend to take or not take action based on any of the comments below.

We issue a regular technical briefing for charities by email. If you would like to receive this please email your details to nonprofits@crowecw.co.uk. Alternatively, these briefings are available in the resource library on [our website](#).

Governance

Charity Commission new “5-minute guides”

The Charity Commission in November 2020 launched a new set of simple, easy to understand guides to help trustees to access the information they need.

The Commission stresses that whilst the guides may be basic, they are designed to serve the needs of experienced trustees as well as those new to the role. It says that years of experience cannot immunise even the very best trustees from running into questions or problems.

Helen Stephenson CBE, Chief Executive of the Charity Commission, commented *“Our 5-minute guides are designed with real trustees and real situations in mind. They recognise that good governance is not a bureaucratic detail – it underpins the delivery of a charity’s purposes to the high standards expected by the public – and is all the more important in the midst of this pandemic which is impacting civil society so heavily. I hope trustees, both new and experienced, read and use them to help them fulfil their charity’s purpose for the public benefit.”*

The guides explain the basics of:

- financial oversight
- achieving a charity’s purposes
- good decision making
- addressing conflicts of interest

- what to file with the Commission and what support is available

and can be found on the gov.uk website <https://www.gov.uk/guidance/charity-commission-guidance#minute-guides-for-charity-trustees>

Coronavirus (COVID-19) guidance for the charity sector

The Charity Commission has published its responses to the most commonly asked questions about running charities during the COVID-19 outbreak and have provided links to various guidance, both from the Commission and other sources. The initial guidance issued in April has been regularly updated with the latest update being published in November 2020.

The Commission recognises that charities will be concerned about what to do during the coronavirus (COVID-19) outbreak and have sought to assure charities that their approach to regulation during this uncertain period will be as flexible and pragmatic as possible in the public interest.

They also note that trustees need to be aware of and think about the wider or longer impact of their decisions on their charity. The guidance is split into 16 key areas which include:

- Reporting serious incidents to the Charity Commission
- Using reserves and restricted funds
- Trading subsidiaries – financial support from parent charities
- Further advice on managing financial difficulties

The guidance can be found on the gov.uk website - <https://www.gov.uk/guidance/coronavirus-covid-19-guidance-for-the-charity-sector#contents>.

Charity Commission: “Regulating in the public interest”

For the Charity Commission increasing resilience in the charity sector means bringing the public interest to the fore. The Commission has set out to be more responsive and inclusive in the way it listens and responds to different parts of the public, including volunteers and charity supporters, up and down the country.

As part of this the Commission has over the past two years conducted several research studies among the public and charity trustees. In May 2020 the Commission, with Populus, published a report which draws together the main findings of that research to offer a better understanding of the public in whose interest the Charity Commission regulates, of the views of trustees and of the contemporary world in which everyone must operate.

The report recognises that, while there are distinct groups within public opinion based on different perspectives, certain expectations about charities transcend those differences, expectations which, because they are held by such large numbers of people across the population, are most important in defining the relationship between charities and public trust. These shared expectations are:

1. That a high proportion of charities' money is used for charitable activity
2. That charities are making the impact they promise to make
3. That the way they go about making that impact is consistent with the spirit of 'charity'
4. That all charities show a collective responsibility to each other in adhering to the above

The report looks at these expectations in more detail and also at how well charities are meeting the expectations. The report is available on the gov.uk website
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891221/Regulating in the public interest research report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891221/Regulating_in_the_public_interest_research_report.pdf)

Going concern – what should Boards be considering

Trustees of charities, either as directors of incorporated charities or as Trustees of unincorporated charities, have a legal responsibility to ensure that the charity operates as a going concern and is able to meet its liabilities as they fall due. While this is a continuing responsibility, it is formalised each year in the preparation of the charity's annual report and financial statements.

Many charities will have experienced significant changes to their operating environment as a result of the COVID-19 pandemic and this will require Trustees to reassess their financial position and the ability of their charity to continue to operate as a going concern. This may require considering a number of factors, including updating the charity's budgets and forecasts, and should cover any changes up to the date of sign off of the financial statements. Where Trustees identify possible events or scenarios, other than those with a remote probability of occurring, that could lead to failure, then these should be disclosed in the financial statements.

The Charity Commission guidance “Managing financial difficulties & insolvency in charities” (CC12) stresses the importance for “a Trustee body to have a good knowledge and understanding of the charity and its finances so that, as far as possible, the continued viability of the charity and its charitable activities can be assured.”. This is a theme that runs through the Charity Commission's updates and alerts including its guidance on whether charities can use reserves and restricted funds to help the charity through the crisis.

To assist Trustees to meet their responsibilities in relation to going concern, we have prepared a series of questions Trustees should be considering together with a checklist of the disclosure requirements. A copy of this checklist can be obtained here:

<https://www.crowe.com/uk/croweuk/insights/charities-going-concern>

Fundraising Regulator COVID-19 - Fundraising key principles guidance

In response to the COVID-19 emergency the Fundraising Regulator has published, and subsequently updated, guidance which aims to support charities and other fundraising organisations to be able to return to fundraising activities in a responsible way.

The guidance sets out a framework to aid good decision making and ensure responsible fundraising. It is intended to supplement existing government

guidance and highlights the key issues and areas that fundraising organisations need to consider as they plan their return to fundraising.

The guidance covers

- Getting back to fundraising – planning and risk assessments
- Safeguarding the public and fundraisers
- Enforcement
- Respectful interaction with the public

The guidance notes that it is the responsibility of individual organisations to apply the guidance in their fundraising activity so that the safety and wellbeing of fundraisers and the public are protected. Part of acting responsibly will also include fundraising organisations properly documenting their decisions, undertaking risk assessments, and being prepared to explain and justify these if necessary.

The full guidance can be seen on the Fundraising Regulator website [Coronavirus \(COVID-19\): Fundraising key principles guidance | Fundraising Regulator](#).

Compliance

Reporting serious incidents to the Charity Commission

The Charity Commission has recently updated its guidance on Serious Incident Reporting, reflecting the extremely demanding and ever-changing challenges arising from the coronavirus pandemic.

The update guidance includes supplementary examples to aid Trustees in their decision making as to whether an incident that is related to the pandemic is reportable.

The guidance can be obtained from the Gov.uk website here - <https://www.gov.uk/guidance/reporting-serious-incidents-to-the-charity-commission-during-the-coronavirus-pandemic>

Online Register of Charities – new and improving

In September 2020 the Charity Commission launched a new version of the online register of charities to make more information about individual charities available at the click of a button.

Each charity's register entry will now display more clearly whether the charity has been subject to regulatory action or is of ongoing concern. And following changes to the annual return, charities' entries will now show how many staff members receive pay packages of £60,000 and above. It also notes where trustees are remunerated for their work, and lists the policies a charity has in place, from safeguarding to conflicts of interest and investments.

The new register display is also designed with the needs of charities in mind. Improved functionality makes it easier for Trustees to access and update their own charity's information with the Commission.

The Commission are encouraging the public, charities, and those with an interest in the sector, to use the new register and let the Commission know what is working and what could be improved. A feedback form has been provided so users can pass comment back to the Commission.

The register can be accessed on the government website <https://register-of-charities.charitycommission.gov.uk/>

UK charity sector's use of tracking technologies

A group of 38 academics and privacy campaigners have called on charities to remove advertising trackers from their most sensitive web pages.

In an [open letter](#) to the UK charity sector they have expressed their extreme concern with the UK charity sector's use of tracking technologies, specifically those belonging to data brokers and programmatic advertising platforms.

The letter refers to the [report](#) published by ProPrivacy in September 2020 highlighting the widespread use of programmatic advertising in the charity sector and the potential impact this could be having on the privacy of users of charity websites. The research found that many charity pages dealing with extremely sensitive issues such as mental health, debt, end-of-life care, and disability contained various trackers belonging to AdTech services, including data brokers.

The letter calls on top charities in the UK to conduct audits of their websites for third-party elements belonging to those in the AdTech space and to exclude them entirely from any support or advice pages dealing with sensitive topics.

Financial and other reporting

Consultation on Responsible Investment Guidance

The Charity Commission has issued draft revised guidance on responsible investment. This is to understand if the guidance will provide greater clarity about the discretion trustees have to make responsible investments, and reassure trustees that they can decide to adopt a responsible investment policy in most circumstances. The consultation questions seek to test the clarity of the new guidance and its treatment of responsible investment.

This follows a listening exercise undertaken by the regulator last year, which found that the way responsible investment is outlined in its current guidance is not giving some trustees sufficient confidence that they can consider, or that the Commission supports, this approach to investment.

The consultation closes on 20 May 2021 with the final updated responsible investments guidance expected this summer.

The consultation can be seen on the Charity Commission website - <https://www.gov.uk/government/consultations/charity-responsible-investment-guidance>

Coronavirus: financial reporting issues for Charities

It is difficult to predict the financial or operational implications of the outbreak of COVID-19 on the UK economy or the organisations which operate within it.

The measures put in place by the government to limit the spread of the virus have been changing on a regular basis. It is expected, at least in the shorter term, that the limiting of the movement of people by restricting flights and other travel, cancelling events, and closing venues, various business activities and schools will continue and may even increase.

The government has also implemented a number of business support schemes, including the staff furlough scheme (CJRS), some of which have been available to charities and / or their trading subsidiaries depending on their circumstances. This support continues to change as do the details of

entitlement and how any claims will be settled. However, if a charity has been able to benefit from any of these support schemes Trustees will need to determine when and how any such benefit should be reported in the financial statements.

All of these developments and measures may have a broad range of implications for charities. How the impact on individual charities will depend on a number of factors including the charity's key sources of income, areas of charitable activity, staffing models, contractual relationships, the nature of the charity's assets and liabilities and the charity's underlying funds structure.

Charity Trustees will already be facing unexpected challenges to their charities and it will be important that these are reflected into the necessary decisions that have to be made when reporting on the charity's activities and financial position.

We have produced guidance which considers the potential impact of the COVID-19 (coronavirus) on the yet to be published annual reports and financial statements of charities.

The key areas of focus of the guidance are as follows, being mindful that charities are diverse in their activities and their income generation and therefore, there may be some areas of focus not specifically addressed.

- Income recognition, including the recognition of government support grants
- Commitments and liabilities.
- Asset values.
- Going concern.
- Other financial statement disclosures.
- Trustees' annual report.
- Government support.

Management and Trustees will need to carefully consider the impact of coronavirus on the charity's report and financial statements to ensure that these continue to reflect the financial activities and position of the charity in accordance with the Charities SORP.

The full report can be found on our website - <https://www.crowe.com/uk/croweuk/insights/covid-19-financial-reporting-charities>.

Fundraising reporting requirements guidance

The Fundraising Regulator in September 2020 issued additional guidance on the Fundraising reporting requirements guidance under the Charities (Protection and Social Investment) Act 2016.

This Act requires charities to provide statements in their annual report on key aspects of charities' fundraising activity including the approach taken, regulation, complaint numbers and how the charity ensures vulnerable people are protected. This reporting is a legal requirement for all charities where their gross income is over £1 million in a year.

In June 2020 the Regulator conducted a second review of a sample of charity's annual reports and found that only 21% of reports included a statement on all of the Act's requirements and 15% reported on none of them. Of particular concern, many charities did not report on what they are doing to protect vulnerable people and the public when fundraising.

It is ultimately the responsibility of Trustees to ensure compliance with the Act. The report pulls together advice on how can a charity report against the requirements and how Trustees might approach the writing of their charity's statement.

The full guidance can be seen on the Fundraising Regulator website <https://www.fundraisingregulator.org.uk/more-from-us/resources/charities-act-2016-fundraising-reporting-requirements-guidance>.

New guidance for charities carrying out public fundraising and retail

As part of Step 2 of the Government's coronavirus roadmap out of locked, the Department for Digital, Culture, Media and Sport announced that public fundraising is permitted to return from 12 April 2021, which includes door-to-door, street and private site fundraising.

A statement has been published by the Fundraising Regulator and the Chartered Institute of Fundraising which links to updated guidance to assist charities and fundraising organisations as they resume these activities.

The updated guidance can be found here: <https://www.fundraisingregulator.org.uk/guidance/coronavirus>

Step 2 of the roadmap also allows for the reopening of charity shops, and the Charity Retail Association has updated its Covid-19 operation guidance to include new information on issues such as spot checks and ventilation,

The updated guidance can be found here: <https://www.charityretail.org.uk/cra-publishes-new-covid-19-operational-guide/>

Streamlined Energy and Carbon Reporting (SECR) / SORP Update Bulletin 5

SECR is a mandatory reporting requirement for all large companies, including charities, other non-profits and LLPs, which is designed to:

- increase internal awareness of energy usage and cost
- drive adoption of energy efficiency measures
- standardise external reporting
- provide greater transparency for stakeholders on energy efficiency and emissions.

Exemption is available for entities with under 40,000 kWh of emissions per year. There is also a 'seriously prejudicial' exemption, although this is expected to be used in exceptional circumstances only, for example in the lead up to a major restructuring or acquisition.

If financial reporting is on a group basis, reporting of emissions will also be on a group basis, unless any of the subsidiaries fall under the 40,000 kWh per year threshold, in which case their figures can be excluded.

Reporting starts with periods commencing on or after 1 April 2019. So for companies reporting on a standard financial year the first reports affected will be for the year ended 31 March 2020.

We have summarised information in the regulations and accompanying guidance and added our own insights to aid those preparing and reviewing the new disclosures, which can be found on our website - <https://www.crowe.com/uk/croweuk/insights/streamlined-energy-and-carbon-reporting>.

Pension liabilities – RPI or CPI

For a number of years, the question as to whether pension increases should be based on the Retail Price Index (RPI) or the Consumer Price Index (CPI) has caused a high amount of uncertainty for pension schemes. RPI is the oldest measure of inflation in the UK, introduced in 1956, and is widely used across the economy and in financial contracts. However, there are a number of shortcomings which has meant that at times the index has over or under estimated the rate of inflation.

The CPI was introduced in 1997 and does not suffer from the same shortcomings as RPI, and in 2003 the government set the CPI as the basis for the Bank of England's inflation target. However, the CPI does not include a measure of owner-occupiers' housing costs. In 2013 CPIH was introduced to address this issue.

In March 2019, the UK Statistics Authority made a recommendation to the Chancellor to address the shortcomings in the RPI, and a [consultation](#) was published in March 2020 setting out HM Treasury and the UK Statistics Authority's intention to bring the two indices together by aligning RPI with CPIH.

Many pension schemes, depending on the specific scheme rules, already provide pension increases on a CPI basis. However, there are other areas which may be impacted by any changes, such as investments linked to RPI. The Association of British Insurers estimates the potential impact of the proposed alignment to be a £96bn to £122bn reduction in the value of index-linked gilts.

The consultation closed on 21 August 2020 and a [response](#) was issued by the UK Statistics Authority and HM Treasury on 25 November 2020. The summary conclusion is that, while the Chancellor has announced that he sees the statistical arguments of the Authority's intended approach to reform, in order to minimise the impact of reform on the holders of index-linked gilts he will be unable to offer his consent to the implementation of such a proposal before the maturity of the final specific index-linked gilt in 2030.

High Court rules on GMP equalisation of transfers

A new ruling issued on 20 November by the High Court means that trustees of defined benefit (DB) pension schemes must revisit and equalise guaranteed minimum pensions (GMP) for historic transfers. The new judgement ruled that

Lloyds Banking Group pension scheme trustees are legally responsible for equalising the GMPs for the employees who transferred out of one of its DB pension schemes.

The ruling means that organisations should revisit historic cash equivalent transfer values (CETV) that were previously not equalised, and top up where necessary. Unlike the previous ruling, no time bar applies which means that schemes are unable to rely on provisions within the rules that would normally limit claims to a six year period.

A copy of the judgement can be seen here:

<https://www.bailii.org/ew/cases/EWHC/Ch/2020/3135.html>

Taxation

New HMRC guidance on claiming Gift Aid on Waived Refunds and Loan Repayments

HMRC has issued guidance confirming that Gift Aid can be claimed on Waived Refunds and Loan Repayments. Previously a waiver of debt was not regarded as permissible for Gift Aid, without funds being returned to a donor first, as Gift Aid requires a "payment of a sum of money".

In response to the cancellation of many charity events as a result of COVID-19, HMRC introduced a temporary concession in April 2020 that allowed donors to convert their tickets to donations that could have Gift Aid applied.

HMRC has now confirmed that it will be making this change in view permanent, so that any such waivers of refunds, including waivers of loans to charities, can count as donations to which Gift Aid can apply, provided the agreement to waive the loan/right to a refund is clear and irrevocable.

The guidance can be seen here:

<https://www.gov.uk/government/publications/charities-detailed-guidance-notes/chapter-3-gift-aid#chapter-345-claiming-gift-aid-on-waived-refunds-and-loan-repayments>

VAT - INGOs: VAT implications for funding and grants

We have for some years now been ensuring that our clients are aware that, under a concession, there is a long-standing arrangement between HMRC and the Foreign, Commonwealth & Development Office (FCDO). This means

that contracts with overseas governments, paid for by FCDO, are viewed under this concession as FCDO procuring and paying for services provided to an overseas customer by UK suppliers. The supplies are treated as outside the scope of UK VAT and also allow VAT on associated costs to be recovered in full. These contracts have also enhanced charities' overhead recovery on general expenditure as well.

Recent guidance issued by HMRC might impact your organisations, in particular charities who are involved with:

- overseas aid grants
- FCDO projects
- collaborative partnerships
- reverse charge issues with overseas partners.

There has been much correspondence with HMRC in respect of the VAT treatment of humanitarian and associated funding, including FCDO funding and UK Global Challenges Research Funding (GCRF).

The main findings are summarised on our website - <https://www.crowe.com/uk/croweuk/insights/vat-ingos>.

VAT - Extra payments from local authorities to care providers

We are aware that local authorities are making extra payments to care providers as a result of the COVID-19 outbreak. This is clearly good news for the sector but how should the extra be treated from a VAT perspective and what, if any effect, does this have on VAT recovery?

Treatment of Income

The VAT treatment applicable to income received will depend on whether the payment is structured as extra consideration for the supply of services or as a grant.

- The former will result in VAT falling due on the supply if the underlying contract is subject to VAT (e.g. where the service is provided by a trading subsidiary) but exempt where VAT exemption is applicable (where the service is provided by a state regulated entity or a charity).

- Grant funding is not subject to VAT as does not relate to a supply/activity and so no VAT would fall on any grant funding in either case.

Treatment of Expenditure

Further funding by way of grant does not change the nature or value of the services provided under the contract and so VAT recovery would not be affected. However, under the standard method of partial exemption, where the payment is extra consideration under a contract the VAT recovery of overhead costs would be increased if the contract was taxable but reduced if it is exempt.

<https://www.crowe.com/uk/croweuk/insights/payment-care-providers>

VAT - HMRC issues update on zero rated online advertising

HMRC has released its guidance covering the VAT treatment of digital advertising services to charities in Business Brief 13 (2020).

In this guidance HMRC has also stated that 'location services' can be treated as zero rated, where previously it has considered these to be standard rated on the basis that the adverts were directly targeted to individuals. This is good news for the charities that acquire services from suppliers such as Facebook and GoogleAds

HMRC has recently reviewed its policy in relation to the application of the zero rate relief to digital advertising provided to charities. In HMRC's last correspondence with the Charity Tax Group, HMRC conceded that VAT relief could apply to a number of digital advertising services on the basis that the advertising processes involve the targeting of aggregated audiences and not individuals. In Brief 12 (2020) 'location advertising' is clearly on the list of services capable of being zero-rated when supplied to a charity.

Some charities have accounted for reverse charge VAT on invoices received covering ALL digital advertising services acquired from companies outside of the UK (e.g. Facebook) and UK based providers have applied UK VAT to these services. Now that HMRC has released the finalised guidance it is possible to recover the overpaid VAT, as the only supplies that should have been subject to a standard rated reverse charge are:

- email advertisements, and those that are targeted directly at individuals who login to personal pages as these are targeted directly 'at the individual'.
- natural hits

Charities who have accounted for VAT under the reverse charge on digital advertising should review the services received to quantify a claim to be made directly to HMRC. Where suppliers are based in the UK, charities should approach the suppliers to seek credit for any VAT that has been incorrectly charged.

In both of the above cases, overpaid or overcharged VAT should be claimed going back the statutory four years. Crowe can assist with identifying potential claims of overpaid VAT for the last four years and in submitting those claims to HMRC and/ or suppliers.

VAT - Changes to COVID-19 VAT measures

The Chancellor recently announced two VAT measures as part of the ongoing COVID-19 support package. The first is the extension of the reduced rate of VAT applicable to the hospitality and tourism sectors, until 31 March 2021. The second measure is an extension to the time by when organisations have to settle the VAT payments they deferred earlier this year.

Extension to the reduced VAT rate for hospitality and tourism sector

In July 2020, the government introduced a temporary 5% VAT rate that is still in effect today. This reduced rate applies to food and non-alcoholic drinks served in restaurants, cafes, pubs and similar venues. It also applies to takeaway orders of hot food and hot, non-alcoholic drinks.

Supplies of hotel and holiday accommodation and entry to attractions also qualify for the reduced 5% rate of VAT. Hotels, bed and breakfasts and campsites are able to benefit from this when people stay with them while theme parks, zoos and cinemas will enjoy a lower rate of VAT on their entry fees. Our original client alert is available [here](#).

The recent announcement extends the period of time over when the temporary 5% reduced VAT rate applies to 30 September 2021, a near nine-month extension. The rate will then increase to 12.5% until 30 April 2022.

While the temporary reduced rate was a welcome development for many organisations, it did give rise to system and practical challenges for organisations in ensuring that they could maximise the benefits of the VAT savings.

Further deferral to the due date for paying deferred VAT

In March 2020 the government announced an immediate deferral of VAT payments falling due between 20 March 2020 and 30 June 2020. All organisations were able to automatically defer the VAT payments due to be made between these dates until 31 March 2021. Our original alert is available [here](#).

Today's announcement introduced a New Payment Scheme, whereby deferred VAT payment amounts can be made in instalments, rather than as a single lump sum falling due on 31 March 2021. The details released so far by HMRC say that the amount owing can be split across 11 months, and no interest will be charged on the deferral. All organisations are eligible for this deferral and will need to opt-in using HMRC's opt-in system, which HMRC hope to launch in early 2021.

It should be noted that the measures do not apply to VAT payments falling due from 1 July 2020 onwards. If organisations have difficulties in making these VAT payments, they should be able to agree a "time to pay" arrangement with HMRC and Crowe can support you in applying for this.

Business Rates Review

A fundamental review of business rates was announced by the Chancellor in the 2020 Budget, with a call for evidence published in July 2020 to seek stakeholders' views on key issues, such as reliefs and exemptions including charitable rate relief. The call for evidence closed in October 2020.

An interim report was published on 23 March summarising responses received, and whilst there is no immediate indication that charitable rates relief is under threat, some respondents commented on the potentially distortive effect and disadvantage for other tenants.

The final report is expected to be published in Autumn 2021.

A copy of the interim report can be found [here](#):

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/971681/Fundamental_Review_Interim_Report.pdf

Appendix 4 - Non Profits events, courses and briefings

We believe it is important to keep our clients up to date on the issues that affect them and, as a part of our ongoing communication, we regularly hold seminars and courses. Unfortunately, due to the current Covid-19 restrictions, we have necessarily had to suspend our face to face courses and seminars.

Although we hope to be able to return to our seminars and courses in the not too distant future, we are currently working to replace some of these as webinars. We have a number of webinars currently in development and will make these available as soon as we can.

As a result the webinar sessions are likely to be put out with relatively short notice and we therefore encourage you to visit our website (<https://www.crowe.com/uk/croweuk/industries/webinars>) or register to our mailing list (nonprofits@crowe.co.uk) to stay updated on these. Any webinars which you have missed remain available on demand on our website.

Past and planned webinars

These sessions are run by experts from our Non-Profits team on topical issues. Full details of timing and how to register are on our website.

• Risk management in a post pandemic world
• The evolving role of the Audit Committee
• Emerging updates virtual conference
• Governance for non-profits in a VUCA world
• Demonstrating your charity's impact
• COVID-19 financial reporting issues for charities
• Bite sized Trustee Essential: Reserves, going concern and reporting
• Bite sized Trustee Essentials: Trustee responsibilities
• Understanding and managing reserves
• Improving efficiency and productivity

• Planning for recovery
• COVID-19 and cybercrime
• COVID-19 and fraud
• Making Tax Digital for VAT 2020
• Charity VAT update
• VAT bitesize webinars
• Managing your cashflow with CBILS and CJRS
• Off payroll working

For further information please visit our website <https://www.crowe.com/uk/croweuk/industries/non-profits> or email nonprofits@crowe.co.uk.



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