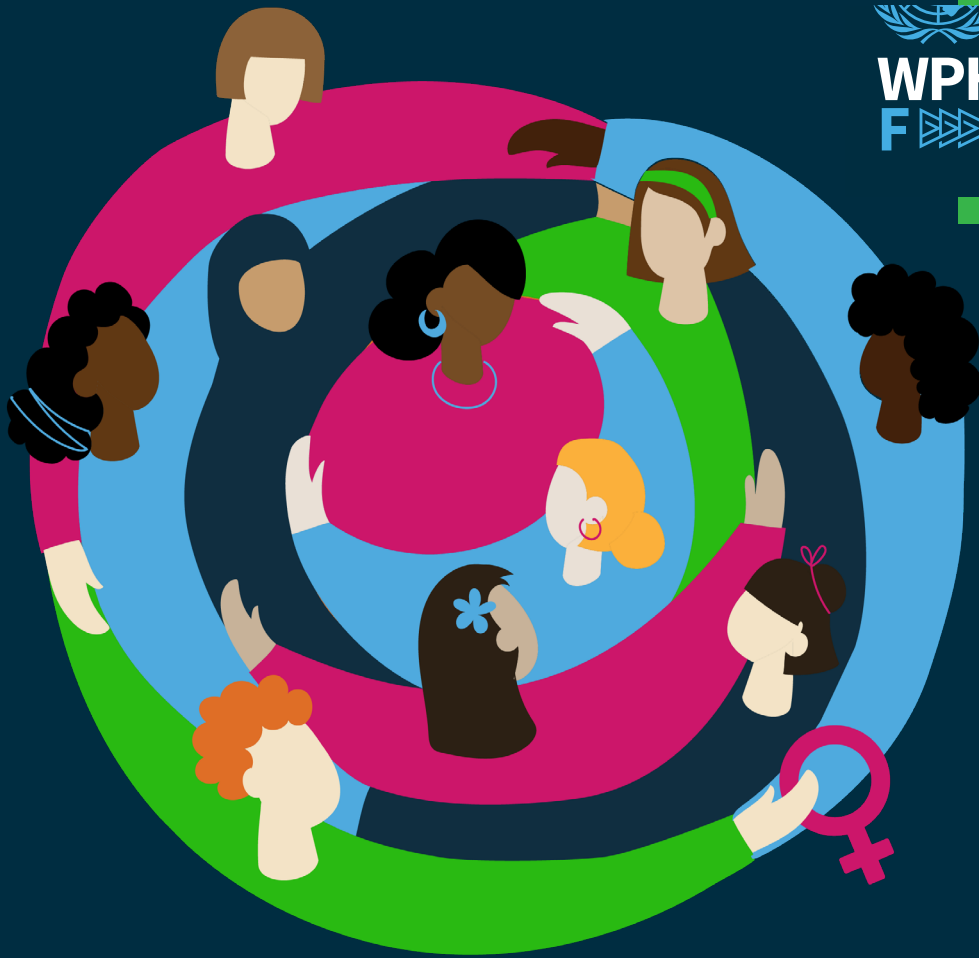




GLOBAL
LEARNING
HUB



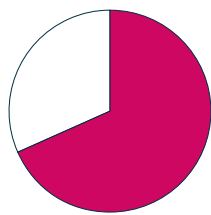
2024 CSO SURVEY FINDINGS ON WPHF GLOBAL LEARNING HUB INITIATIVES

Assessing L-HUB Impact and Identifying Priorities of WPHF
Civil Society Partners Across the Globe

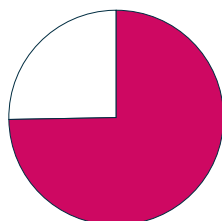
2024 CSO Survey Findings on WPHF Global Learning Hub Initiatives - Executive Summary

The United Nations Women's Peace and Humanitarian Fund (WPHF) [Global Learning Hub \(L-HUB\)](#) aims to connect WPHF-supported civil society organization (CSOs) across the world, strengthen staff skills and increase collaborations and movement building. In January 2025, WPHF conducted its annual survey with 207 WPHF civil society partners from 31 countries to assess the usefulness of the 2024 L-HUB initiatives and capture CSOs' priorities for training and knowledge exchange. The survey's findings will be used to shape the L-HUB initiatives in 2025.

74.9% of respondents participated in a capacity strengthening, a peer exchange, or a knowledge café webinar in 2024 compared to 68.4% last year.



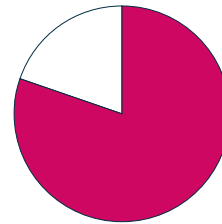
68.4% in 2023



74.9% in 2024

CSOs have used the information of L-HUB resources for training their staff, for adapting their organizational policies and strategies, for managing their projects and for developing funding proposals.

Regarding priorities for future exchanges, Gender-based violence (GBV) community-based resolution mechanisms and survivor centered justice mechanisms, Feminist leadership and practices in the workplace, and Participatory feedback mechanisms on WPS-HA work were the most frequently cited topics. In addition, CSOs are interested in accessing more resources on funding mechanisms, women's economic empowerment in humanitarian contexts, and culturally and context-tailored interventions on gender



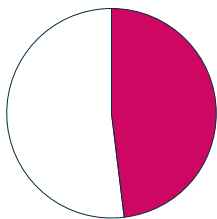
80.5% of CSOs used new knowledge and skills acquired through the L-HUB initiatives, mostly in areas such as GBV response, women's participation in peace processes, prevention of sexual exploitation, abuse and harassment (PSEAH) and advocacy.

Numerous CSOs adopted **new practices, especially more inclusive, intersectional and gender-sensitive approaches** to engage with local communities, displaced women and persons with disabilities, established complaint and reporting mechanisms of fraud, and created spaces for women's empowerment and peacebuilding. Several participants replicated L-HUB training sessions within their organizations and networks, enhancing peer learning and extending the reach of L-HUB's impact. Additionally, respondents noted **improvements in programme management, strategic planning, monitoring and evaluation (M&E), reporting and project proposal development.**

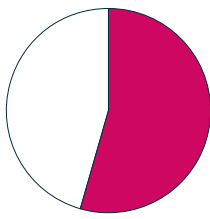
Respondents **improved organizational policies and mechanisms** in risk management, gender analysis, communications, PSEA and disaster risk reduction.

Respondents stressed the value of **connecting with a global community** of practitioners which generates staff's motivation, boosts innovations and contributes to attract volunteers. Several respondents reported improved **networking abilities**, and increased **credibility and visibility**, sometimes leading to **accessing new funding.**

54.5% of respondents noted that the overall L-HUB experience (webinars, Facebook group, peer learning grants) has been very or extremely useful in increasing their organization's capacity, compared to 48.2% of respondents last year.

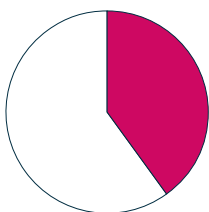


48,2% in 2023

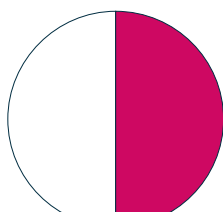


54,5% in 2024

50.2% of respondents reported being in contact or collaborating with at least one new CSO peer through the L-HUB initiatives, compared to 40% last year.



40% in 2023



50,2 % in 2024

Overall, the numerous stories of positive change are evidence that the L-HUB is providing a much needed space professional development and organizational growth, enabling CSOs to deliver more effective responses to crisis and conflict-affected populations.

There is a **demand for more in-person training sessions and meetings, including per region**, and for exchanging on strategies to ensure long-term funding for their organizations. The L-HUB will continue to seek ways to address CSOs' recommendations to provide more networking opportunities, more user-friendly knowledge resources and more training sessions on topics such as GBV response, harnessing technology in humanitarian settings, women's participation in peace negotiations and feminist coalition building to advance women's rights.



Survey Background and Respondents' Profile

OVERVIEW OF WPHF L-HUB INITIATIVES IN 2024²

31	1,592	392	38
training and knowledge exchange webinars conducted	staff members involved in online activities	organizations involved in online activities	countries

22	9
capacity strengthening webinars were held covering topics such as strategic planning, project design and proposal writing, providing mental health support to displaced women and gender responsive food security and disaster risk reduction. The sessions featured two civil society experts from Afghanistan and Syria supported by the WPHF WHRDs' window as well as 16 external trainers.	peer exchange and knowledge café sessions were conducted featuring 50 CSO partners (6 of which are youth speakers) from 19 countries as well as experts from UN entities and I/NGOs. The Peer Exchanges covered areas such as intergenerational dialogues in political processes for peace, women's leadership in contexts of political transition, and social media tools to enhance advocacy for peace efforts.

16	new knowledge resources were developed on topics such as using video to protect human rights, public speaking and business-oriented approaches for women's income generation. Moreover, the L-HUB Facebook group enhanced networking among the 358 CSO members and WHRDs (representing 280 organizations).
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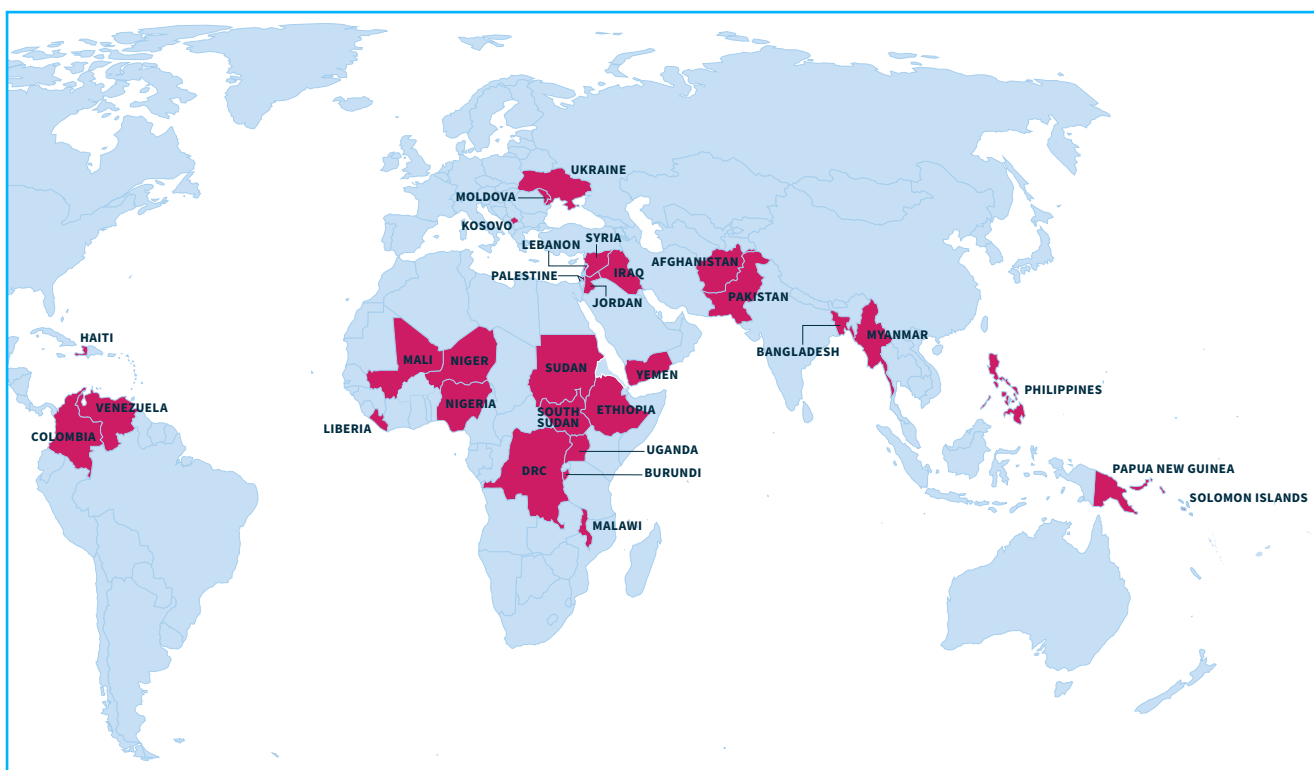
In addition, the L-HUB provided grants supporting a total of 26 peer learning projects in 2024 enabling collaboration and movement building between 52 CSOs in 16 countries. Of these, 25 projects aimed at reinforcing CSOs' capacities while one project focused on pushing forward the WPHF 2023 Global Women's Forum recommendations. As a result of the advocacy project, 85 people engaged in advancing women's leadership in humanitarian response processes in Africa, and, as a result of the 25 peer learning projects, 709 CSO staff enhanced their professional competences and 50 CSOs strengthened their managerial structures. Overall, 2,720 people directly benefited from the L-HUB grants.

26	52	16
peer learning projects	CSOs	countries

2 - More information on the L-HUB initiatives led in 2024 is found at: https://wphfund.org/wp-content/uploads/2025/04/WPHF_L-HUB_Annual-Report_2024_FINAL-1.pdf

RESPONDENTS' PROFILE

The survey engaged **207 CSOs**³ from **30 countries**:



Most respondents identified as women's rights or women led organizations (81.6%) and 11.6% as youth focused or young women led CSOs. **40.1% of respondents are based in Africa**, 14.5% in the Arab states, 19.8% in Asia and Pacific, 11.1% in Europe and Central Asia and 14.5% in the Latin America and Caribbean region. By country, respondents from Haiti, Afghanistan and Ethiopia were the most engaged, representing respectively 11.1%, 8.7% and 7.2% of all survey respondents. Most respondents answered the survey in English language (61.8%), followed by French (21.7%), Arabic (13%) and Spanish (3.4%).

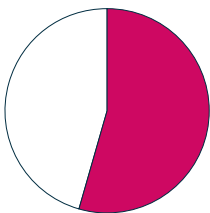
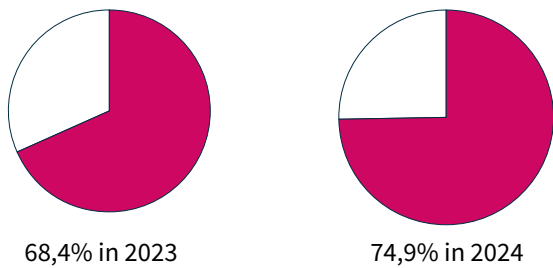


3 - The survey sampling frame was 897 CSOs

Survey Findings

GENERAL ENGAGEMENT AND APPRECIATION OF L-HUB INITIATIVES

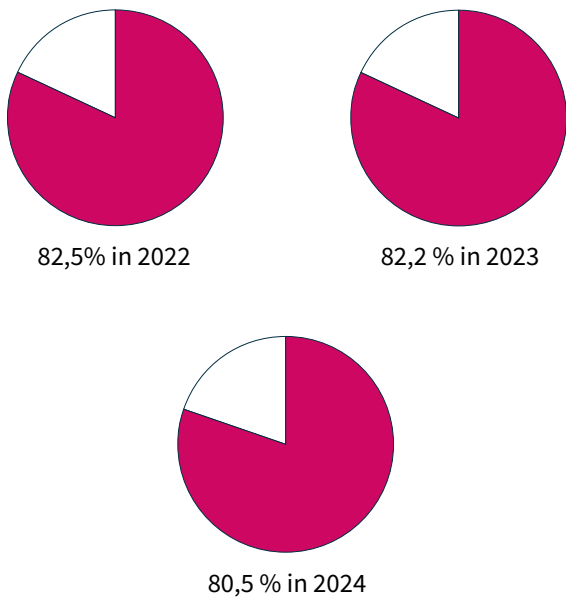
74.9% of respondents participated in a capacity strengthening or peer exchange webinar in 2024, compared to 68.4% in 2023⁴.



54.5% of respondents noted that the L-HUB experience (capacity strengthening webinars, peer exchanges, Facebook group, peer learning grants) has been **very or extremely useful** in increasing the capacity of their organization compared to 48.2% of respondents in 2023⁷.

Respondents from Europe and Central Asia⁵ are those who participated less (56,6% attended at least one event) while respondents from Latin America and the Caribbean and Africa were those who participated most (80% and 78% of respondents).

80.5% of respondents used new knowledge and skills from the L-HUB capacity strengthening and peer exchange webinars⁶. This percentage remains stable compared to the last years (82.5% in 2023 and 82.2% in 2022), with an overall slight decrease as the proportion of respondents that disagreed and strongly disagreed to using new knowledge and skills is 5.8% this year compared to 4.4% last year.



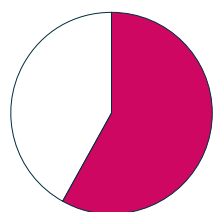
Respondents from the Arab states and Latin America and Caribbean are the most satisfied while those from Asia and the Pacific demonstrated the lowest usefulness rates. Looking at the results per country, over 80% of respondents from Jordan, Lebanon, Malawi, Philippines and Venezuela qualified their experience as very or extremely useful, while over 40% of respondents from Myanmar and Ukraine found the L-HUB experience not useful at all or a little useful. This may be due to language barriers. Starting in 2025, L-HUB will provide Ukrainian (and Dari) interpretation in all training webinars as additional languages to cater for the diverse CSO audiences.



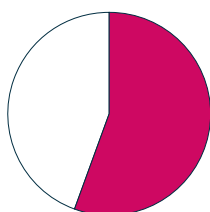
4 - See table 1 in Annex 1 for more details.
5 - Europe and Central Asia refers to Armenia, Georgia, Kosovo, Kosovo/ Serbia, Kyrgyzstan, Moldova, Tajikistan, Ukraine
6 - See table 2 in Annex 1 for more details.
7 - See table 6 in Annex 1 for more details.

ENGAGEMENT IN THE L-HUB VIDEOS, MONTHLY UPDATES, LIBRARY AND FACEBOOK GROUP

55.8% of respondents have consulted a knowledge product disseminated through the L-HUB Monthly update or the Digital Library at least once in 2024. This trend is consistent with 2023 where 58.2% of respondents accessed knowledge products at least once.

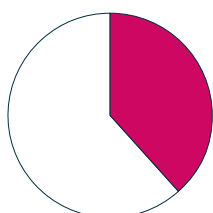


58,2% in 2023

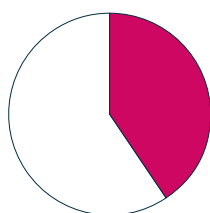


55,8% in 2024

In 2024, 40,8% of respondents mentioned accessing knowledge products multiple times (two times or more) compared to 38,6% in 2024.



38,6% in 2023



40,8% in 2024

In addition, 18.4% of respondents did not receive L-HUB email updates or accessed the digital library in 2024 compared to 12,3% who did not receive the L-HUB email updates in 2023 and 39,5% who did not know about the digital library in 2023⁸.

There are significant differences depending on the respondents' regions, which are an indication of barriers such as time zones and languages' needs⁹. Overall, there seems to be a **slight improvement in respondents' awareness of the L-HUB resources** through the digital library and L-HUB email updates. This data will be used to enhance engagement of CSO partners across all L-HUB tools and services such as the Facebook group. In 2025, the L-HUB will redesign the website dedicated to its online library in order to increase the knowledge products' accessibility.

1 - Respondents used the information from the L-HUB resources in five main areas:

- For conducting trainings of (local) staff, volunteers and community members, for example, on topics such as women's participation in peace processes, disaster resilience, women's economic empowerment, PSEA, provision of psychological support and advocacy on cybersecurity (12 mentions).
- For developing and writing project proposals, for example, on PSEA and women's leadership in climate action (11 mentions).
- For reviewing and adapting current policies and strategies. For example, to adopt more gender inclusive approaches in crisis response and to improve ways of working with crisis affected communities (9 mentions).
- For implementing projects and in reporting and M&E processes (8 mentions).
- For disseminating resources among grassroots CSOs within their network and for raising awareness of colleagues and partners (8 mentions).

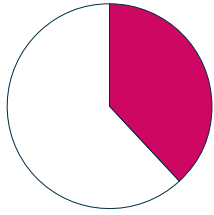
2 - Topics that CSOs could not find in the L-HUB digital library but wanted or needed

CSOs showed interest in accessing resources related to:

- Access to funding mechanisms and opportunities (linkages with donors, how to write and submit proposals). Support for fundraising was the most frequently cited topic (11 times).
- Women's economic empowerment in humanitarian contexts.
- Culturally specific or context-tailored resources to promote gender equality, including successful peacebuilding interventions at grassroots level.
- Disability and inclusion in emergency settings and attention to marginalized groups' rights such as indigenous people and people based in hard-to-reach areas.
- Each of the following topics was mentioned only once: climate change adaptation strategies, violent extremism prevention and reintegration programmes for women returnees, data collection, and legal guidance for women facing violence and discrimination.

⁸ - The data was disaggregated in 2023 as there were two separate questions in last year's survey, one on email updates and one on the library.

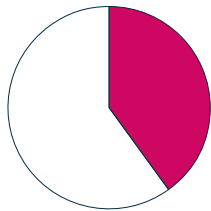
⁹ - See table 4 in Annex 1 for more details.



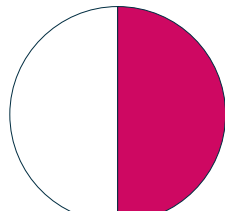
38.2% of respondents are members of the L-HUB Facebook group, with the highest membership rate for respondents from Arab States (44.4%)¹⁰. This number could be attributed to CSOs' preference for other social media platforms such as Instagram where L-HUB has currently no presence. Using different social media and mobile applications is an avenue which L-HUB will be exploring to increase interactions with and between CSOs.

IMPACT OF L-HUB WEBINARS AND RESOURCES

50.2% of respondents reported being in contact or collaborating with at least one new CSO peer through the L-HUB initiatives, compared to 40% last year¹¹.



40% in 2023



50,2% in 2024

One of the reasons for this increase could be attributed to a higher number of online L-HUB activities in 2024 (31) compared to 2023 (24). In addition, the L-HUB supported 26 peer learning projects between 52 CSOs in 16 countries further fostering collaboration and skills transfer between CSOs¹².

Applying knowledge and skills from the L-HUB initiatives

CSOs were asked to provide examples of how they applied the knowledge and skills or what they are doing differently after participating in L-HUB webinars¹³:

- **30 CSOs deepened their knowledge of technical issues**, especially GBV prevention and response (7), PSEA (4), women's participation in peacebuilding (4), corruption (2), strategic planning (2), linkages between climate change, security and gender (2), advocacy strategies including through video (2), and documenting women's situations in conflict, including through photos (2).
- **29 CSOs adopted new practices or reinforced organizational approaches:**
 - > Nine respondents integrated a gender inclusive lens in project planning and monitoring in humanitarian contexts.
 - > Several respondents applied more gender sensitive and intersectional methods to engage with local communities, including displaced women, as well as to assess community needs (seven mentions) and to foster local ownership of peace processes (one mention).
 - > Webinars seem to have had an effect in putting women at the center, one respondent indicated that their CSO is now prioritizing women in recruitment and another respondent mentioned establishing exchanges among their staff on women's rights after attending L-HUB events.
 - > Respondents integrated in their work routine, strategies and tools that were discussed in the webinars such as the use of theater, provision of psychological support and the importance of documenting initiatives.
 - > One respondent created women peace clubs for conflict resolution, while two respondents encouraged female peacebuilders to develop generating activities (IGAs) to increase their financial autonomy.
 - > One respondent established reporting mechanisms for SEA incidents and appointed a focal person to address SEA issues effectively.
 - > One respondent reported new ways of managing conflicts within the organization.
 - > One respondent mentioned conducting the CSO's board meeting online inspired by the L-HUB webinars' format.
 - > One respondent set up a complaint mechanism at their office.

10 - See table 5 in Annex 1 for more details.

11 - See table 8 in Annex 1 for more details.

12 - More information on the L-HUB initiatives led in 2024, including peer learning projects, is found at https://wphfund.org/wp-content/uploads/2025/04/WPHF_L-HUB_Annual-Report_2024_FINAL.pdf

13 - See table 3 in Annex for more details.

- 17 CSOs have **replicated the L-HUB training sessions** among their colleagues and partners (women led community-based organizations, youth organizations etc.) and transferred the materials and knowledge to their team. One respondent mentioned holding roundtables on the same topics as the L-HUB webinars. One respondent replicated the session on trends in women's participation in peace processes and another respondent conducted a training workshop on the use of video for documenting human rights' violations for different NGOs after attending the related L-HUB webinar.
- 14 CSOs **enhanced their proposal writing skills and awareness of funding opportunities** (cited three times).
- 14 CSOs highlighted the value of being part of a global community and **learning from their peers' experiences** in other contexts, in peacemaking, GBV, humanitarian response and women's rights promotion. One CSO mentioned it was motivating to be exposed to cultures different from their own.
- 10 CSOs appreciated the **opportunity of connecting with others** during webinars and gained new competences to engage with women-led and women's rights CSOs. One respondent mentioned building new partnerships and another respondent indicated that their organization built a coalition at local level as a result of participating in the webinars.
- 10 CSOs acknowledged improvement in their programme management, organizational strategies, decision making and context analysis abilities as well as webinars bringing innovation in their CSOs' programming without being specific.
- 7 CSOs cited enhanced **reporting, project management and M&E abilities** to follow up project implementation on the ground and use feminist M&E tools.
- 7 CSOs reported **developing or updating their organizational policies or strategies** (e.g.: communications, gender needs assessments, PSEA).
- 4 CSOs mentioned using the webinars' information to conduct **advocacy and awareness raising initiatives** on GBV and on disaster risk reduction (DRR) among women and children, including "designing culturally sensitive campaigns".
- 2 CSOs revised their training modules on DRR in light of the L-HUB materials on DRR.
- 1 CSO mentioned "adopted more empathetic attitudes towards displaced women" and another one an increased visibility of their work and acquiring new funding after receiving information on the WPHF peer learning awards and applying.

The survey included another question to dive deeper into how the L-HUB experience (capacity strengthening webinars, peer exchanges, Facebook group, peer learning grant) has helped CSOs strengthen their capacity. This confirmed several of the above elements such as the **value of the L-HUB for enhancing proposal development skills** (cited ten times), for improved **engagement with the community** (cited four times) and **networking with other CSOs** (cited 22 times). Exchanging with organizations from the same or different regions helped respondents to set up new collaborations, including with influential CSOs, and understand how peers handle issues such as economic recovery, conflict management, women's protection and conflict prevention. One CSO mentioned that building new partnerships with like-minded organizations, including from their country, enhanced their credibility and visibility within the international community.

Respondents emphasized that the L-HUB webinars were useful for the **implementation of their interventions** and to manage their organization (cited 17 times). Using the L-HUB to train other personnel and members was again often mentioned (14 times, of which, six respondents found the **resources provided by the L-HUB useful or practical**).

Some CSOs started to systematically replicate the L-HUB webinars for their staff while one CSO explained that transferring knowledge from the L-HUB training sessions helped them mobilize five new volunteers to support their work.

According to ten respondents, the L-HUB initiatives allowed CSOs to **gain knowledge on trends in the WPS agenda and women's needs in different countries**, international laws and humanitarian principles, and staying informed of opportunities and resources.

Seven respondents described their **programme implementation as more impactful**, attributing this to their staff acquiring new competencies. Additionally, seven participants developed abilities in

crafting success stories and compiling reports, which enhanced their capacity to showcase their contributions. Furthermore, four respondents declared that their staff adopted more inclusive and gender responsive approaches in their interventions with conflict affected communities. In addition, six respondents increased their M&E skills, applying **results-based management approaches** in measuring their impact and collecting data. Other areas of improvement were **strategic planning** (cited four times) and advocacy, including through theater, to influence policy discussions for more gender equality.

Four respondents referred to tangible changes in policies, attitudes and practices, such as developing an internal guide on gender responsive food security needs assessments and establishing a risk register, both inspired

by L-HUB webinars on these topics. Two respondents cited new behaviors of their staff in SEAH, one respondent in increasing staff's accountability towards fraud risks and one respondent reported that their staff have applied gender responsive DRR approaches as a result of the webinar.

Interestingly, several CSOs mentioned that the L-HUB peer exchange session on using social media for increased online presence enabled them to gain more visibility (cited 5 times).

Fourteen respondents are not part of the L-HUB or not fully aware of how to leverage these opportunities, a much smaller portion of respondents than in previous years. In addition, this year, language skills and poor internet connection were rarely mentioned (once each) as a barrier to leverage the L-HUB for enhancing their CSOs' capacities.

CSOs' QUOTES AND STORIES OF CHANGE¹⁴

”

The L-HUB experience was very useful for our organization; we established an E-library for our organization and trained our staff on new technology

Afghanistan

”

The resources helped me to understand the approach to climate change and was taken into account in the formulation of a related project

Colombia

”

Inspired by the webinars we have implemented a leadership training program which strengthened women's skills in project management and decision-making

Haiti

”

The knowledge gained has helped us design more inclusive projects that are better adapted to the needs of women and girls. Exchanges with other organizations through the L-HUB have led to strategic collaborations to maximize the impact of our initiatives. Trainings and webinars have equipped our team with practical skills, particularly in leadership, monitoring and evaluation, and gender-responsive management. The strategies learned have helped us access funding targeted at gender equality and economic empowerment

Haiti

”

We compared what was working for other CSOs and changed our implementation strategies

Nigeria

”

Staying informed of opportunities and resources is very important for an organization in enhancing knowledge. Compared to other organizations like us, we are much stronger in enhancing our capabilities with knowledge through the experience of L-HUB tools

Jordan

”

We have used the Strategic Planning and Resource Mobilization training to refine our 2024-2027 Development plan. We have developed a localized guide on conducting inclusive and gender responsive food security needs assessments

Uganda

”

Staff are more confident in applying evidence-based strategies. Our interventions are now more inclusive and impactful

Pakistan

”

After participating in the webinars, our organization introduced new approaches to monitoring and evaluating project effectiveness. In addition, the knowledge gained in the field of gender-sensitive approach has influenced our program planning

Ukraine

”

I have used information of the L-HUB resources to re-design our community engagements and program implementation

Uganda



CSOs' Priorities and Recommendations

PRIORITIES FOR FUTURE KNOWLEDGE EXCHANGES

The CSOs' top five priority topics among the list of proposed topics are:



GBV community-based resolution mechanisms and survivor centered justice mechanisms.



Conflict-related sexual violence (CRVS)



Feminist leadership and practices in the workplace.



Using Artificial Intelligence (AI) to advance CSOs' work in WPS-HA¹⁵.



Participatory Feedback Mechanisms on WPS-HA work.

RECOMMENDATIONS AND AREAS FOR IMPROVEMENT

Recommendations were provided by over 140 CSOs:

1. In-person training and exchanges were cited 27 times. Several CSOs suggested organizing a convening every year or every two to three years, to increase engagement, interactions and knowledge sharing. This was by far CSOs' first recommendation in line with previous surveys' trends
2. **Fundraising and strategic networking was cited 15 times.** Several CSOs recommended using the L-HUB to connect CSOs with donors, international partners, and more rarely national authorities, provide information on funders' opportunities and to promote exchanges on fund making mechanisms. The direct communication with WPHF is seen positively as well as WPHF's role in facilitating contacts of CSOs with other organizations. CSOs asked to the L-HUB further support in carrying out advocacy at the international and regional levels (UN, European Union, African Union...). This ties with the next recommendation of increasing networking between different women groups through regional or thematic events to facilitate collaboration among CSOs working in similar areas: *"It would be good to establish WPHF L-HUB networks at national, regional, and global level"* (CSO from Ethiopia). *"We recommend introducing sessions on securing core*

funding, diversifying funding streams, ensuring financial sustainability and organizing webinars or providing tools on monitoring, evaluation, and reporting for gender equality and peacebuilding projects. Many organizations struggle to demonstrate impact effectively, which affects funding and scalability" (CSO from Pakistan).

3. **Customized webinars, resources, tools, and templates tailored to local languages and contexts**, such as regional training workshops were cited 12 times. There is a recurring and growing demand to create peer exchanges for organizations operating in the same cultural and operational contexts to share solutions to address region-specific challenges. A CSO from Afghanistan suggested *"creating inter-country synergy of CSOs supported by WPHF"*. Related to this, several CSOs recommended to the L-HUB to organize visits to other CSOs and provide capacity building opportunities in other countries, especially in neighboring countries of Afghanistan. The demand for localization of the L-HUB initiatives was also reflected in the suggestion of organizing WPHF staff visits in country or establishing mentorship or coaching opportunities that would pair organizations with experienced practitioners.
4. **It was also recommended to communicate on the use of the L-HUB among new members to increase**

15 - See table 7 in Annex 1 for more details.

CSOs' awareness of the L-HUB benefits, including strengthening the promotion of the L-HUB events through events' reminders. Several CSOs were unclear of the L-HUB opportunities and how they could participate in them.

5. **Several CSOs suggested ways to increase the L-HUB resources' accessibility and practicality** such as sharing documentation through email in different languages (cited 6 times), increasing the frequency of webinars (cited 6 times), sharing more resources, providing sessions in other languages than English, collaborating with local experts and ensuring all relevant materials are centralized in an accessible platform. Some CSOs suggested providing more case study-oriented training formats and resources such as templates, guidelines, project examples, and manuals. For example, a respondent suggested a toolkit on digital security for GBV survivors, or a step-by-step guide for integrating trauma-informed care into humanitarian responses. One respondent recommended setting a WhatsApp Group in addition to the existing L-HUB tools.
6. **Few CSOs provided ideas of topics for future sessions** such as leadership development for women, financial and procurement knowledge, M&E, and reporting, strategic planning, website development, research production and examples of women who were successful in peace processes. Three CSOs recommended integrating women with disabilities in the L-HUB programming. Other CSOs suggested approaches which WPHF is already taking to design L-HUB programmes such as assessing CSOs' needs. Some CSOs cited time differences as a barrier for engagement in L-HUB initiatives.

CSO PRIORITIES IF THEY COULD MEET IN PERSON WITH CSOS FROM DIFFERENT COUNTRIES (150 respondents)

1. **Addressing several forms of GBV** was cited 33 times, especially conflict related sexual violence (CRSV) and SGBV in conflict zones, with a notable interest in community-based response, access to justice, accountability and using technologies for GBV prevention, as well as digital violence and digital security. Protection of rural women and refugee women was mentioned several times.
2. **Discussing the role of AI in advancing CSOs' work in human rights' protection and promotion and early warning systems** and providing targeted support for vulnerable groups was cited 15 times. CSOs mentioned the potential of harnessing technology to enhance their effectiveness and improve data collection. Digital rights and digitalization are generating a growing interest and seen as a path to amplify women's voices, improve service delivery, address women's rights issues and enhance visibility. Social media, mobile applications, and digital platforms were all cited as tools and spaces to enhance humanitarian aid delivery and coordination between actors.
3. **Feminist coalition building and working in consortium**, especially on a regional and sub-regional basis to have a stronger advocacy impact, was cited 15 times. Building strategic partnerships, mobilizing among women's rights CSOs, exchanging on lobbying techniques and coordination opportunities with parliamentarians, government and local officials are seen as essential to boost women's leadership in politics and decision making.
4. **Women's participation in peace negotiations and mediation** was cited 14 times. There is interest in exchanging on integrating a gender perspective in all aspects of peacebuilding and influencing policy at local, national and international level related to women's rights and conflict resolution.
5. **Sharing effective mechanisms to promote social and women's economic empowerment**, including of refugees, rural

women and GBV survivors, to increase their independence, was mentioned 13 times (microcredit programs, cooperatives, IGAs or self-employment). Linkages between women's socio-economic recovery and women's contribution to decision making, peace and social cohesion could be discussed at a future WPHF global convening.

Other topics that were underlined to be considered for future CSOs' in person gatherings were: i) Women's roles in climate action especially for displaced women (cited 12 times), ii) Disability rights and inclusion

of women with disabilities in humanitarian response (cited 8 times); iii) Sustained funding for gender-responsive peacebuilding and humanitarian response (cited 8 times); iv) Youth participation in community peace mechanisms, in conflict resolution and reconciliation (cited 6 times); Engaging the media as a tool to advocate for women's rights and address hate speech and strengthening the capacities of young women journalists and media professionals in gender-sensitive media (cited 4 times); and Mental health in humanitarian settings for women heads of households, women leaders and frontline workers to prevent burnout and secondary

Conclusion

MAIN TAKE AWAYS

- WPHF L-HUB's current approach offering a mix of online trainings and peer exchanges as well as complementing resources and communications is appreciated by CSOs. Respondents provided multiple examples of how the L-HUB experience resulted in improved organizational processes and internal policies aligned with global standards. Responses also indicated that **staff skills' increase translated into behavior changes** especially in community engagement, gender inclusive planning and programming and M&E and a stronger ability to advocate for and communicate effectively on their mandates. Several recommendations made by CSOs tend to validate the L-HUB's functioning of conducting feedback questionnaires after every webinar and involving local CSOs as expertise providers.
- Multiple respondents self-assessed themselves as **being more impactful and targeted in their interventions, more able to address the needs of marginalized groups as a result of engaging with topics of gender analysis and intersectionality in humanitarian response**. A recurring example on the use of the L-HUB knowledge and skills was tailoring one's interventions to women's needs in conflict affected areas suggesting that L-HUB sessions could result in CSO staff taking more nuanced, adaptable and culturally sensitive humanitarian or peacebuilding approaches. Many CSOs also claimed to be more competent in project design and programme planning and better equipped to track the effectiveness of their interventions and feeling more accountable to the communities they serve and transparent with other stakeholders.
- Respondents also highlighted that the L-HUB provided them tools such as the newsletter and webinars' materials which would otherwise have required an extra cost beyond their organization's capacity. The L-HUB resources significantly enhanced participants' skills in fundraising and proposal development, ultimately contributing to successful resource mobilization (the latter was cited by CSOs from Haiti, Uganda and Sudan). Being exposed to current trends and topics such as climate-induced displacement, gender justice, or mental health is also contributing to better position CSOs to access funding from donors who prioritize these areas.
- The **L-HUB's scope and outreach keeps growing beyond CSOs supported by WPHF** as evidenced by the many CSOs who used the materials and the knowledge to train their partners and community

members on topics such as women's participation in peace processes, trauma informed care and disaster resilience.

- CSOs have benefitted from the peer exchanges to pilot new ideas getting inspiration from others in shaping their initiatives and policies. Accessing information and news related to WPS-HA has led to adopting innovative ways to address challenges such as gender inequality, GBV case management and conflict resolution issues. Transferring successful experiences between like-minded organizations remains one strong added value of the L-HUB because it is motivating for CSOs, it encourages the testing of new approaches and ways of working (creating an e-library; conducting board meetings online; implementing a feedback mechanism; building a coalition at local level; implementing a leadership training program, etc.) and increases CSOs' outreach at local and international levels. By integrating best practices from other parts of the world, some CSOs qualified their programmes as more resilient and community driven. *"Sharing opportunities and how a woman led organization can survive with limited support also gave the important message to other colleagues and staffs on how WHPF supports organizations like us and assist us to grow"* (CSO from Bangladesh).

- The last element which was more prominent this year is the connection aspect. The **L-HUB was more successful in expanding CSOs' networks**. This may be related to several factors such as the high number of online events and L-HUB-authored resources, the simultaneous provision of peer learning grants and the fact that some respondents have now been involved in the L-HUB for several years. Creating sustained partnerships between CSOs takes time and could be a longer-term impact of the L-HUB, whose main mission is to foster networking, resource sharing and movement building among WROs in crisis settings.
- Despite these positive findings, the respondents massively expressed the **need for more training sessions, more in person meetings and specific events per region**. There was also a clear demand to explore strategies to ensure long-term funding for local organizations. Connecting, learning new things and exchanging on women's protection and women's participation in decision making is also just as topical as ever.
- Even if there seems to be less obstacles to access the L-HUB than previously (limited internet access was barely mentioned, mostly by respondents from Myanmar), continuous efforts and investments must be made in communicating appropriately on the L-HUB benefits and participation opportunities and providing practical and understandable resources.



WAY FORWARD

The L-HUB team extends its sincere gratitude to the CSO partners who generously took the time to complete the January 2025 survey. Their valuable insights will play a crucial role in shaping L-HUB's planning to better support the needs and aspirations of CSOs. As a way forward, in 2025, the L-HUB will:

1

Continue offering training and knowledge exchange sessions and disseminating their contents systematically through email among CSOs. Training sessions will be offered in Dari and Ukrainian in addition to English, Arabic, French and Spanish, to accommodate the needs of more CSO partners from Afghanistan and Ukraine. Training and exchange sessions and related resources will address the topics of interest for CSOs, such as locally led peacebuilding models; women and marginalized groups' involvement in conflict resolution processes and community rebuilding; harnessing technology and AI to enhance CSOs' learning; digitalization and leaving no one behind in crisis contexts and youth engagement in peacebuilding and humanitarian response.

2

Work on a redesigned and easier to navigate digital library where existing knowledge resources will be more visible and organized in a more user-friendly way. The L-HUB will also provide more guidance in different languages to navigate the resources.

3

Continue conducting regular live orientation workshops in different languages ensuring that all CSOs have an opportunity to familiarize themselves with the L-HUB initiatives, interact with the WPHF L-HUB team and understand how to participate effectively in the L-HUB.

4

Continue providing peer learning grants in more countries which organizations can use flexibly according to their needs, including to realize visits to each other. Furthermore, the L-HUB aims to establish a new global in-person convening, providing a dynamic platform for CSOs to exchange insights, explore effective practices in peacebuilding and humanitarian action, and foster collaboration with women-led organizations and stakeholders across diverse countries and regions.

5

Reinforce efforts to facilitate connections between CSOs, donors and international partners; and develop specific resources on fundraising strategies. These will include updating the existing L-HUB authored mapping of funding entities and organizing dedicated training and exchange sessions on core and sustainable funding for women's rights and women-led CSOs.

Annex 1 Tables

Table 1: In the last 12 months, have you attended a capacity strengthening, peer exchange or knowledge café webinar hosted by WPHF?

	Arab States	Africa	Asia & Pacific	LAC	Europe & Central Asia	Total
Yes	73.3%	78.3%	75.6%	80%	56.5%	74.9%
No	26.7%	21.7%	24.4%	20%	43.5%	25.1%

Table 2: Since participating in these webinars, I have or my organization has used the new knowledge or skills in my/our organization's work. (N=155)

	Percentage
1 (Completely disagree)	3.20%
2 (Disagree)	2.60%
3 (Slightly agree)	13.60%
4 (Agree)	49.40%
5 (Completely Agree)	31.20%
Total	100.00%

Table 3: Example of how knowledge was applied or what the CSO is doing differently (N=148)

	N of mentions
Improved knowledge on GBV (7), PSEA (4), women's participation in peacebuilding (4), anti-corruption (2), strategic planning (2), linkages between climate change, security and gender (2), advocacy strategies and documenting women's situations, including through photos (2).	30
Adopting new or reinforcing existing organizational approaches: More gender inclusive monitoring approaches (9), Intersectional and gender sensitive engagement with local communities including displaced women (7), inclusive needs' assessment for local ownership of peace processes (1), Creating spaces for peace and conflict resolution (2), Encouraging women to develop cooperatives or IGAs (2), Prioritizing women in recruitment (1), Managing conflicts within the CSO (1), Conducting board meetings online (1), Setting a complaint mechanism (1), Establishing reporting mechanisms of SEA (1), Using theater for community engagement (1), Providing psychological support to displaced women (1)	29
Replication of L-HUB trainings among colleagues and partners and sharing materials and knowledge with team and other NGOs	17
Learning from peers from other countries and contexts on peace and humanitarian action, women's rights and GBV	14

Enhanced project proposal writing skills and increased information on funding opportunities (3)	14
Opportunity of connecting with other CSOs during webinars and building new partnerships and coalitions at local level and increased abilities to work with others	10
General improvement of CSOs' capacities in project management, decision making, context analysis and innovation in programming	10
Developing and updating organizational policies & strategies (e.g. coms strategy, gender needs assessments framework, gender empowerment framework, PSEA policy)	7
Enhanced reporting, project management and M&E abilities	7
Revising training modules on disaster risk reduction in light of L-HUB materials	2
Improved advocacy and women's awareness raising on disaster risk reduction & GBV	2
Designing culturally sensitive campaigns	2
Acquiring new funding after receiving information on the L-HUB peer learning awards and applying	1
Members of one CSO mentioned in their CVs the L-HUB webinars which they attended, and one staff member was hired by another organization	1
More empathetic attitudes with target groups (displaced women)	1
Increased visibility of work	1

Table 4: In the last 12 months, have you accessed any L-HUB resources through the newsletter or the digital library?

	Arab States	Africa	Asia & Pacific	LAC	Europe & Central Asia	Total
Multiple times	41.4%	41.0%	48.8%	30.0%	39.1%	40.8%
Never	27.6%	25.3%	22.0%	30.0%	26.1%	25.7%
I don't receive L-HUB newsletter or digital library	17.2%	14.5%	9.8%	36.7%	26.1%	18.4%
Once	13.8%	19.3%	19.5%	3.3%	8.7%	15.0%
Total	100%	100%	100%	100%	100%	100%

Table 5: Are you a member of the L-HUB Facebook Group?

	Arab States	Africa	Asia & Pacific	LAC	Europe & Central Asia	Total
Yes	44.40%	37.20%	38.50%	37%	35%	38.20%
No	55.60%	62.80%	61.50%	63%	65%	61.80%
Total	100%	100%	100%	100%	100%	100%

Table 6: How useful has your L-HUB experience (capacity strengthening webinars, peer exchanges, Facebook group, peer learning grants) been in increasing the capacity of your organization?

	Arab States	Africa	Asia & Pacific	LAC	Europe & Central Asia	Total
1 (Not useful at all)	7.4%	5.1%	12.8%	11.1%	15%	8.9%
2 (A little useful)	3.7%	5.1%	15.4%	7.4%	15%	8.4%
3 (Moderately useful)	25.9%	33.3%	30.8%	14.8%	25%	28.3%
4 (Very useful)	55.6%	43.6%	33.3%	33.3%	25%	39.8%
5 (Extremely useful)	7.4%	12.8%	7.7%	33.3%	20%	14.7%
Total	100%	100%	100%	100%	100%	100%

Table 7: Of the following topics, which are your top two priorities for future knowledge exchanges?

GBV community-based resolution mechanisms & survivor centered justice mechanisms	23.4%
Feminist leadership and practices in the workplace	11.7%
Participatory Feedback Mechanisms on WPS-HA work	11.1%
Conflict-related sexual violence (CRVS)	10.9%
Using AI to advance CSOs' work in WPS-HA	8.4%
SRHR in humanitarian settings	7.2%
Disability and inclusion in WPS-HA	7%
Increasing CSO visibility through website development	7%
Technology-based GBV prevention and response	6.4%
Countering terrorism and violent extremism	2.5%
Media coverage for CSOs	2.2%
LGBTQI+ people and promoting their rights in WPS-HA	1.4%
Other	0.8%

Table 8: In the last 12 months, have you been in contact or collaborated with any new CSO peers that you met through any of the L-HUB initiatives? (webinars, peer exchanges)

	Arab States	Africa	Asia & Pacific	LAC	Europe & Central Asia	Total
Yes, with at least one civil society peer/org.	22.2%	32.1%	33.3%	14.8%	25%	27.7%
Yes, with several civil society peers/org.	22.2%	20.5%	25.6%	22.2%	25%	22.5%
No, none	55.6%	47.4%	41.0%	63%	50%	49.7%
Total	100%	100%	100%	100%	100%	100%

Annex 2 CSOs' quotes and stories of change

ADDRESSING GBV

“The webinars provided practical tools and strategies for dealing with GBV, which we have applied in our programming and training. We have strengthened our response to survivors, particularly by incorporating new knowledge on digital safety and trauma-informed care, which has been crucial in addressing Technology-Facilitated GBV. The peer exchanges offered valuable insights into how other organizations manage similar challenges, allowing us to adopt best practices and refine our approach” ([Ethiopia](#))

ADVOCACY FOR TRANSFORMATIVE INTERVENTIONS

“After a training on resilience and psychological support, we adopted a different attitude towards displaced women. We developed increased empathy towards them. Also, after learning about natural disasters and my city being a victim of floods, we made a plea to the authorities so that women and children would be the first to be relocated from risk areas because they are the most vulnerable” ([DRC](#))

“On L-hub we have been learning a lot including how to use theatre for change to sensitize our community. In our current project, we will use theatre for change in advocating for women's peace and security and other gender related issues” ([Malawi](#))

“The L-HUB developed the capacity of our organization in how to plan and execute projects to achieve intended outcomes. We created a framework that assisted the organization in evaluating and capturing best practices for learning. We improved our communication and advocacy skills by using social media for visibility and resource mobilization, as recommended in the peer learning session” ([Malawi](#))

M&E

“From the new knowledge gained, I have been able to share with my organization the importance of effectively monitoring your project” ([Liberia](#))

“Leveraging the tools and methodologies from the L-HUB resources has improved our M&E systems, enabling us to better track outcomes, measure impact, and refine our approaches for greater effectiveness” ([Sudan](#))

“After participating in the webinars, our organization introduced new approaches to monitoring and evaluating project effectiveness. In addition, the knowledge gained in the field of gender-sensitive approach has influenced our program planning” ([Ukraine](#))

CLIMATE CHANGE

“The resources helped me to understand the approach to climate change and was taken into account in the formulation of a related project” ([Colombia](#))

“Initially we are having issues in risk management and climate change, but through the webinar training, we learned how to mitigate risk and manage climate change” ([Nigeria](#))

FRAUD AND CORRUPTION

“Previously, we have little knowledge to monitor fraud and corruption. Since the training on that issue, the staff have been very vigilant in making sure all funds are accounted for and are spent according to project specifications” ([Solomon Islands](#))

PSEAH

“Our staff participated in a webinar focused on Prevention and Response to Sexual Exploitation, Abuse, (SEA) and Harassment for CSOs. This training provided our staff with valuable strategies to proactively establish reporting mechanisms for incidents of SEA, both within our office and in the communities we serve. As a positive outcome of the training, we have appointed a dedicated focal person to lead our efforts in addressing PSEA issues effectively” (Malawi)

“We applied the new skills and knowledge gained in developing a PSEAH policy and disseminating the reporting/referral procedures” (Uganda)

RESOURCE MOBILIZATION

“Staff learned new things about proposal writing” ([Afghanistan](#))

“Understanding donor priorities and gaps has guided us in securing funding and aligning our initiatives with global trends” ([Sudan](#))

“We have improved our presence on social media through the use of social media platforms to communicate with our stakeholders. We have also improved our fundraising capacities and written more winning proposals with new donors” ([Uganda](#))

PARTNERSHIPS AND VISIBILITY

“By understanding how similar organizations in other countries operate and implement solutions, we have gained a broader perspective, allowing us to adapt proven strategies to our local context. Connecting with like-minded organizations has opened doors for collaboration and partnerships. These relationships not only provide ongoing support and knowledge exchange but also enhance our credibility and visibility within the international community” ([Moldova](#))

“We shared a success story one time and a lady we met at the 2023 Global Women’s Forum contacted me for a collaboration. Since then, we share challenges and successes” ([Nigeria](#))

“We learned practical skills from our peer in demonstrating the value of our work particularly via social media and newsletters” ([Nigeria](#))

“The communication team has an enhanced understanding of developing communication tools, focused on vulnerable populations.” ([Pakistan](#))

“We are now connected to many partners around the world” (South Sudan)

“We have improved on how we work with other organizations. We attended a webinar on working with other organizations on WPS and realized its importance. We are therefore building a coalition on the local level at the grassroots” ([Uganda](#))

ORGANIZATIONAL DEVELOPMENT AND KNOWLEDGE MANAGEMENT

“The L-HUB experience was very useful for our organization, we established an E-library for our organization and trained our staff on new technology” [\(Afghanistan\)](#)

“The knowledge gained has helped us design more inclusive projects that are better adapted to the needs of women and girls. Exchanges with other organizations through the L-HUB have led to strategic collaborations to maximize the impact of our initiatives. Trainings and webinars have equipped our team with practical skills, particularly in leadership, monitoring and evaluation, and gender-responsive management. The strategies learned have helped us access funding targeted at gender equality and economic empowerment” [\(Haiti\)](#)

“Inspired by the webinars we have implemented a leadership training program which strengthened women’s skills in project management and decision-making” [\(Haiti\)](#)

“Staying informed of opportunities and resources is very important for an organization in enhancing knowledge. Compared to other organizations like us, we are much stronger in enhancing our capabilities with knowledge through the experience of L-HUB tools” [\(Jordan\)](#)

“We successfully and innovatively held our last quarterly Board of Directors meeting of 2024 using online means; this was a direct practice from the UN WPHF of engagements despite the far distances of its partners. Moreover, as a means of receiving feedback from community members and with little funding support but from our Board of Directors voluntary contributions we placed suggestions, complaints, etc. box at our office” [\(Liberia\)](#)

“Knowledge acquired from the different trainings and webinars has enabled one of our female staff to be recruited by a bigger organization with a more handsome salary than what our project offers based on the amount in our proposal. It also inspired other female staffs to increase their participation in almost all webinars. In addition to including these pieces of training in their CVs, they apply what they learned in their different assignments while also adjusting and adopting newly acquired skills” [\(Liberia\)](#)

“I shared knowledge on strategic planning to our senior management team members so that when we discussed about the strategic planning for our organization, it is very useful to develop our organization strategic plan systematically” [\(Myanmar\)](#)

“We compared what was working for other CSOs and changed our implementation strategies” [\(Nigeria\)](#)

“Staff are more confident in applying evidence-based strategies. Our interventions are now more inclusive and impactful” [\(Pakistan\)](#)

“I have used information of the L-HUB resources to re-design our community engagements and program implementation” [\(Uganda\)](#)

“We have used the Strategic Planning and Resource Mobilization training to refine our 2024-2027 Development plan. We have developed a localized guide on Conducting Inclusive and Gender responsive Food Security Needs Assessments” [\(Uganda\)](#)

GENDER INCLUSIVE HUMANITARIAN RESPONSE AND WPS

“We now incorporate gender-sensitive and inclusive approaches into every stage of project planning and implementation. For example, our organization developed a standardized framework for conducting gender-responsive needs assessments, ensuring no vulnerable group is overlooked. Staff members have gained practical skills in areas like conflict sensitivity, participatory planning, and monitoring gender equity outcomes. This has led to more effective and impactful project execution. (...) The insights gained through the webinars have allowed us to better communicate our commitment to WPS goals, which has increased donor trust and opened opportunities for collaboration with like-minded organizations” [\(Afghanistan\)](#)

“There are several adjustments we have been making in our way of working as a result of the various knowledge we are acquiring through our participation in the WPHF Learning Centre, including strategies for systematization of experiences; advocacy for the right to natural resources and climate security. Based on a session that dealt with innovative strategies for capacity building and talked about theatre as a didactic strategy, we included it in our meetings with the community (...) Listening to other experiences in women’s rights advocacy in different areas has been a source of inspiration for us and has strengthened our identity as defenders of women’s rights; it gives greater meaning to our organizational existence” [\(Colombia\)](#)

“By applying the knowledge gained on gender-responsive disaster risk reduction and women’s participation in peace processes, we have been able to design and implement more inclusive and impactful programs tailored to the needs of conflict-affected communities in the Afar region. (...) The materials have been instrumental in building the skills of our staff, enabling them to better address gender equality and humanitarian challenges in their day-to-day work” [\(Ethiopia\)](#)

“Our support became more focused on individual needs, taking into account gender, different disability needs, context, etc.” [\(Moldova\)](#)

“We changed our strategy on community entry engagement and the results has been great” [\(Nigeria\)](#)

“After attending the webinars, our organization revised its needs assessment framework to include gender-specific questions. For instance, in a post-disaster food distribution program, we ensured data was disaggregated by gender and age to identify underserved groups. This revealed that pregnant women in the affected area had limited access to nutritional supplements due to mobility challenges” [\(Pakistan\)](#)

“We have a greater understanding of gender norms and to overcome them in our cultural context” [\(PNG\)](#)

“We learned about the importance of ensuring women’s participation in decision-making processes during emergency responses. As a result, we now actively involve women leaders from local communities in the planning and implementation of relief efforts. This has led to more effective distribution of resources, as women’s perspectives help identify and address unique needs, such as access to healthcare and education for female-headed households. Additionally, we’ve improved our monitoring and evaluation framework to better track the impact of these gender-sensitive approaches in our programs” [\(Uganda\)](#)

“Through these exchanges, we gained practical strategies for improving our internal processes, such as refining our data collection methods and enhancing our stakeholder engagement. Overall,

the L-HUB experience has provided us with both the knowledge and practical tools to improve our approach to program design and implementation, ensuring that our work is more impactful and responsive to the needs of the communities we serve” (Uganda).

Photos:

- p.3: Peer learning between Angela for Development and Humanitarian Response and Yemen Peace School Organization, Yemen
- p.5: Oleksandra Harmash - Peer Learning between Rural Women Business Network and Provesin NGO, Ukraine
- p.6: Peer learning between Aide au développement durable and Alliance en faveur des droits de la personne et la démocratie, Mali, June 2024.
- p.11: Deisy Yohana Mazo Peer learning between Asociación municipal mujeres ideales de Ituan-go and Asociación de mujeres campesinas, afros, indígenas y mestizas de Condoto, Colombia, August 2024
- p.15: Training webinar on using video to document human rights violations led by WITNESS