The Women’s Fund Armenia, as a local re-granting organization whose mission is to strengthen the capacity of women’s organizations and to support the development of the feminist movement and the discourse on and principles of feminist philanthropy, has been actively committed to this mission implementing a series of programs and initiatives throughout the year.

Due to the global pandemic situation and the outbreak of the armed conflict, the year 2020 resulted much more complicated and required additional efforts to cope with the overall situation and to respond to the needs of the women and girls of Armenia. Overall, the Women’s Fund Armenia managed to support 58 programs and initiatives with more than 400 beneficiaries.

The supported programs and initiatives had the following directions:
- Covid-19 rapid response grants (8)
- SRHR programs (5)
- Young Women’s Empowerment program (5)
- Well-being and self-care programs (4)
- Teenage girls’ grant program (29)
- Research and needs assessment program (3)
- Feminist scholarships (3)
- Women in conflict photo/video stories (3)
- Post-war emergency funding (8)

Besides the mentioned programs, the Women’s Fund Armenia also organized and carried out a number of trainings and workshops for its partner organizations and grantees on the following topics:
- Women’s rights, gender-sensitive budgeting and feminist management
- Leadership and coaching skills for women
- Resilience and Confidence Building
- Digital literacy and security
- Self-care and well-being sessions
- Labor rights and gender-based discriminations in the job market
- How to write successful proposals for WFA grant programs

Other initiatives:
- Translation of COVID-19 information leaflets
- Stories of COVID-19 frontline worker women
- FemIntervews with young girls
- Weekly livestreams on feminist topics, as well as interviews with various experts
COVID-19 RESPONSE PROGRAMS

Since the outbreak of the COVID-19 pandemic in Armenia (early March), the Women’s Fund Armenia announced a number of calls for grants aimed at responding the needs of women and girls. 8 rapid response grants were allocated to our partner organizations which in their turn organized support programs for their grantees. 184 women and their families received food packages and hygiene kits, 153 women (victims of domestic violence) received mobile phones and phone cards to be able to call hot lines during the quarantine, 9 women received rental help, 5 women were provided with psychological support and 20 women engaged in agricultural works received necessary seeds and fertilizers.

Here are the areas of support and the number of programs implemented as part of rapid response to COVID-19:
Apart from the above-mentioned material support, the Women’s Fund Armenia also financed **research and needs assessment projects** to find out the difficulties that women of different areas faced during the pandemic. 3 researchers got support to carry out studies on working mothers, the teaching stuff and the female medical workers. The results of these research works will be used to redefine the directions of the Fund’s support and address the needs of our women and girls.

Another project implemented as part of COVID-19 response actions was **the support to teenage girls to realize their ideas**. 9 girls received support and carried out various programs such as the creation of a feminist corner at school for gatherings and discussions, the shooting of socially themed video on bulling, body shaming and the importance of the right to education for Yazidi girls, the procurement of laboratory equipment to motivate girls to become scientists, the creation of a feminist board game, as well as trainings for teenage girls on human and women’s rights. Some of the mentioned projects are represented in the photos below:

In December the Women’s Fund Armenia announced **another video call for teenage girls** to supports their small initiatives. Another 10 teens will be chosen and rewarded grants by the end of the year.
As part of institutional development and resilience building initiatives for its partners, the Women’s Fund Armenia supported 4 well-being and self-care projects for LBT women and their parents, sexual violence survivors, healing sessions for women and young girls from Shirak and Lori regions were organized.

In May, when the regime of the strict quarantine was on, the Women’s Fund Armenia also organized a “Zoom party” with its partners to cheer them up, share thoughts with each other, discuss the ways of coping with the situation and support each other.
Early in the year, the Women’s Fund Armenia supported 5 SRHR (sexual and reproductive health and rights) projects in 4 regions, namely, in Armavir, Shirak, Lori and Tavush. These projects aimed at raising awareness among adolescent girls and their parents, giving them information on sexual and reproductive health. Besides seminars and trainings, 15 women were given the opportunity to be examined free of charge at the Armenian-American Health Center to receive appropriate treatment and ongoing counseling.

In May, the Women’s Fund Armenia announced another call for young women to realize their feminist projects. 5 women were given grants for the following ideas:

1. “Women’s rights in Yazidi community” - a seminar on women’s rights for Yazidi women to inform them on their rights, to raise awareness

2. 10 comics stories in different dialects depicting Armenian stereotypes regarding gender equality and discrimination of women/girls and offering ways of overcoming these stereotypes

3. A graphic series called “Shame” portraying modern stereotypes limiting women’s abilities and actions

4. A series of feminist podcasts called “Thinking about classes”

5. A comics book based on personal experiences as women activists
Here is an example of one of the mentioned projects, a street art by our grantee Lilit Minasyan who wanted to show that there are no shameful parts of a woman’s body.

In September, the Women’s Fund Armenia announced a call for feminist scholarships to support women and girls who are going to do academic work on women and feminist-related topics and issues. 3 persons were selected and given the scholarship.

The chosen students will be working on the following issues:

- **“The role of women in the courts of the Old East”**
  The aim is to reveal the role that women played in the advanced civilizations of the ancient world, women’s rights in land tenure systems, their powers, the peculiarities of marital relations, the advantages of women governors.

- **“Liberation of the female body as a means of fight against patriarchy”** - discrimination against women, incomplete realization of women’s rights and the ways of overcoming this situation will be discussed, parallels will be drawn between social work, art and women’s rights, trying to educate and make women girls aware of law through the combination of art and social work.

- **“The marital practices of Javakhk Armenians”**
  The author will be studying the gender stereotypes in the South Caucasus region and reveal those stereotypes through the depictions of the marital practices of Javakhk Armenians, the roles of women and girls in patriarchal families, etc.
WAR RESPONSE PROGRAMS

Since September 27, in the midst of Covid-19 pandemic, the war that broke out in Artsakh (Nagorno-Karabakh region) claimed the lives of thousands of people, including civilians, and soldiers from both sides (Armenia and Azerbaijan) destroying the livelihoods and making those who survived the bombing, flee in search of the shelter. The Women’s Fund Armenia had to change its priority programs and mobilize resources to provide support to women and their families affected by the war. During the war and after it the Fund organized fundraising to continue its support activities to women and girls.

Valuing the experience of women, their stories and sufferings, the Fund announced a call for photo/video stories on women affected by the war. 3 women were chosen to make those stories.
Here is the YouTube link to some of the videos where women tell about their sufferings, lost home and relatives, express their wish to live in peace.

POST-WAR RESPONSE PROGRAMS

In the post-war period, starting from November 10th, the Women’s Fund Armenia provided emergency funding to 8 partner organizations to support women from Artsakh and Armenia affected by the war. The programs implemented as part of this emergency funding include both material (hygiene kits, clothes, etc.) and psychological support. Besides this support, needs assessment is carried out to identify the main needs of women and girls and to address them correspondingly.
The geography of the programs implemented by the Women’s Fund Armenia and the number of programs
Throughout the year, a number of online trainings and workshops were organized by the Women’s Fund Armenia for its partners to provide them with the knowledge they need in their everyday activities as well as new skills to adapt to the pandemic situation. Overall, the trainings had 3 main directions:

1. Knowledge on women’s rights, feminist management and skills to write successful proposals aimed at the institutional capacity building of the Women’s Fund Armenia’s partner organizations:

   - A 6-day training on women’s rights (feminism, gender, gender-based violence, sexual and reproductive health and rights, women in peacebuilding)
   - A 3-day training by WFA on gender-sensitive principles in the programs, feminist management and gender-sensitive budgeting for partner organizations
   - An open workshop on proposal and reporting guidelines for organizations and individuals interested in the Women’s Fund Armenia’s activity and planning to apply for future grant programs
2. Useful information on the modern technologies, safe and secure communication, as well as the possible violations of the rights during the pandemic crisis:

- Digital literacy training for partner organizations to give them basic knowledge on G-suite, online work with documents, etc.
- An online training on digital security helping women and their organizations learn the basics of online security, protect the devices from malicious programs and hackers.
- A training on labor rights to give women necessary knowledge to avoid right abuses during the COVID-19 lockdown period.

3. Self-care, well-being, resilience building sessions for the WFA partners to overcome the crisis and be able to help other women and girls:

- A 2-day coaching session on leadership aimed at developing leadership skills of the WFA partners and providing them with new knowledge.
- A master class on leadership, resilience and soft skills helping build new habits and emotional resilience during the pandemic crisis.
- A series of workshops dedicated to self-care, well-being and personal growth to help women overcome the fears and anxieties related to the pandemic situation.
Articles

Part of the Women’s Fund Armenia’s COVID-19 related work was the translation of useful articles to provide women and girls with important information in Armenian. The topics of the translated articles were:

- Online myths about coronavirus,
- Children’s online security: advice for parents,
- Recommendations for virtual times: safe communication in the digital space,
- Pregnant women and COVID-19: women’s health during pregnancy
- The impact of COVID-19 on women and girls: Human Rights Watch report
- How to take care of your children’s mental health during the COVID-19 pandemic,
- Women’s voices from COVID-19 frontline,
- How to keep relationships during the pandemic,
- How can teenagers keep their mental health during the pandemic.

The Women’s Fund Armenia also released stories about women from the NGOs working at the frontline of COVID-19. You can read them here: Women at the frontlines of Covid-19.
Interviews and live streams

Another activity formed during the remote work period was the WFA’s weekly live streams on Facebook and interviews with guests on various feminism and women related topics and issues, such as feminist philanthropy, self-care and well-being, emotional and unpaid work, etc. The live sessions were accompanied by thematic blog on the Fund’s website.

The YouTube link to the Fund’s live streams: Live streams.

The YouTube link to the interviews with guests: Guest talks.
Teenage girls’ stories

One of the main directions of the Fund’s activities are teenage girls. During these months a series of photo stories have been published about teenage girls’ everyday life and hobbies. You can read the stories here:

- The girl with the guitar
- Basketball – a girls’ game
- Dance as a form of freedom
- Relax zone
**Video challenges with partners**

During the COVID-19 quarantine time the Women's Fund Armenia initiated a series of video challenges with its partner organizations from different regions of Armenia. The aim of this challenge was to give information about active women living in regions and working in women’s organizations.
In March-April, the Women’s Fund Armenia conducted a needs assessment of its grantees to understand the new needs of women and girls in the pandemic situation, so that to direct its grant programs towards the meeting of the identified needs. Later, in October, when the country was facing a war, and since November, in the post-war period, the Fund has been conducting another assessment of the needs of women and children in the post-war situation to identify the future directions of the Fund’s activities.

Here are the bullet points from the COVID-19 period needs assessment:

<table>
<thead>
<tr>
<th>COVID-19 needs assessment results</th>
</tr>
</thead>
</table>
| Professional level (for the organizations) | • Difficulties with online (remote) work as a result of lacking digital capacities  
• Cancellation of meetings and discussions, change of priorities |
| Professional level (for their beneficiaries) | • Worsened economic conditions for women from the service provision workforce  
• Increased cases of domestic violence during the lockdown  
• High vulnerability of women with HIV because of their weak immune system  
• Mental health and well-being problems for isolated elderly women and adolescent girls  
• Difficulties of combining the work and the household for working women  
• Inaccessibility of basic hygiene products for women in prisons |
| Personal level | • Personal well-being problems of women being on the roads all the time to provide their beneficiary women with the necessary medication  
• Psychological stress, anxiety, fears  
• Absence of one’s own physical space due to the lockdown  
• Economic and wartime situations |
And the results of war and partly post-war period needs assessment:

<table>
<thead>
<tr>
<th>War and post-war period needs assessment results</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Problems for the women’s organizations</strong></td>
</tr>
<tr>
<td>• Problems of our partners in implementing their everyday tasks especially due to the stress, depression and the feeling of inability to take over the processes around them</td>
</tr>
<tr>
<td>• High level of fear and uncertainty during the war period</td>
</tr>
<tr>
<td>• Exhaustion, feeling of being lost and not knowing what to tell about their future and the future of their children.</td>
</tr>
<tr>
<td><strong>Problems with the provision of humanitarian aid</strong></td>
</tr>
<tr>
<td>• No possibility to address all the problems of women</td>
</tr>
<tr>
<td>• Lack of sensitive approach in product collection processes (for instance, no panties or pads or tampons were being gathered, or only in a few places)</td>
</tr>
<tr>
<td>• Health issues and need of medication, other health related sanitary products</td>
</tr>
<tr>
<td>• Reproductive health and rights issues for displaced women (for instance, labor in shelters during the war)</td>
</tr>
<tr>
<td>• Problems of housing (stereotypes, unwillingness, impossibility of finding places for the families from Artsakh)</td>
</tr>
<tr>
<td>• Food insecurity and basic clothing issues</td>
</tr>
<tr>
<td>• Loss of jobs and difficulties of concentrating on the issue to be resolved</td>
</tr>
<tr>
<td>• Many women also mentioned that they were afraid to leave the children to go to the schools in Armenia (leave them alone away from themselves)</td>
</tr>
</tbody>
</table>

Another similar project was the “Report on the results of the survey on adolescent girls’ lifestyle, well-being, and social perceptions”, which gives a thorough information on teenage girls’ lives, thoughts, visions and worldviews. The report will be available on the Fund’s website soon.
Women’s Fund Armenia

Earlier this year, in April the Women’s Fund Armenia released a video about the Fund’s activities, aims, mission, and programs. In December, another video was released presenting the Fund’s activity during the pandemic situation.

Newly-built website

One of the Fund’s accomplishments of the year 2020 was its newly-built website with a more sophisticated interface and tools powered by “Girls in Tech Armenia”.

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On the way to its institutional development, the Women’s Fund Armenia gives a special attention to its strategies and principles as a women’s organization, based on feminist philanthropy. Hence, a strategic development plan was devised for the years 2021-2023.

Apart from it, a new Monitoring and Evaluation Strategy was developed to evaluate the projects implemented by the Women’s Fund Armenia and prioritize the Fund’s activities.

![Monitoring and Evaluation Strategy]

**Need and Importance of M&E System**

The monitoring and evaluation of the projects implemented by the Women’s Fund Armenia (henceforth the WFA) are very important and prioritized activities. The M&E results should be one of the tools and mechanisms of accountability towards the donors, beneficiaries, partners and other stakeholders. This M&E strategy is developed to provide an effective M&E system which is designed to measure progress towards achievement of the overall goal and objectives of the WFA’s project. The suggested M&E system aims to measure the resources invested, the activities undertaken and work implemented, services delivered as well as evaluate outcomes and long-term impacts achieved by the different components of the WFA’s projects.

It is important to highlight that Monitoring and Evaluation System will provide:

- Data on how well is the project performing and whether it is achieving its aims and objectives;
- Opportunity to revisit the further activities to improve the project results;
- Build accountability to donors, beneficiaries and all stakeholders.

The main components of the M&E system such as Implementation Plan and M&E Framework, including Logical Framework, M&E plan, Indicator Tracking Tables, should be developed at the beginning of the interventions.

![Women’s Fund Armenia’s Monitoring and Evaluation System Overview]

**Women’s Fund Armenia’s Monitoring and Evaluation System Overview**

M&E system refers to all the indicators, tools and processes that WFA will use to ensure if a project has been implemented according to the plan (monitoring) and is having the desired result (evaluation). The M&E cycle illustrated in the Figure 1 below is adjusted specifically for the WFA’s monitoring and evaluation processes.

Each step in the below suggested cycle will be discussed in more details below.

Figure 1. Women Resource Center’s Monitoring and Evaluation Cycle
OUR DONORS AND SUPPORTERS

- KVINNA
- GLOBAL FUND FOR WOMEN
- ma ma cash
- Prospera

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