



ACTIVITY REPORT 2013

African Women's Development Fund

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AWDF staff members with grantee from Breast Care International, Kumasi Ghana, August 2013.

INTRODUCTION

1.1 BACKGROUND

AWDF is a women-led grantmaking foundation that supports women's organisations working to ensure social justice, equality and respect for women's rights in Africa. AWDF promotes an enabling and expanding vision of African women. This vision is rooted in creating a political, social and economic environment where women can flourish. In addition to raising money and awarding grants, AWDF strengthens the capacity of grantee partners by awarding grants for institutional development, flexible funding for institution strengthening, building cooperative learning spaces, and mobilizing critical partnership strategies within the women's movement.

Since beginning operations in 2001, AWDF has gained international recognition for being a credible, philanthropic and feminist organisation. Our staff and board reflect a pan-African diversity with representation from ten (10) countries. Each year, our staff designs, develops and revises comprehensive fundraising and communication strategies that are creating a critical difference for women in the 42 countries in which we have made grants.

Accountability is key. In recognition of this, AWDF has formulated a framework for ourselves and for grantee partners to encourage effective organisational governance

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and management of funds. Every year, AWDF implements innovative grantmaking programmes for small and medium-scale women's organisations with limited or no access to external funds. Our support for women's organisations across the continent is reinforced by our relationships with philanthropic institutions and individuals within and outside Africa.

AWDF's strategic plan tracks the organisation's progress towards manifesting its vision. The 2011-15 document (SPIII) consists of five (5) key strategic goals that determine our aims and activities during this period.

AWDF's strategic goals are ordered as follows:

- 1: To support African women's organisations and the African women's movement in their work to promote, protect and realise women's human rights, through grantmaking, capacity building, advocacy and movement building.
- 2: To build AWDF as a financially sustainable feminist philanthropic institution.
- 3: To implement a multi-purpose communications strategy.
- 4: To strengthen knowledge management and organisational learning.

1.2 CONTEXTUAL ANALYSIS

Gender equity is a right enshrined in multiple international and regional conventions such as CEDAW, the AU's Maputo Protocol and the Beijing Platform for Action. Not only is gender equity a right, it is a necessary precondition to achieving transformations in the health, social welfare and economic development of African nations. As highlighted by DFID (MDG conference fact sheets), by the Africa Progress Panel and in UNDP's progress reports on achievement of the MDG's, the minimal progress on MDG 3 (gender equality and empowerment of women) undermines the capacity to achieve all other MDG's. The African Women's Report 2009 and the Beijing +15 Africa Report, submitted by AU/UNECA showed Africa falling far short on gender equality and women's empowerment targets.

For every achievement with regard to development and gender equity, there are multiple failures. The current global economic climate threatens to further undermine gains made since the 4th World Conference on Women (Beijing, 1995). In the political arena, Africa can offer the inspiring example of Rwanda, a country coping with the social, economic and political aftermath of genocide and armed conflict. The country can now point to a political system where 48% (2004) and 56% (2008) of elected members are women. Liberia and Malawi have the first and second elected female Presidents in Africa, with a growing number of Vice Presidents and senior Ministers in countries as diverse as Gambia, Malawi and Mozambique. Despite the 30% minimum benchmark established at Beijing, Africa has an average of only 16% female representation in parliament.

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Even less progress has been made on the economic front. The engagement of women in the struggle to combat poverty and fuel economic growth is crucial yet their capacity to engage effectively is undermined by educational marginalisation, employment in vulnerable areas of national economies and exclusion from meaningful asset ownership. Women perform 66% of the world's work, produce 50% of the food, but earn 10% of the income and own 1% of the property and land. Women carry out 70-80% of agricultural production in Africa. Studies in Uganda show that women have greater productivity than male farmers. Yet land ownership continues to be predominantly male, undermining women's ability to turn their greater farming productivity into contributions that fuel national economies and provides solutions to growing issues of hunger and food insecurity on the continent.

There is evidence that without progress on gender equality, even high rates of economic growth can lead to greater inequality, thus undermining a nation's ability to achieve its development goals. Thus investments in gender equality and women's empowerment are powerful tools in the achievement of all MDGs and also in accelerating economic growth. Additionally, if economic growth is a key pathway to the achievement of development goals in the South, investments in women are essential to ensuring that growth leads more directly to improvements in health, education and other social indicators for nations. In India, the average earned income for males increased by 26% between 2003 and 2005, yet the increase for women was only 3%, exacerbating existing gender inequality. The impact of such inequality on social, political and economic development goals is borne out by a range of studies that have shown that household income in women's hands has a greater effect on child and family health outcomes than household income earned by men.

For example, a 1997 study in Ghana showed that for urban households, a greater female asset share for women had measurable impact on the household in increased food and education provision and decreased expenditure on alcohol and tobacco. Similar results were shown in a study of differential outcomes in male and female access to credit from NGOs in Bangladesh. In that study, women's borrowing had statistically significant impacts on seven of the following eight tested outcomes: boys and girls education, male and female labour supply, contraception use, fertility, total household expenditure, and the value of women's non land assets. Hodinott and Haddad's study in the Ivory Coast showed that a 110 dollar increase in men's income was needed to achieve the same improvements in children's health and nutrition indicators as was achieved through a 10 dollar increase in women's income. Using such information, the ILO argues that if women had equal influence in decision making, an additional 1.7 million children in Sub Saharan Africa would be adequately nourished.

Africa faces tremendous challenges in the coming years in relation to financial stability, food security, economic growth and adequate responses to climate change and environment issues. Whilst the continent has registered significant levels of economic growth in the last 10 or so years, this is mirrored by an equally significant rise in the levels of disparity between rich and poor. Most African governments have adopted

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policies to attract greater Foreign Direct Investment (FDI) that include heavy tax concessions, lower wage bills as well as gazetting huge areas of land and other natural resources. Many Africans have dealt intimately with the consequences of these policies, experiencing eviction from their land thus having no access to the source of their food and livelihood. Women are most impacted, yet most neglected, by major global volatility in food and fuel prices and from employment insecurity stemming from the financial crisis, affecting household incomes and nutritional status, as well as climate change affecting those with vulnerable livelihoods. The lack of inclusive policies to support women in what they know and do as citizens, economic actors and contributors to the development of their communities and nations continue to seriously undermine overall efforts for sustainable development and growth. In the area of agriculture, women farmers by virtue of their social roles and responsibilities have developed a repository of knowledge and practices for sustainable food production, environmental and climate change resilience that remain largely untapped and unrecognised. Unless the human, intellectual and financial resources of African women are promoted and fully harnessed in such efforts, the continent will fail to address such challenges effectively. It is imperative to accelerate strategic interventions to transform gender relations and establish a solid foundation for such engagement by women.

Even with the statement of commitment to gender equality and the viable evidence of the impact of supporting women's rights, development practice often reinforces the culture of gendered exclusion and marginalisation. Much research has been done to assess the funding landscape for gender equality. The ongoing study, 'Where's The Money for Women's Rights' by The Association of Women's Rights in Development (AWID), demonstrates disproportionately low rates of human rights donor support for women's rights organisations and initiatives (access research at www.awid.org).

AWDF works to bridge the gap between talk and action in development practice by targeting resources directly to women. AWDF was created out of the aspirations of the women's movement in Africa to create an autonomous resource base for gender equality and development, with a focus to support those movements and initiatives of women that ordinarily do not have access to mainstream sources of funding for reasons of capacity, language, geographical location, and other forms of marginalisation. Yet these groups are often the mainstay of their communities and families in many rural settings, and have been a pivotal part of community resilience mechanisms especially in contexts where the state has all but collapsed. Each year, AWDF expands its body of work through grant making, capacity building, and advocacy. In these ways, we help to amplify African women's voices and increase their access to spaces of leadership.

AWDF's approach is a more holistic view of resources needed to achieve comprehensive objectives for gender equality, women's decision-making and community well-being in Africa. I/we recognise that in order to build a unified movement, stakeholders push towards *thriving* where all are able to increase their material, financial, human and intellectual resources.

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AWDF's Capacity Building Programme in action, the 2nd CEO Forum.

2.0 WORK ACCOMPLISHED: JANUARY – DECEMBER 2013

2.1 STRATEGIC GOAL 1: TO SUPPORT AFRICAN WOMEN'S ORGANISATIONS AND THE AFRICAN WOMEN'S MOVEMENT IN THEIR WORK TO PROMOTE, PROTECT AND REALISE WOMEN'S HUMAN RIGHTS THROUGH GRANTMAKING, CAPACITY BUILDING, ADVOCACY AND MOVEMENT BUILDING.

2.1.1 GRANTMAKING

“We are very happy for AWDF’s support since your fund inspired the Enabling Support Foundation from the U.S. to link us to a platform of 150 African NGOs including six [6] NGOs from Tanzania. They have also promised to further the goals of the AWDF-supported initiative by constructing a centre to serve as a focal point of all NGOs in Tanzania. This will help Tanzanian women and other NGOs in good governance and leadership. The Coalition of Children's Book Authors has also committed to providing books to the centre. We thank AWDF very much.”

Beatrice Masha

Programme Manager

Children Care Development Organization, Tanzania (CCDO)

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In 2013, AWDF introduced focus areas within each thematic grantmaking strand as part of efforts to bolster the impact of AWDF's work while including important emerging issues. As outlined in AWDF's Strategic Plan III, the organisation's six (6) thematic areas are in line with long-term efforts to create transformative results in the lives of African women.

A total amount of USD2,232,250 was awarded to 130 women's rights organisations in twenty-seven (27) countries during 2013: Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cote d'Ivoire, DRC, Ethiopia, Ghana, Kenya, Liberia, Malawi, Mali, Morocco, Nigeria, Rwanda, Senegal, Sierra Leone, Somaliland, South Africa, Swaziland, Tanzania, Gambia, Togo, Uganda, Zambia, and Zimbabwe. More than 397,020 women in 502 communities benefitted directly from the supported projects. We project that at least 1,600,000 people will benefit indirectly from these projects.

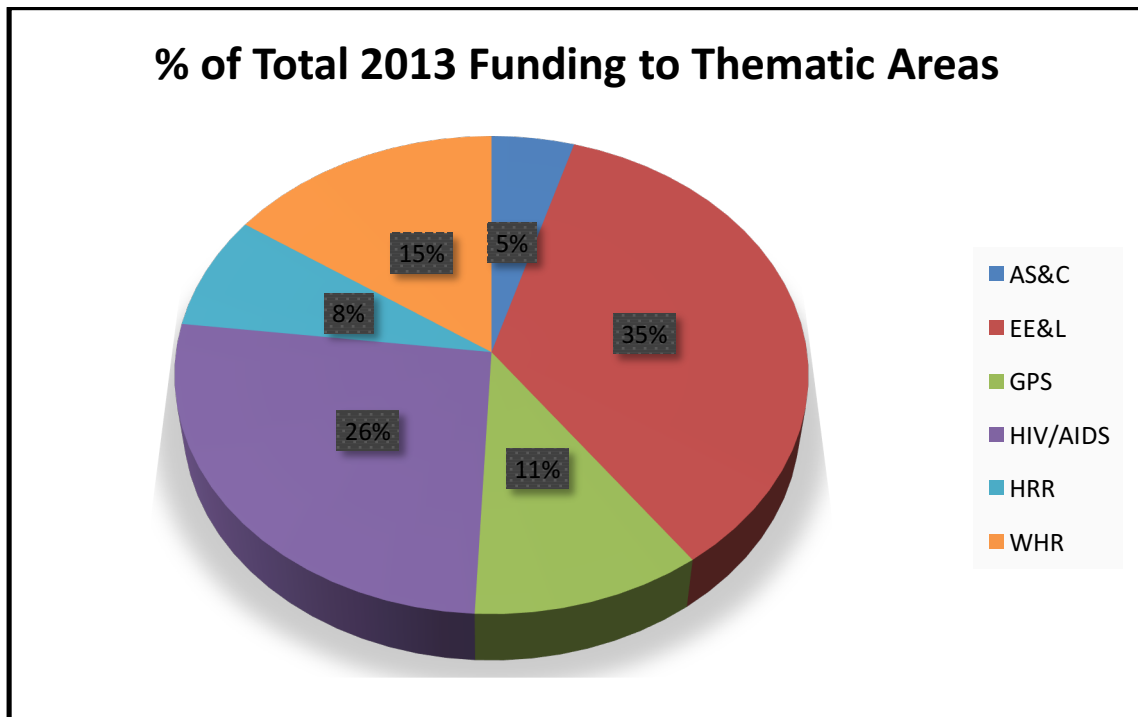
AWDF has identified credible women's groups across the continent, supporting them to better mobilise and involve community women in developmental processes. 57% of women's rights organisations supported in 2013 were small to medium-sized, operating on budgets of less than \$100,000 a year. For many of these organisations, AWDF was their only donor for 2013. Working with such groups also provides an opportunity for community owned initiatives to build capacity by women initiating, leading and managing their own programmes. It is also an opportunity for AWDF to support community capacity enhancement and to build local talents and skills for inclusive decision-making processes.

Table 1: GRANTS AWARDED IN 2013:

THEMATIC AREA	NO. OF ORGANISATIONS	NO. OF COUNTRIES	AMOUNT (USD)
Arts, Culture and Sports (ACS)	6	4	107,000
Economic Empowerment and Livelihoods (EEL)	46	20	673,200
Governance, Peace and Security (GPS)	14	12	370,750
HIV/AIDS	34	17	486,300
Health and Reproductive Rights (HRR)	10	6	209,000
Women's Human Rights (WHR)	20	12	386,000
TOTAL	130	27	2,232,250

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The graph below shows the percentage of grants allocated under the six (6) thematic areas in 2013:



ARTS, CULTURE AND SPORTS (ACS)

“For so many years people spoke for us and told our stories not the way we wanted. But now we can tell our stories. You have given us the confidence we never had and the knowledge and opportunity to believe in ourselves. Thanks to you I can now with a lot of confidence call myself a writer, and hence, my voice can be heard.”

Ritah Atwongyeire
Writer and Accountant
Better HAG Uganda



Sarah Mukasa, AWDF's Director of Programmes, moderates a discussion with filmmaker, Yaba Badoe, at the 2nd African Women in Film Forum in Accra, September 2013.

Under the Arts, Culture and Sports thematic area, a total of USD 107,000 was awarded to six (6) organisations in four (4) countries: Ghana, Senegal, South Africa and Uganda. Special focus was given to projects that portrayed progressive representations of African women in film, photography, music, and sports. Over, 6,425 people from seven (7) communities directly benefitted from AWDF assistance.

The ACS projects focused on the following key areas:

- Enhancing and amplifying productive images of women, especially in the film industry
- Promoting the talents and works of women in the fields of Arts, Sports and Culture
- Preserving and promoting cultural practices that are beneficial to women and enhance the capacity to achieve the full range of women's rights

Projecting Constructive Images of African Women

Three [3] projects were supported to address critical gender inequality issues and to deepen communal knowledge on women's sexual and reproductive rights through the arts. In South Africa, AWDF supported an organisation to produce research journals that identify critical challenges to gender equality on the continent. In Senegal, a grant was awarded to an organisation to create public awareness strategies on women's rights, particularly health and reproductive rights. By using arts and culture as a method of

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attraction and inclusion, the project nurtured students to lead cultural games and develop a visual exhibition to inform community members. Arts and digital media were also used to educate young women on the hazards associated with the practice of female genital mutilation and how it can detrimentally impact the reproductive health of women. 1,400 students were directly reached while over 5,000 people, including parents and community members, were exposed to this project.

AWDF supported Theatre for Change in Ghana to train ten [10] commercial sex workers to lead advocacy campaigns on adopting safer protection measures within high-risk populations. The trainees were taught new methods of translation for their communities using games, music and dance as active learning tools. As a result of this initiative, the project population is now adopting less risky behaviors. This has translated into a reduction in substance abuse, a sharp increase in the use of condoms during intercourse and a decrease in multiple and simultaneous sexual partners. The project led to an identification of critical human rights issues and knowledge sharing for female sex workers and other at-risk groups, including street kids.

Promoting the Talents and Raising the Profile of African Women in the Art and Culture Industry

Under this focus, AWDF supported three (3) projects to enhance the capacity and creativity of African women artists. These projects affirm and promote the remarkable talents and technical skills of women in the arts industry. One of the projects is Monkeybiz, an organization in South Africa that was supported to mature their development processes for handmade bead making, crafted by women in a Cape Town township. By improving the quality of the beads, these products become more marketable, helping expand their visibility and customer base, and consequently, economic security of the women artisans.

AWDF also supported Golden Baobab in Ghana to publish an anthology of children's stories by women authors. FEMRITE, a third project in Uganda, built the capacity of fifteen (15) African women writers to create and publish stories that portray constructive, three-dimensional representations of African women. The project not only increased the publicity of the writers but also resulted in the formation of a corps of African women writers who will help champion well-rounded identities of women portrayed in artistic works.

ECONOMIC EMPOWERMENT AND LIVELIHOODS (EEL)

“Before the project, many of us did not know much about good agricultural practices and we were just doing things anyhow. Now with training on animal husbandry, good agricultural practices and nutritional value of the crops we cultivate, we realize our farms and animals are doing better. I used to keep only 5 hens but now I have 30 since the project started. I had very lean and unattractive pigs which I was selling at 500 shilling per one but now I have several and I sell one at 1500 shillings.”

Member of the Maganjo Farmers Association
Uganda

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Expanding the economic base of women, whom represent more than half of the world's workforce, is essential to realising women's rights. In order for women to attain economic autonomy, the value of their investment in the leadership and development processes of their communities must be publicly acknowledged and incorporated.

In 2013, forty-five (45) women's organisations and groups were provided a total amount of USD673,200 under the EE&L theme. These organisations are located within twenty (20) countries namely, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Ethiopia, the Gambia, Ghana, Kenya, Liberia, Malawi, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, Togo, Uganda, Zambia and Zimbabwe.

Initiatives supported directly benefited over 3,400 women and girls in 223 communities. The groups included street sellers, unemployed women, young women, commercial sex workers, teenage mothers and women farmers. The relevance of the EEL theme is evident in the work of community-based organisations that otherwise would not qualify for bigger grants due to their weak capacities. These groups have had the opportunity to reach out to their members with the support from AWDF, though with little grants (as low as USD1000). For many such organisations, AWDF is a "jump starter" helping grantee partners to reorganize and qualify for bigger grants from other donor organisations. Most of the projects worked with women self-help groups or cooperatives that create distinct platforms for learning and exchanging lessons, attracting financial and technical support, and increasing income levels for the individuals and the groups.

The 2013 EE&L projects were centred on the following key areas:

- Improving farming and food processing for small holder women farmers
- Enhancing vibrant vocational skills training with start-up capital
- Engineering effective income generation activities (microcredit schemes, the promotion of cooperatives and access to markets)
- Creating locally-situated responses to climate change issues

Improving Farming and Food Processing for Small Holder Women Farmers

Under the improved farming and food processing area, 1,862 women were directly targeted by twenty-four (24) organisations within fifteen (15) countries. To increase efficiency in the production process and post-harvest handling, some projects provided training to women farmers on improved agronomic practices and the use of new seed varieties. Other projects provided processing equipment for food, specifically gari, chilli, shea nut, palm fruits and rice. Multiple groups received farm equipment and materials as well as support for the construction of silos for food storage. Beneficiaries also received training in improved marketing techniques to expand the clientele for their businesses.

In Ghana, The Network for Women in Growth (NEWIG) conducted a market chain survey on shea butter and neem oil to identify sustainable marketing channels for women in this field. Creating a congenial policy environment to bolster the efforts of women farmers, the Foundation for Integrated Development in Sierra Leone (FID/SL) has mobilised women farmers to campaign against the country's trade liberalisation

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policy, which has larger, negative consequences for women activists in Sierra Leone. With sustained action, the group is working to shift policy towards the needs and desires of women farmers. This work increases yields and market values for agricultural produce, as well as builds food security and the annual incomes of smallholder women farmers and marketers.



Grantee partner with Negam Lela Ken, Association of Women Living with HIV/AIDS, sells her wares in Ethiopia, October 2013.

Innovative and Vibrant Vocational Skills Training with Start-Up Capital

Five (5) organisations from three (3) countries, Ghana, Kenya and Liberia, trained over ninety-eight (98) unemployed women and young women in diverse vocational skills such as bead making, baking, and batik processing. Two of the organisations included adult education components to strengthen the women's abilities in math and literacy, enhancing their capacity to keep proper records of their business transactions and improve their documentation. The vocational skills focus is accompanied by a provision of start-up capital to beneficiaries following the training. This capital infusion ensures that grantees are properly set up to run viable businesses and generate self-sustaining income.

Income Generation Activities (Credit Schemes, Promotion of Cooperatives and Access to Markets)

Five (5) organisations from five (5) countries (Liberia, Malawi, Nigeria, Sierra Leone, and Togo) were supported to establish revolving loan schemes and provide 365 women with flexible capital to start or scale up their income generating activities. The credit loan is buttressed by specialized trainings for beneficiaries in business and financial

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management, recordkeeping and savings. The loan/training scheme has enabled small-scale business owners to manage records and documents, organize their finances prudently, and practice a habit of saving to build additional capital for the expansion of their businesses. Seven (7) organisations strengthened local cooperatives and enhanced access to markets for 775 beneficiaries within five (5) countries (Burkina Faso, Ethiopia, Ghana, South Africa, and Uganda).

The East Africa Association of Women in Business Platform (EAWiBP), a sub-regional organisation, educated members on key information on the East African Community (EAC) trade policy and customs regulations. This exercise boosted the knowledge of businesswomen by providing market intelligence on business related opportunities within the EAC region. Through AWDF support, the Surplus People Project in South Africa formed a forum for 150 small-scale women farmers and women farmworkers to facilitate trainings, discussions and exchanges on how to add value to the manufacturing of primary agricultural produce.

According to the 2013 Evaluation Report of AWDF's Economic Empowerment and Livelihoods Thematic Area by Dr. Rudith S. King, the EEL grant programme has diversified and enhanced household's sources of income through income generating activities. Women are better involved in decision-making processes at the household and community levels as partners in development. The EEL theme has made it possible for many vulnerable and unemployed women to come together to engage in economic activities. In fact, most of the grantees that started micro credit schemes have been able to expand their loan portfolios with high repayment rates. Some of the women leaders have been selected to represent their electorates at the District Assembly levels. The elders of the communities now involve the women in community project planning and implementation. In some cases, the men have now found it necessary to consult and involve them in community meetings and consultations.

CLIMATE CHANGE ISSUES

Three (3) organisations undertook activities geared towards environmental management and mitigation of the impact of climate change in their communities. One of the projects formed environmental clubs in schools and created environmental educational programs within project communities. These communities were educated to integrate tree planting into their farming practices as a form of proactive environmental adaptation. Two other projects trained women in skills that will ensure income generation as well as environmental protection, particularly waste collection, recycling and charcoal briquette manufacturing. In all, 340 women and schoolgirls participated directly in three (3) countries namely, Cameroon, South Africa and Uganda.

STRENGTHENING THE KNOWLEDGE OF BUSINESS WOMEN ON TRADE POLICIES

A number of studies indicate that economically independent women are major catalysts for development since they usually re-invest their incomes in their children's health, nutrition, education and overall wellbeing. Internationally, it is becoming more accepted that reducing gender inequality in resource-competitive spaces and improving the social

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climate for women is “smart economics”. For instance, selected businesswomen in the East African sub-region were trained to address the challenges surrounding a lack of proper knowledge on EAC’s trade regime and regulation policies. This special programme informed businesswomen about the entire trade process so that participants would know how to ‘freely’ and legally move their goods across EAC partner states.

The educational process employed three strategies:

- The acquisition and practical application of new knowledge
- The enhancement of networking and business linkages for women entrepreneurs across the region
- Advocacy and policy influence through the development and wide dissemination of a communique at the end of the workshop.

The project has led to increased knowledge for women entrepreneurs on the EAC trade regime and custom regulatory framework. Participants indicated that the training was a real eye-opener as many had no access to most of the information shared. The participants also interacted with experts from the EAC Secretariat who were present at the workshop. These representatives committed to support the participants with further information and to assist if they are faced with problems of custom clearance at border points.

The project also enabled participants to network with one another for fresh business connections. Most of the participants indicated that they met and engaged with new contacts that would be maintained following the training. Furthermore, participants expressed interest in expanding their cross-learning opportunities across the region. Multiple people from the training have begun to organise in-country learning visits as an active form of engagement and to share best practices. Since the workshop, the Tanzania Women’s Chamber of Commerce (TWCC) conducted a courtesy visit to the Rwanda Women’s Chamber of Commerce and exchanged diverse best practices including how to sustain the economic viability of women entrepreneurs and provide greater support to women who are informal, cross-border traders. In fact, one member of the TWCC has been able to export products to Uganda through her ability to establish trading relationships with Ugandan women entrepreneurs. She is currently negotiating with the Ugandan women on setting up joint ventures for the distribution of her products.

Other participants in the workshop are paying it forward by disseminating information acquired to the larger body of association members. The workshop communique represents an instruction manual on trade regulations for women entrepreneurs. The communique has also been widely disseminated and has even received regional media coverage.

INCREASING MARKET CHANNELS FOR SUSTAINED PRODUCTION

In Ghana, the Network for Women in Growth (NEWIG), with the support of AWDF, has trained 300 young graduates in basic lessons of entrepreneurship, including how to run the production process for shea butter and neem oil. Over 200 beneficiaries, who are also small-scale producers, are members of the Network of Progressive Young Entrepreneurs (NPYE), an initiative of NEWIG. A major constraint indicated by these young entrepreneurs is an inability to access sustainable markets for their products even as commercial buyers, such as supermarkets, often complain about the inadequate supply avenues available. NEWIG recognises this gap in the supply and demand chain, and therefore, works to build the capacities of young entrepreneurs to actively seek out and acquire new suppliers.

NEWIG's project supports the development of quality local markets and the promotion of domestic consumerism. AWDF has supported NEWIG to develop the production process for materials, particularly eco-friendly toiletries that will be able to meet the market demand. At the interim stage, the project has increased awareness on the value and demand for shea butter and neem oil. For beneficiaries, this process has also promoted comprehensive access to a diverse population of market chain actors and new structures of opportunities for these products.

GOVERNANCE, PEACE AND SECURITY (GPS)

A total of USD370,750 was awarded to fourteen (14) women's organisations in twelve (12) countries, namely Burundi, Cameroon, Ghana, Kenya, Liberia, Mali, Nigeria, Senegal, Sierra Leone, Togo, Uganda, Ghana, Kenya, Togo, and Zimbabwe. 17,350 people in twenty-nine (29) communities were directly impacted through these initiatives.

The projects focused on the following three (3) themes:

- Sustaining women's participation at multiple levels in electoral processes between 2013 - 2015
- Improving the role of young women in decision-making processes and peace building activities
- Scaling up women's capacity for leadership and political engagement at all levels

From local to global arenas, women's leadership and political participation are often compromised. Women are underrepresented as voters and in critical leadership positions, in elected offices, the civil service sector, private enterprise and academia. Time and time again, women have proven their distinct capacity as leaders and pivotal agents of change. This occurs despite the right of women to participate equally in democratic governance. Unfortunately, women face at least two kinds of obstacles to participating in political life – structural barriers and capacity gaps. Structural barriers, occurring through discriminatory laws and limiting institutions, circumscribe women's

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options to run for political office. Capacity gaps demonstrate that women are less likely than men to have the education, networking contacts and resources needed to become effective leaders.¹

In 2013, six (6) organisations from six (6) countries were supported to mobilise and educate women to effectively participate in electoral processes at municipal and national scales within countries having elections during 2013 and 2014. Those countries included Mali, Mozambique, Namibia, Togo, and Zimbabwe. The initiatives trained 380 women to monitor elections, register voters, contest for elected positions, mobilise other women to vote, and act as political party or electoral agents.

A project in Nigeria educated about 10,000 women during the 2013 Nigeria Constitutional Review on facilitating the review process through the use of multimedia exhibitions, convenings and forums. Another project in Ghana used the Women's Manifesto (hosted by Abantu for Development) to mobilise 6,000 women to advocate for the increased participation of women in the political arena and decision-making spaces. The Women in Successful Careers in Nigeria is an organisation AWDF supported to mentor young career women to excel in the workplace. The program assists women to

STRENGTHENING WOMEN'S CAPACITY IN LEADERSHIP AND POLITICS

Action Solidaire des Femmes Chretiennes pour le Développement (ASFECDI) was supported to train selected women in civic rights and electoral processes. The new mobilisers visited their communities to educate and encourage fellow residents, and particularly women, to actively participate in the 2013 parliamentary elections in Togo.

The project took place in the Vogan electoral area where, historically, only men are involved in leadership and electoral processes such as voting. The project was able to mobilise more women to register and vote during the 2013 parliamentary elections. As this community is well known for male-dominated leadership, the project targets the expansion of decision-making positions for women in the 2015 presidential elections.

achieve higher levels of productivity and an eventual closing of the gender gap. These activities benefited 970 women.

The Angie Brooks International Centre in Liberia was supported to adapt the Women's Situation Room (WSR) for two African countries, Malawi and Mozambique. These countries will conduct elections in 2014. The WSR mobilises women, CSOs and youth to ensure their active participation in peaceful and democratic electoral processes. The concept has already been piloted in some African countries such as Sierra Leone.

¹ (<http://www.unwomen.org/en/what-we-do/leadership-and-political-participation#sthash.E6lmQiTF.dpuf>)

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AWDF staff members visit grantee partner, Africa Health and Community Program, in Kenya during a mission visit, October 2013.

HIV/AIDS

Under the HIV/AIDS thematic area, AWDF awarded grants totalling USD486,300 to thirty-four (34) women's rights organisations in seventeen (17) African countries including Benin, Botswana, Burkina Faso, Cameroon, Cote d'Ivoire, DRC, Ethiopia, Liberia, Malawi, Nigeria, Somaliland, South Africa, Swaziland, Togo, Uganda, Zambia and Zimbabwe.

These small and medium-scale organisations are part of a global network working to attain zero tolerance for HIV infection, HIV stigma and HIV deaths. In all, a total of 215,444 people in 155 communities benefitted from multiple services, including HIV prevention education with a focus on stigma reduction and prevention of mother to child transmission of HIV. Other services rendered under these communal projects included legal aid, counselling, care and support services, leadership training, vocational training and income generation activities.

Projects working on critical HIV&AIDS issues were prioritized as follows:

- Reduction of the HIV stigma against women living with HIV

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- Economic empowerment of support groups for women living with HIV/AIDS
- Prevention of parent to child transmission of HIV
- Working with high risk groups such as girls, young women, commercial sex workers, widows and women working in quarries and comparable settings

This multifaceted approach addresses the spread of HIV infection through HIV stigma reduction, improvement in maternal health, and growing the annual income base of women living with HIV/AIDS. The initiatives also bolstered critical communal support systems for women living with HIV.

Each of the supported projects listed HIV prevention, stigma reduction and leadership development of women and girls living with HIV as priority components.

Reduction of the HIV Stigma Against Women Living with HIV

In conversation with global efforts to achieve zero new HIV infections, zero AIDS-related deaths and zero discrimination, AWDF in 2013 focused attention on reducing HIV-related stigma among women. Stigma reduction is pivotal to the success of HIV prevention and treatment practices where women bear the greatest brunt of HIV related stigma. Stigma and the fear of stigma pose a great threat to women living with HIV. Stigma prevents women from learning their HIV status out of fear. When informed, some women are also afraid of disclosing their status. This means women are unable to access the care and treatment necessary for ensuring an emotional and physical wellbeing. Unfortunately, stigma can also breed violence, which threatens the livelihoods of women and children. Without a sustained effort to fight HIV related stigma, the great gains made by HIV activists over the years, will all erode.

For this reason, AWDF channeled a 2013 agenda towards HIV prevention, wellness, and the reduction of HIV-related stigma. AWDF is invested in expanding the economic base of women living with HIV because this is necessary for building a sense of hope and confidence in the capacity of women to make change, no matter what their circumstances. The support also provided women with livable wages to enable and maintain treatment. As a means of improving maternal health and eliminating intergenerational transmission of HIV, AWDF supported projects that encouraged expectant mothers and young women to take up Prevention of Parent to Child Transmission of HIV (PPTCT) services and general education on PPMTCT.

Fifteen (15) organisations were supported to deepen the knowledge base of their communities and other key populations on HIV issues, with an emphasis on stigma reduction. The HIV education campaign reached 208,535 people. This population included religious, political and community leaders, women living with HIV, women with disabilities, and young women and men. To sustain the education, members of participating communities were trained as advocates, including: forty-five (45) women living with HIV, 160 community and religious leaders, and 111 peer educators. The training ensures that advocates will consistently provide HIV prevention education to members of their communities, as efforts to dispel myths around HIV transmission and eradicate stigma against women living with HIV.

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To complement the education, 215 caregivers were trained to support women living with HIV and their families. Additionally, 330 Orphans and Vulnerable Children (OVCs) were provided with psychosocial support and school materials to help them with their studies and to better cope with the discrimination associated with their parents' HIV status. The results of these projects are that more women were able to access treatment and are now physically and emotionally supported by their families. Results from a survey on projects supported in 2012 show that HIV-related stigma has greatly reduced in the communities where sensitisation and educational programmes have been organized. In fact, the survey reports that more community members are demonstrating tolerance in interacting with people living with HIV.

KNOWLEDGE IS POWER

"Today we have gotten to know that AIDS is not spread through shaking hands or eating."

Lack of correct information and fearful myths continue to fuel the HIV pandemic by deepening HIV stigma. In Liberia, Maude Matthews, a beneficiary of the HIV prevention education program by FOROW Liberia, reports that her sister, Alice Pope, was banished from her community for fear of spreading the condition to other members of the family. As a result of the HIV prevention program, Maude was able to convince her family to allow Alice to come back home.

Today, Alice is receiving the glad support of her family members.

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Jebbeh Kono Regains Family

“My name is Jebbeh Kono from Bong County, Central Liberia. I am 30 years old. I acquired HIV as a sex worker and was thrown out of my Auntie’s house where I had been living and contributing significantly to the household. I was thrown out of the house because my Auntie thought I could spread HIV through drinking and eating from the same cups, spoons and plates. I felt dejected and neglected by relatives and friends. But God is so wonderful. The Forum for the Rights of Women came to the Brewerville Community to host their Awareness/Advocacy Activities on HIV/AIDS for adolescent girls and women and I was fortunate to have attended. While in the session, I also saw my aunt was present.

During the session we were all educated on how HIV/AIDS cannot be transmitted through drinking and eating from the same cups, spoons and plates, shaking hands, hugging or sleeping on the same bed. HIV/AIDS is transmitted through sexual activities, blood transfusions, and sharing of sharp instruments, like razor blades. We were also told about anti-HIV/AIDS stigma and discrimination - that victims suffering from HIV/AIDS should not be discriminated against because they also form part of the society. Together with others, they can collaborate to promote the development of society. Immediately after the session, my auntie told me to return home. As of that day, I came home to live with my aunt and her children. We are interacting at a normal level without any discrimination and fear.

Therefore, I would like to extend my thanks and appreciation to Forum for the Rights of Women (FOROW) for the awareness and education initiatives they are undertaking to inform the people of Liberia about HIV/AIDS. It was through FOROW that I have been accepted again by my relatives and friends today in the community.”

Economic Empowerment of Support Groups of Women Living with HIV/AIDS

A total of seventeen (17) organisations were supported to assist two distinct groups to increase their livable wages: 1) women living with HIV and 2) women at risk to contract HIV. Fifteen (15) of these organisations worked with 520 women living with HIV/AIDS in twenty-six (26) different support groups to scale up income generating activities, including farming vegetable gardens, livestock and poultry keeping, tailoring, knitting, sewing, hairdressing, hat and bead making, catering, manufacturing of hygiene products, tie and dye, soap making, juice processing and training in financial management. A strong income base is very important for women living with HIV to be able to provide healthy self-care, particularly with adhering to treatment and managing discrimination.

Many of the young women involved in these groups chose trading as their profession. One organisation worked with 150 disabled women providing them with training and capital to start diverse businesses including trading and gardening. Another organisation provided training and start-up capital for 100 mothers with disabled children to enable them to educate their children on HIV issues and to provide support for the wellbeing of

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their children. Three (3) organisations were funded to train and provide start-up capital for 231 at-risk women, including female sex workers. All the projects were integrated with HIV prevention education and an emphasis on stigma reduction.

Responses from a survey conducted on HIV projects AWDF supported in 2012, also confirm the results. Women living with HIV, who benefitted from participation in economic empowerment projects, are better able to contribute to their families' financial needs. With thriving businesses, the women participants are enabled to pay their children's school fees and also maintain a healthy diet and active lifestyle. For the older OVCs, the projects have helped equip the girls with the confidence necessary to become self-reliant and the appropriate skills to earn an income.

The results indicate a substantive improvement in the livelihoods of the women beneficiaries, as showcased in the story below.



THE SELAM AMBA WOMEN GROUP FINDS HOME

Selam Amba Women Group is one of five groups supported by African Women's Development Fund under the thematic area of HIV/AIDS. The organisation is located in Yeka, the sub-city Woreda 12 of Addis Ababa City Administration. This is a group of women from deprived communities hard hit by HIV. The group has twenty (20) members, five (5) of whom are living with HIV.

Women living with HIV are organised with HIV-negative women to create more harmonious relations within the community by avoiding stigma and discrimination. The group has received training in business management and poultry rearing. They have visited more established poultry farms to learn and share knowledge. Currently, the group is earning some income from selling eggs. Women living with HIV are allowed extra eggs to improve their nutritious diet. The group allows women living with HIV to even receive a half litter of milk per day, in an effort to boost their health.

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The welfare of group members has improved since they now can comfortably afford their daily means. The group has used income from the sale of eggs and chickens to purchase cattle and they are selling milk and milk products, as well.

Previously, HIV-negative women were not encouraged to work with women living with HIV because they were afraid of the stigma and discrimination associated with the condition. Now, the Selam Amba Women Group has become a model for other women's groups in the region by exhibiting how to integrate women living with HIV into different public settings in the municipality.

“At the beginning of the project, the group faced many challenges. Now each group member is aware of the advantage of this project and members are working hard. We have five members who are living with HIV. We are taking care of them. We don't force them to undertake difficult chores. We assign them simple and less risky tasks when we notice they are not feeling well. They are our sisters and our neighbours. We don't discriminate against them.

The group decided to give extra food from our products, like eggs and milk, to the women living with HIV. We create awareness among the community members to curb discrimination against women living with HIV. The group members are now happy. They are more financially stable and they do not totally rely on their husbands and this has brought a lot of peace into marriages and families. Now, group members are capable of buying school uniforms and educational materials for their children. In addition, our husbands are encouraging us now because we have incomes.”

Almaz Gebeyehu
Chairperson
Selam Amba Women Group

The women living with HIV/AIDS have been taking ART since they joined the group and their health has improved. The government offices and different donor representatives have visited the Selam Amba Women Group to learn from the group. The Selam Amba Women Group has received recognition from government offices. The government even presented the group with a notice board for income generation, for being the most successful women's group in Woreda 12 of Yeka Sub-city. The group has put the notice board in a central area of the local community. The group currently earns income from the renting of the notice board. They rent the notice board out so people pay and post notices like job vacancies, promotional activities and announcements.

In addition, the Selam Amba Women Group also received a Certificate of Excellence from the government's Women Affairs office, for being a model women's group. The women's group also received two certificates of appreciation from the government's Small Scale Industry office and the Women Affairs office for sharing their best business practices with other women's groups across the country.

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Prevention of Parent to Child Transmission (PPTCT) of HIV/AIDS

As part of efforts to reduce lateral transmission of HIV and improve maternal and child mortality rates, two (2) organisations specifically targeted young women of childbearing age with HIV prevention education and psychosocial support, enabling them to receive PPTCT services. The projects reached 5,047 women of child bearing age, using mass education strategies such as community durbars and one-on-one trainings which led to 3,047 women undertaking voluntary testing while 865 expectant mothers registered for PPTCT services.

Results of a survey conducted on the 2012 AWDF-sponsored projects show that there has been a gradual reduction in HIV infection from mother to child. The results demonstrate an increase in the number of pregnant women in the support groups who now have access to PPTCT and ART adherence services. There has also been an increase in the number of community members who are informed about Prevention of Parent to Child Transmission of HIV. Also, the misconception that HIV positive women cannot marry because they will not be able to bear children has changed. More and more, women living with HIV are taking charge of their sexual reproductive health. Also as a result of the increase in demand, some community clinics [Centre de Santé Don de Dieu de Gihofi' in Quartier Kiganda, Zone Bukemba, Commune Bukemba, Centre de Santé Miche'l in Quartier Bukirasazi, Commune Kinama, and Bujumbura Mairie] have put mechanisms in place to strengthen PPTCT in HIV services.

HEALTH AND REPRODUCTIVE RIGHTS (HRR)

As a result of the training I received, I have expanded the work I do. Previously, I was occupying one room but now I have rented a four-room apartment where I operate. This became necessary, due to an increase in the number of clients, as a result of the improved services. Again, I used to hide my work from the local authorities due to fear of being arrested because I was not certified. Now with the training and the certification, my work is now open to the public. I attract a lot of customers, which has increased my income."

**A Beneficiary Traditional Birth Assistant
Nigeria**

In 2013, AWDF made grants worth USD209,000 to ten (10) organisations in six (6) countries namely Côte d'Ivoire, DRC, Ghana, Nigeria, Uganda and Zimbabwe to strengthen advocacy activities and create awareness on women's health and reproductive rights issues.

Under this thematic area, AWDF made grants to support projects on the following:

- Training of traditional birth attendants/health workers in rural and deprived communities

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- Prevention of breast and cervical cancer
- Sexual and reproductive health education for young women

AWDF's support targeted women, traditional birth attendants, community leaders and young people with knowledge on sexual and reproductive health and rights including breast cancer, family planning and maternal health issues. A total number of 123,545 people in twenty-two (22) communities benefitted from the various projects supported.

Training of Traditional Birth Attendants / Health Assistants to Ensure Safe Delivery and Reduction in Maternal Mortality in Rural and Marginalised Communities

Across Africa, many women give birth at home assisted by family members or Traditional Birth Attendants (TBAs). Most TBAs lack formal training and government recognition, and therefore, can pose more risk to the lives of mothers and children. AWDF-supported projects build the capacities of TBAs and help them acquire government recognition within a structure where their work can be monitored. AWDF made grants to two (2) organisations in Nigeria and DRC to train eighty (80) TBAs and midwives in Itombwe, South Kivu (DRC) and the Ojo local government area in Nigeria.

These TBAs have been recognised by local governments and are likely to be supervised and supported to ensure safe delivery for women and babies. This will greatly improve reproductive health services and contribute towards the prevention of maternal and infant mortality rates. Interim reports show that there is a visible reduction in maternal deaths within these project areas.

Another key advantage of training TBAs was that pregnant women who could not afford to pay immediately after delivery received quality maternal health care and were allowed to pay at a later date. Thus all expectant women, in spite of their financial standing, are able to access quality health care when it is most needed.

Supporting Maternal Health in South Kivu in DRC

The ongoing instability in Congo compounds the medical challenges many women face as a result of sexual violence. Women's health services exist in the country but remain centralised in provincial capitals. Health services for women are not widely available in remote areas, where a large percentage of sexual assaults happen. In order to help redress the situation, Parlement des Femmes Albinos du Sud Kivu (PAFESKI), a national nonprofit organisation formed in 2009 in South Kivu, DRC, was awarded a grant of USD10,000. The grant was given to train fifty [50] village midwives and to support two (2) health centres to provide medical aid to survivors of violence.

This intervention improved reproductive health services, including ante and postnatal healthcare to mothers and babies. The project directly trained fifty [50] women who are able to easily identify complicated labour patterns and refer laboring women to well-established health centres. This training has not only given traditional midwives more exposure and leverage to receive additional trainings but it has also improved their

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services to the community. Furthermore, the training has enabled midwives to expand their services while increasing their own incomes.

Prevention of Breast and Cervical Cancer

Breast and cervical cancer are two deadly epidemics that AWDF is committed to supporting. AWDF provided capital for a project in Uganda to create awareness, among communities of women, about breast cancer. In all, 300 women were directly educated on breast and cervical cancer and fifty (50) were screened for breast cancer.

According to a 2012 survey on AWDF-supported projects focused on breast cancer education, the number of women diagnosed with late stage cancer has declined in project communities. The project also resulted in a productive change in behavior, as more women with breast health challenges go to hospitals instead of resorting to unapproved methods of treatment, like those used prior to the educational programme. Many more young women are taking greater lengths to now protect their sexual reproductive health.

Sexual and Reproductive Health Education for Young Women

In 2013, seven (7) organisations were funded in four (4) countries to deepen the knowledge base of young women especially on reproductive health and rights issues. Over 30,000 people, particularly female students, and also key populations such as female sex workers, the LGBTIQ community, women in deprived areas, and health workers, were educated and trained on women's reproductive health issues. The trainings included screening young women for STIs, peer counselling, life skill trainings to prevent transactional sexual exploitation, and education on the harmful effects of inimical traditional practices, such as female genital mutilation (FGM).

The projects included the use of mobile clinics and peer educators and were undertaken in ten (10) communities within Côte d'Ivoire, Nigeria, Zambia, and Zimbabwe. As a result of these projects, twenty-five (25) peer educators in Abidjan have become important young women leaders in their communities and they are regularly consulted, especially on issues relating to women's reproductive health. Also, there has been an increase in the utilisation of adolescent-friendly reproductive health services in Côte d'Ivoire and Nigeria. The initiatives also led to building strong partnerships with diverse stakeholders, including traditional leaders to protect women's health and reproductive rights in target communities.

WOMEN'S HUMAN RIGHTS (WHR)

During the year under review, an amount of USD386,000 was awarded to twenty (20) organisations in twelve (12) countries (Botswana, Cameroon, Democratic Republic of Congo, Ghana, Kenya, Liberia, Mali, Morocco, South Africa, Tanzania, Uganda and Zambia) to specifically promote the rights of women. The grants supported projects that nuanced women's knowledge and skills to stand up for their rights, create awareness on

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women's sexual rights, increase women's access to justice and mitigate the violence against women, including harmful traditional practices. The grants also sought to strengthen the institutional capacity of organisations working to promote the rights of women and a feminist agenda. The projects targeted marginalised communities including young women, disabled women and women in rural communities. Over 133,684 people from sixty-six (66) communities benefited from these projects.

In promoting Women's Human Rights, priority was given to projects that enhanced the following themes:

- Access to justice
- Mitigation of gender based violence
- Working with key target groups such as rural women, young women and women of different sexual identities and orientations

Access to Justice

During the year under review, AWDF supported five (5) projects in five (5) countries to facilitate women's access to justice and promote their rights. The projects took place in Botswana, Kenya, Tanzania, Uganda, and Zambia benefitting a total of 1,852 people. These projects equipped rural women, young women, traditional leaders, law enforcement officers, paralegals, and media practitioners with the relevant skills and knowledge to support the promotion and protection of the rights of women. For example, in Zambia (Monze and Gwembe) and Uganda (the Busoga region), 140 paralegals and fifty [50] police officers were trained to assist survivors of violence in their quest for justice. Thirty (30) media practitioners were also trained to increase reportage of women's rights and violence against women. Such media attention will also act as a platform for advocacy and lobbying.

As a result of these projects, community responses to violence against women have been strengthened to ensure better protection for women. Thirty [30] cases of gender-based violence were registered and handled within the reporting period in Uganda. The projects utilised human rights monitoring committees and mobile clinics to help provide basic legal information to rural women and enable them to assert their rights before both formal and traditional justice systems. In Mpumalanga, South Africa, 1,600 survivors of violence were supported and provided with psychosocial and paralegal services. An organisation in Liberia has been documenting issues in relation to women's forced migration because of land grabs. As a result of this project, thirty-two (32) women migrants are championing the rights of women to access resources, particularly land and other natural resources. One key outcome of the Liberia project is that the Women's Movement for Sustainable Development has built a strong relationship with women leaders across multiple project communities to support the rights of women to own land.

A 2012 survey on AWDF-supported projects under this thematic area reveals that survivors of violence have gained more confidence to report perpetrators of gender-based violence. Also, such projects are creating a balanced legal environment for upholding the rights of women. For example, the Justice for Widows and Orphans Project (JWOP) contested the gaps in the Zambian Intestate Succession Act, especially

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the aspects that stigmatised women. JWOP collected views and wrote a position paper on the gaps in the succession law. This paper was then presented to the parliamentary committee on legal, gender and human rights, as well as a number of other groups. As a result of JWOP's activities, the finalisation of the Intestate Succession Act was expedited by the Zambia Law Development Commission and will soon be made available to the public for input.



Grantee partner of Women and Children Hope Foundation (WCH) in Nigeria speaks to staff members during a May 2013 visit.

Mitigation of Violence Against Women

Under this focal area, seven (7) projects were supported in Botswana, Kenya, Morocco, South Africa, Tanzania, and Zimbabwe. The activities reached 18,901 people, including community women, girl students who are in and out of school, as well as traditional leaders, on issues relating to all forms of violence against women. Projects supported included shelters for survivors of gender-based violence in South Africa and Botswana and anti-female genital mutilation (FGM) campaigns in Liberia. Each of these projects included components of educating and campaigning against gender based violence through the use of diverse strategies including radio and community education. An organisation in Morocco was also supported to promote and protect the rights of women in the aftermath of the Arab uprising. The project mobilised over 1,000 activists to demonstrate for the protection of women's rights. These projects have trained a core group of women. This population includes young women and girls who are steadily

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championing the rights of women and creating new shifts in how the rights of women at the community level are realised.

In Botswana, one of the projects also helped survivors of violence to acquire vocational skills. For survivors to become economically independent, the acquisition of these critical skills is necessary for combating partner violence. Katswe Sisterhood, a feminist organisation in Zimbabwe, repackaged important Sexual and Gender Based Violence (SGBV) information for use at the community level. This was done to make such information more accessible to women, including improving young women's accessibility to healthcare services. This project greatly contributed to building a critical consciousness about sexual violence in the respective project communities. Over 10,000 young women, between the ages of 15 and 35, were directly benefitted in this project.

Working with Key Populations such as Rural Women, Young Women and LGBTIQ People to Promote Women's Rights

Some key populations such as LGBTIQ people and rural women are highly susceptible to violence as a result of their particular circumstances. Therefore, AWDF projects support such populations to broaden knowledge, boost confidence, and provide tools to help beneficiaries to maintain their rights. A project in the conflict zone of Uvira in DRC, translated two (2) key women's rights instruments, namely the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the UN Security Council Resolution 1325 into Lingala and Swahili languages to aid the education of women and the community, in general.

An organisation in Cameroon was supported to train twelve (12) peer educators who worked with sixty-seven (67) LGBTI people to build their knowledge, confidence, and ability to defend their rights. The project has resulted in grooming more leaders who are championing the rights of the LGBTIQ communities in Cameroon. Similarly, two (2) organisations in Kenya established a young women's mentoring programme to promote leadership and involve young women in the campaign for the protection and advocacy of women's rights.

Under this focus area, AWDF also supported the production and airing of a women's television programme, *Standpoint*, which highlights critical issues affecting women across Ghana. This primetime weekly TV programme reaches over 100,000 people and brings pertinent issues affecting women and girls, front and center, for redress. Additionally, Equality Now, an advocacy organisation in Kenya, developed a publication on the 10th Anniversary of the Protocol for the African Charter on Human and People's Rights and the Rights of Women in Africa (Maputo Protocol). This document serves as an evidence-based advocacy document for engaging governments on the rights of women.

AWDF also supported the Malian Feminist Forum by involving women's rights activists in delicate conversations on women issues such as religious fundamentalism and FGM. Another organisation in South Africa was also supported to mobilise and create a safe space for feminist debates and dialogues, which is necessary for asserting and achieving the rights of women.

Campaign “Sans Excision” in Senegal

Female genital mutilation is one of the harmful traditional practices affecting women and girls in Senegal as well as other countries in Africa. The practice traumatizes the body and psyche of girls and women and breaches communal trust and security. Despite multiple international documents stipulating the rights of African women to have full autonomy over their bodies, the practice persists in Senegal and many areas on the African continent.

Determined to ensure the realisation of women’s human rights, Forum for African Women Educationalists (FAWE), with the support of AWDF, embarked on a campaign entitled “Sans Excision”, to raise awareness about the hazards associated with the practice of female genital mutilation. The project was implemented among 1,000 students from eight (8) secondary schools in the towns of Manda, Kounka and Dabo, to sensitise girls and young women on the detrimental effects of female genital mutilation on bodily health and integrity.

The project is ongoing, but results are already being produced, including documentation of the ability of some of the beneficiaries to openly speak about desiring greater control over their bodies and their sexual and reproductive health. Considering how unbalanced gender power relations are within religious and cultural practices, this is a major early achievement. The project will mentor and train a select number of participants to take the campaign to larger forums and share lessons on how the practice of female genital mutilation can limit the freedom of choice and possibility for girls and women.

2.1.2 CAPACITY BUILDING

“I have achieved so much in a short space of time. I’m more confident that CCCD will be able to generate the required revenue. I have developed a thick skin to take Resource Mobilisation to another level.”

Gertrude Pswarayi
CCCD
Zimbabwe

In 2013, the Capacity Building Programme (CBP) focused on restructuring the programme along three key areas: a) Technical Support, b) Thematic convenings and c) Specialised convenings. This redefinition of the capacity building focus aims to provide greater relevance and impact to the future of the CBP.

Specifically, these key objectives target particular opportunities in capacity building:

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- Strengthening grantee institutional capacity for financial management and resource mobilisation
- Improving the programme quality of grantee and partner organisations
- Assessing two (2) thematic focus areas: Identifying strategies around scaling up impact on the ground through strategic engagement with critical actors working in these programme areas.

The CB programme also provided platforms for women's rights activists, practitioners, academics and donors to interrogate two (2) areas of AWDF's work. Participants in the programme continue to contribute meaningfully to shaping discussions and policy decisions that promote women's rights work and development on the continent.



Facilitator and coach, Hope Chigudu, leads a session at the CEO Forum, May 2013.

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Technical Support Programme. Part of AWDF's core mandate is to ensure the financial sustainability of women's rights organisations, and specifically grantee organisations. In 2013, the first ever Resource Mobilisation (RM) boot camp was organised for twenty-six (26) grantee organisations from six [6] African countries. A six-month coaching and mentorship programme followed to finalise the participants' RM documents. RM strategies form a critical part of any organisation's fundraising efforts. The RM boot camp provided practical support to AWDF grantees to develop strategic resource mobilisation documents. AWDF has invested in supporting grantees to develop this document as an important milestone in their fundraising journey.

At the end of the RM mentorship programme, twenty-four (24) of the twenty-six (26) organisations have board approvals for resource mobilisation strategy documents developed during the bootcamp (a total of 92.3%). One organisation has not finished the process and another dropped out. A total of USD1,194,024 has been mobilised by six (6) grantee organisations from multiple donors for their programme activities. Ten (10) organisations have diversified their funding base to include corporate organisations and social enterprise activities. From their feedback, these achievements were due, in large measure, to the technical know-how, time, money and trust invested in these organisations by AWDF.

As part of evaluating the structures and systems of grantees, AWDF selected thirteen (13) organisations in Kenya for support with the goal of maturing their financial management systems. This was followed by needs assessment sessions, the provision of onsite coaching, and trainings in QuickBooks & general record keeping. The profiling and assessment exercises have created a deeper appreciation and understanding of weaknesses in the participant organisations' financial management, donor support, and resource viability. The assessments have identified key gaps in the financial management capacity of grantee organisations. This has enabled the development of a tailor-made, financial management training module that will be launched by AWDF for grantees in 2014.

In March, the CBU also provided technical support to Urgent Action Fund, Africa for the development and organisation of a women's conference, held in Malawi in September. In October, the CBP provided technical advisory support to NADeF, a sustainable community development foundation of Newmont Ghana Gold Ltd. in their maiden grantmaking programme. These collaborations and partnerships are part of AWDF's efforts at promoting cross fertilisation of ideas and maximising impact on the ground in areas where we have not been able to reach through our work.

The online Database of Women Experts has been kept active and current with testimonies from users. Twenty [20] new profile uploads were completed on the site in 2013. Technical advisory supports were also provided to five (5) organisations in Kenya, Nigeria South Africa, Uganda and Zimbabwe. This support was in the areas of project implementation, reporting and fundraising.

The CBP has produced two manuals to strengthen women's rights work on the continent. These are *Proposal and Report Writing for Small to Medium Sized Grantee Organisations* and *Simple Steps to Developing a Resource Mobilisation strategy* document.

Thematic Convenings. Two (2) thematic convenings were held in Cape Town, South Africa and Nairobi, Kenya on Economic Empowerment and Livelihoods (EEL) and Women's Human Rights (WHR), respectively. The focus of these convenings was to interrogate these thematic areas, assess their relevance and progress thus far, and map out strategies for collaborating with different actors in order to accelerate impact for transformational change. These convenings brought together a total of sixty-two (62) participants comprised of donors, grantees, policy makers, academics and consultants from fifty-five (55) organisations across Africa.

The two convenings have also produced two policy briefs - one is in draft form (EEL) while the WHR paper is in final draft. The latter think piece was developed after the WHR convening in Nairobi in October. The paper is meant to keep the discussions alive, provoke thoughts and challenge actions to address women's rights issues on the continent. Both papers will be circulated widely across our partner and grantee networks. These papers have the ability to influence policy decisions at multiple scales. The EEL convening also produced a statement, which has become a powerful reference document on the position of African women in the global economy, and women's participation as citizens in the world at-large. The statement highlighted key concerns of African women going forward within the new image campaign of "Africa Rising." The statement was well received by world leaders attending the African regional meeting of the 2013 World Economic Forum in Cape Town, held at the same time as the EEL convening. The Executive Secretary of the African Capacity Building Foundation (ACBF) read the document on behalf of the convening participants.

The statement received substantial media coverage and it was posted on the ACBF blog, the AWDF website, GAIA Foundation's website, and throughout local media in South Africa. More importantly, the Chair of the AU commission, Dr. Dlamini Zuma, quoted the statement at length during the consultations on OAU@50. The document was also cited at *the Declaration of the African Union Commission, Consultative Conference of Women Stakeholders on Pan Africanism, Renaissance and Agenda 2063* by Amina Mama, professor at the University of California-Davis, and one of the speakers to open the Heads of States Conference at OAU@50 in Addis Ababa. These moments of awareness and intervention will begin a process of including women and women's concerns in critical decisions around economic empowerment and livelihoods. AWDF's engagement with different stakeholders at the EEL convening has also increased the organisation's visibility among regional food sovereignty networks such as GAIA foundation, ABN and Alliance for Food Sovereignty in Africa.

Capacity Building Grants. Thirteen (13) grant applications were approved for institutional support in 2013. The requests were primarily for the following: organisational reviews, development of strategic plans, board strengthening and meeting staff costs.

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Here's one immediate result that has been realized through AWDF's capacity building grants:

"We have received positive feedback on the three year proposal we submitted to the Demographic Governance Facility in June. Their Steering Committee met on July 3rd and approved it. We are excited about about that as this is the biggest grant CEWIGO has ever received."

Robina Rubimbwa

Additionally, The Capacity Building Specialist has been selected as a 2014 Aspen New Voices Fellow after a highly competitive selection and interview process. This was made possible because she shared stories of change experienced in communities and organisations she has worked with at AWDF.

2.1.3 ADVOCACY AND MOVEMENT BUILDING

Raising the Profile of African Women's Leadership

AWLN

AWDF, in partnership with the International Planned Parenthood Federation Africa Region (IPPFAR), organised a number of outreach activities in Uganda, Namibia, Rwanda and Tanzania. The **African Women Leaders Network for Reproductive Health and Family Planning (AWLN)**, is a project that AWDF is coordinating with **International Planned Parenthood Federation, Africa Region (IPPFAR)**, as part of the Advanced Family Planning (AFP) project. It is an advocacy initiative demanding a greater commitment from African governments to address the reproductive health and rights of African women. The reduction of high rates of maternal mortality can be achieved through increased access to services and greater budgetary expenditure for family planning.

The following activities were launched as a result:

- AWLN Members Participation in CSW (spell out acronym)
- AFP Partners meeting
- AWLN Members Participation in Women Deliver
- AWLN Annual Meeting
- Partners in Population and Development 2013 Regional meeting of Network of African Parliamentary Committees of Health (NEAPACOH)

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- ICPD Regional Consultation meetings
- International Family Planning Conference

These forums have created opportunities for AWLN to continue advocacy on reproductive health and family planning and to share national experiences on efforts towards achieving the MDGs. Participants are exchanging lessons learnt and exploring ways of collaborating with African governments to identify reproductive health and family planning priorities for inclusion in the post 2015 development framework. Through the use of best advocacy practices and effective partnerships between governments, donors, the private sector and civil society, we push toward greater country ownership and investment in reducing the unmet need for contraception.

AWLN members continue to be recognised as important resources on issues of family planning and reproductive health on the African continent and beyond. AWLN members have been invited to present papers, speak on panels and moderate discussions on family planning and reproductive health issues on the continent and beyond.



Members of the Lupane Women's Centre in Zimbabwe, November 2013.

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Evidence of Strengthened Leadership Capacities of Women's Rights Organisations

In the campaign, there is visibility for AWDF and AWLN to prioritise a commitment from African governments in allocating increased resources to reproductive health and family planning.

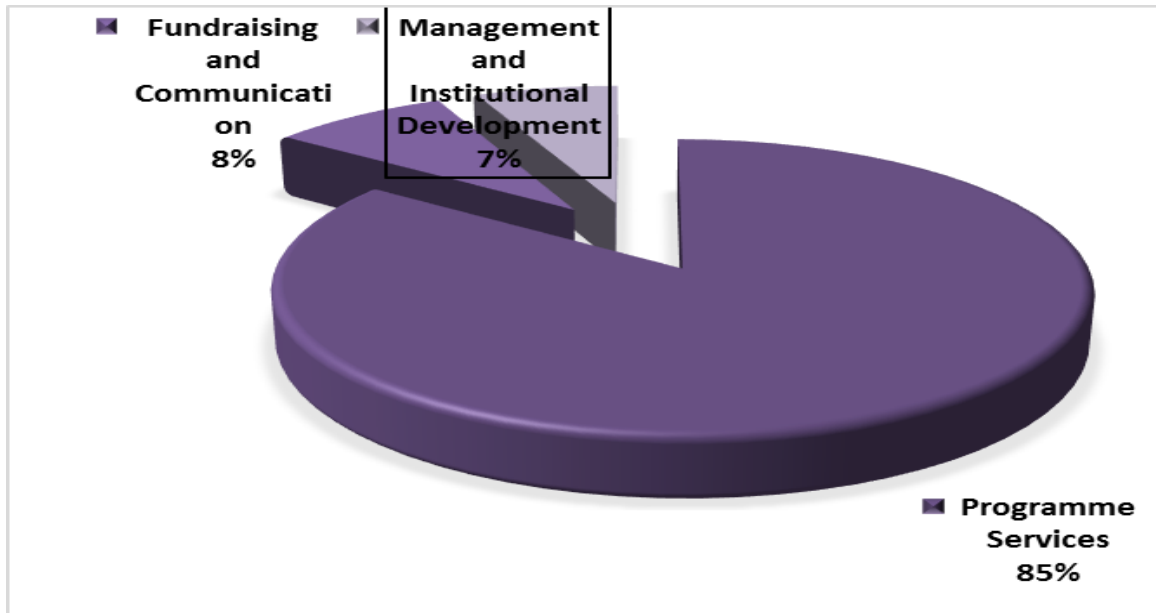
2.2 STRATEGIC GOAL 2: TO ENSURE AWDF IS A FINANCIALLY SUSTAINABLE FEMINIST PHILANTHROPIC INSTITUTION

2.2.1 FINANCIAL HIGHLIGHTS

In 2013, AWDF was able to successfully secure a total income of **USD5.32million** for programme and non-programme activities.

Total operating expenses for the year 2013 was **USD4.17million** out of which, **USD3.5 million**, representing **85%**, was reserved for programme activities. Fundraising and institutional development costs make up **15%** of the total expenses.

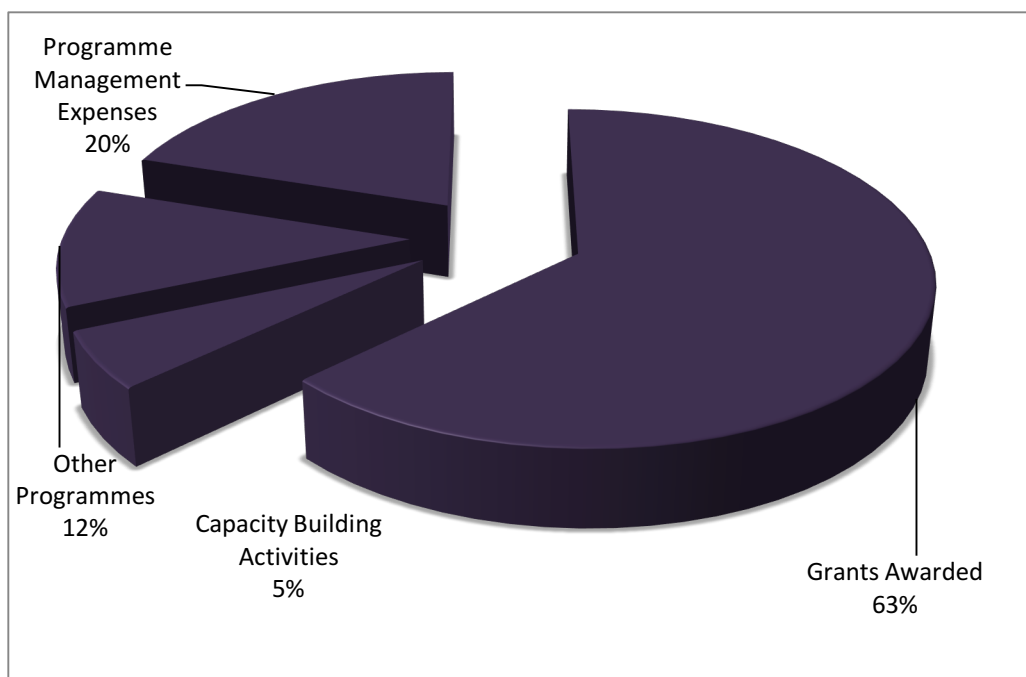
2013 Expenses



Out of the total programme expenses of USD3.5million, the direct grant making expenses constituted **USD2.23million**. This is 63% of the total program expenses. The remaining 20%, 12% and 5% expenses were spent on programme management, other programmes and capacity building support expenses respectively.

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2013 Programme Service Expenses



The table below represents the breakdown of operating expenses of the organisation. The summary of expenses is divided into programme services and non-program activities.

OPERATING EXPENSES	Amount (USD)
1. Programme Services	
Grants Awarded	2,232,250
Capacity Building Activities	195,843
Other Programmes	411,733
Programme Management Expenses	705,200
Subtotal Programme Services	3,545,026
2. Non-Programme Activities	
Fundraising and Communication	348,577
Management and Institutional Development	277,235
Subtotal Non-Programme Expenses	625,812
TOTAL EXPENSES	4,170,838

2.2.2 RESOURCE MOBILISATION AND DIVERSIFICATION

As part of the organisation's strategy to ensure that it is in good fiscal health with adequate resources and a sound institutional framework for governance, leadership and accountability, AWDF maintains constant contact with key donors. By keeping funders up to date on our activities, AWDF provides information to better assess the organisation's performance over the year.

During the year under review, AWDF provided updates, quarterly progress reports, and in some cases final reports for a range of donors including Comic Relief, Levi Strauss, Johns Hopkins University School of Public Health, DANIDA, NORAD, New Field Foundation, the African Capacity Building Foundation (ACBF) and the Stephen Lewis Foundation.

AWDF's reports are designed to demonstrate to donors the productive impact of awarded grants and the contribution made towards the transformation of the lives of beneficiaries. They also highlight challenges faced and ongoing learning. This ensures that donors have confidence in the organisation and in our ability to reach out to women's organisations in quite remote parts of Africa, and to make a difference in the lives of millions of women on the continent.

In the year 2013, AWDF received funding from bilateral agencies, public and private foundations, as well as a few individuals. AWDF, during the year, was able to renew a partnership with NORAD, the Steven Lewis Foundation and Global Fund for Women. AWDF was also able to renew a relationship with our multiyear funders: NORAD and African Family Planning. More to this, AWDF was able to sign a partnership agreement with Bill and Melinda Gates Foundation (BMGF) for the first time. This three-year support to AWDF is to undertake activities around increasing AWDF grant making capacity and raising the voices of African women.

Entry into decision and policy-making spaces where African women are able to articulate their interests and influence the agenda, is paramount. As a result, several AWLN members have been appointed or seconded onto important, global decision-making bodies on reproductive health and family planning.

Links with the Corporate and Institutional Sector

AWDF's Special Program Manager participated in key meetings in South Africa with the African Grant Makers Network (AGN) Secretariat and Schneider Electric and Community Investment Holdings, both potential corporate partners. The meeting with the AGN secretariat concerned sharing a logistical plan and key details about the 2012 biennial in preparation. This information is vital to AWDF's hosting of the 2014 AGN general meeting. She also joined AWDF's Board Chair and representatives of Schneider Electric and Community Investment Holdings to discuss details of a potential partnership. Schneider accompanied AWDF to follow up on grantee projects in Liberia who took part in a feasibility study. This trip enabled the potential corporate donor to make an informed decision as to what the project and partnership will entail.

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Due to the lobbying efforts of AWDF Board member Nozipho Bardill, the organisation had a meeting with Anglo Ashanti Gold (AAG) in May to explore opportunities for collaboration. AWDF developed a concept note outlining partnership possibilities. AAG is in the process of shaping its corporate social responsibility programme. AWDF will influence that process to ensure that women's rights interests are reflected.

AWDF-USA. During a meeting with diasporans in San Francisco and the ED of AWDF-USA, the SPM gave firsthand information on AWDF's work in Africa, particularly the host of projects supported and the impact of AWDF's work. AWDF USA is working to raise funds from the African diasporic community and relies on staff of AWDF to visit the USA and present on the work accomplished. A meeting also took place with Ms. Joan Platt, a donor to AWDF, who is being considered as an Advisor of AWDF – USA.

Links with Institutional Donors. The Francophone Programme Officer, on the invitation of the French Government, represented AWDF at the Francophone Women's Forum held in France from 20 to 22 March, 2013 and was featured in a TV France interview during the proceedings.

Networks and Alliances International Network of Women's Funds (INWF).

AWDF's representation on the board of the International Network of Women's Funds (INWF) officially ended in September 2013. This tenure ended after having successfully steered the Africa Funds from a loose and unstable state to a very firm, collected, committed and focused group. AWDF confidently handed over the board representation to Urgent Action Fund – Africa having effectively led the Africa Funds from 2010 – 2013, during which the following services were delivered: the first Strategic Plan of INWF-Africa, the regional funds brochure, coordination of three (3) regional meetings, co-hosting INWF's biennial meeting and the first INWF Monitoring and Evaluation Workshop in Africa in 2012, and finally increased fund membership from five (5) funds to seven (7) funds.

Women's Funding Network. The Special Program Manager continues to serve as the International member from Africa on the board of the Women's Funding Network (WFN), and specifically on the governance committee for institutional strengthening and the strategic direction of WFN. Other responsibilities include informing the board on AWDF's work and the new and emerging trends in Africa and their impact on the women's movement. This kind of information is critical to WFN as a fund raising institution that gathers support from members in diverse areas. AWDF's achievements are recognised by the network and our input is appreciated as it serves as a credible key voice from the African women's movement. As a Board member, she also participated in the WFN annual conference panel for the session on "Speak Out – Sharing the African Perspective" highlighted in the Huffington Post.

AWDF received a grant from WFN for fundraising, specifically, for crafting messages to target donors in reproductive health, rights and justice work and is part of the project, 'Put the Power in her Hands'. This is a communication toolkit for donor cultivation on reproductive health, rights and justice to strengthen voices to advocate more effectively to reach more donors.

International Human Rights Funders Group (IHRFG), July, New York, with a Bursary from IHRFG and funding from AWDF. With the objective to establish

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relationships with potential funders, the Special Program Manager participated in the International Human Rights Funders Group meeting in July. One key benefit of this meeting is a reconnection with an old partner of AWDF who is currently an advisor to OSI. This person expressed a willingness to assist AWDF with introductions to potential donor partners like a new family foundation, which gave their first gift of \$25,000. The Special Program Manager will also serve on the Advisory Committee for the 2014 Conference along similar issues, to increase the involvement of input from the global south, specifically Africa.

The SPM department also contributed to the development of the Gates proposal, specifically by working jointly with the Human Resource Manager on providing information on AWDF's institutional support and governance activities.



Grantee partner at the Ikwezi Women's Support Centre in South Africa, December 2013.

2.2.3 PARTNERSHIPS AND OUTREACH

AWDF continues to nurture and build partnerships and outreach programmes that leverage additional financial and technical resources to women's rights organisations in Africa and for AWDF. It also seeks to influence processes of decision-making for the promotion and implementation of policies that promote gender equality, and especially to

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increase the inclusion of African women's views, experiences and solutions in these processes. These were our key focus areas for partnerships, outreach and advocacy in 2013.

A number of activities were undertaken in pursuance of these aims, falling under three headings:

- Promoting productive, non-stereotypical, multi-dimensional narratives about African women, through raising the profile of African women's leadership, especially in relation to concrete examples offered by various grantee partners and AWDF stakeholders.
- Promoting, enabling and enhancing the voices of African women in continental and international decision making spaces
- Highlighting African led philanthropic activity and innovation, particularly in the area of social justice

Partnerships and outreach were conducted in the following ways: 1) presenting at international conferences on the importance of supporting the work of African women activists and women's movements, 2) working with corporate foundations to encourage greater support for women's rights investments, 3) sharing learning with development partners and 4) facilitating the involvement of African women leaders in discussions on a range of key women's rights issues. In 2013, AWDF worked to showcase the strength and capacity of African women leaders and organisations in their varied guises.

2.3 STRATEGIC GOAL 3: TO IMPLEMENT A MULTI-PURPOSE COMMUNICATIONS STRATEGY

2nd African Women in Film Forum (AWIFF) held from the 23rd-25th of September, 2013. The 2nd AWIFF attracted an average of sixty (60) participants from ten (10) countries within Africa and the diaspora. Participants included filmmakers, writers, producers, directors, film students, activists and donors. The forum focused on the theme of *Creating Compelling Social Justice Content for Film and Television*. Key issues identified by the participants for future action included the need to tell diverse African stories, the importance of preserving film history, and the necessity of independent funding sources for African women filmmakers.

International Women's Day event held in collaboration with Alliance Francaise, Accra. In the run up to International Women's Day (IWD) in 2013, AWDF in partnership with Alliance Francaise d'Accra (AF), organized a photography workshop for ten (10) amateur women photographers led by Fatoumata Diabate, an award winning Malian photographer. This was done as part of AWDF's efforts to build the capacity of African women to tell their own stories through a variety of communication methods. This was followed by a focus on African women writers. A *Meet the Writers* discussion was held on 7th March with Boakyewaa Glover, Mamle Kabu, Mama C and Kuukua Yomekpe. This was an opportunity for the public to have an up close and personal interaction with

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women writers whose work inevitably showcase issues of importance to women. This event attracted forty (40) bibliophiles.

In fact, the comment below was made on the 22nd of March on AWDF's Facebook post about the event.

I was there! It was good interaction.
I was inspired and challenged to upscale my writing skills!

Sarah Naa Amponsaah Dodoo

Writer

On the 8th of March, a book slam incorporating readings, poetry performance and music was held to commemorate International Women's Day. 120 people attended this event. Public events such as the ones held by AWDF, in partnership with AF, are opportunities for AWDF to reach out to new audiences.

2014 promotional materials commissioned. 1000 notebooks incorporating a calendar were produced for promotional purposes. The notebooks feature details of grantee partners and the work of AWDF.

Selected AWIFF pieces published by All Africa.com. As part of AWDF's efforts to extend publicity, selected features on the AWIFF were published by All Africa.com, including Keepers of the Flame - Reflections On the 2nd African Women's Film Forum and an interview with AWDF's Communications Specialist about the AWIFF.

Media training for selected AWDF staff. As part of continuous efforts to enhance the capacity of AWDF staff to communicate effectively with the media, personalised training was conducted with two members of programme staff ahead of a scheduled appearance on a national TV programme.

Nomination of selected individuals for Aspen New Voices Fellowship. AWDF's Communications Specialist was appointed to the board of the Aspen New Voices Fellowship in 2013. In this position, she proactively publicised the opportunity and encouraged a number of African women to apply for nominations for the Aspen New Voices Fellowship. She also, personally, nominated at least five [5] competent African women to the fellowship. Nafi Chinery, one of the women nominated for the Aspen Fellowship by the Communications Specialist, was accepted into the competitive programme. This will provide her with specialised media training and support with media outreach.

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Participation in 4M's International Conference on New Media in Montpellier, France. Participation in this conference was an opportunity to connect and meet with people working with new and traditional media. Good connections were made in particular with a journalist working with the Namibian Broadcasting Corporation, a magazine editor in Ivory Coast, a government official with special interest in new media in Senegal, a prominent blogger from Senegal, and a staff member for The Hub in Kenya. These contacts will be useful as AWDF continues to expand our communications work across the continent.

Attended and supported communication needs for the 'Economic Empowerment and Livelihoods' strategic convening held in May. As well as participating in the convening, the Communications Specialist conducted four (4) interviews with grantees and invited resource people, discussed the goals of the convening and the work of AWDF on Cape Talk radio with *Kgomotso Matsunyane*, and held meetings with three South African media practitioners to discuss how AWDF could expand our PR activities within the region. She was also a member of the small group that created a [statement to the Africa regional meeting of the World Economic Forum](#).

Facilitated a panel on feminism as part of WOW 2013. AWDF's Communications Specialist planned and facilitated a panel discussion as part of the Southbank's 'Women of the World' festival on the subject, *What's New with African Feminisms*, with resource people Jessica Horn, Pontso Mafethe, Rita Ray and Meklit Hadero. This session was recorded and, subsequently, the [You Tube video of the panel](#) has been viewed 1,974 times.

Participated in an edition of BBC's *The Forum*. On the sidelines of the Women of the World festival, the Communications Specialist participated in a [BBC The Forum](#) programme celebrating the achievements of African and Caribbean women. She was also selected to recommend a "60 second idea to change the world," and used that opportunity to advocate for the stories of women to be documented. This particularly included women who are not literate in any of the world's major languages or women who speak a language that is fast disappearing.

Keynote address to Adjiriganor Basic School. The Communications Specialist delivered a [keynote address](#) to the first *Girls Day Out* event at the Adjiriganor Basic School, within the vicinity of the AWDF office. This speech was designed to be inspirational in nature and to encourage the girls to be all that they can be.

Website and Social Media

The AWDF Blog. Thirty-six (36) posts were uploaded to the AWDF blog in 2013 along with fifty-six (56) updates on the work of AWDF, grantee partners and associated networks were uploaded to the News section of the AWDF website.

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- Video footage – Sixteen (16) videos were uploaded to AWDF's You Tube Channel.
- Four [4] press releases issued
- AWDF's YouTube videos were watched a total of 878 times for 2,622 minutes
- Four (4) resources/online publications were uploaded to the AWDF website in 2013

PUBLICATION	No. of times downloaded
AWDF Grantees Resource Mobilisation Boot Camp	252
Report of skills building training for small and medium women's rights organisations in Liberia	186
Proposal and Report Writing Manual for Small and Medium Sized Women's Rights Organisations	156
The Feminist Organisational Development Tool	136
Total	730

135,675 unique visitors visited the AWDF website in 2013

AMPLIFYING THE VOICES OF AFRICAN WOMEN



Poet and activist, Mama C, performs at the IWD2013 Bok slam, Accra.

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Ten (10) African women artists who participated in AWDF's 2013 Book Slam were featured prominently across a number of sites, and the impact of their work highlighted through blog features, newsletter articles, and YouTube videos.

As a direct result of the AWIFF, twenty-three (23) women participants endorsed a declaration to create a pan-African women's organisation focused on funding and creating films for African women that deal with issues of concern to women.

Brand Woman Africa, a corporate media body in Ghana, has stated that they will support a film fund for women film students to be managed by AWDF. A number of participants at the AWIFF have stated that they will support the work of Anita Afonu, a Ghanaian filmmaker, who has been leading efforts to archive and preserve Ghana's historical film archives.

At least one of the amateur women photographers trained, Sena Ahadji, has taken on photography as a profession. On her [website](#), she credits the workshop with Fatoumata Diawara for triggering her passion for the art of photography. She has also been invited to showcase an exhibition at Alliance Française d'Accra as part of a series of events celebrating International Women's Day in March.



Photo by Selassie, a participant in the IWD2013 Photographers workshop.

2.4 STRATEGIC GOAL 4: TO STRENGTHEN KNOWLEDGE MANAGEMENT AND ORGANISATIONAL LEARNING

AWDF employs a number of activities to solidify internal capacities to respond to the needs of our constituencies. This is accomplished through ongoing learning, documentation of lessons learnt, and knowledge generated through internal and external reviews, research and publications. In addition to strengthening our own learning, AWDF contributes to the generation of a body of knowledge that challenges the dominant narratives in development, where African women are portrayed as passive recipients of aid and devoid of agency.

In 2013, we developed a number of activities under the strategic goal of Knowledge Management and Organisational Learning, including:

2.4.1 MONITORING AND EVALUATION

The information generated from the M&E desk is focused on improving AWDF's evidence based program delivery. This will enhance AWDF's ability to implement flexible, responsive, innovative and relevant programs that respond to the needs of the organisation and partners, including donor and grantee organisations. During the year, the M&E work revolved around these five major areas: Planning and reviews, Monitoring visits, Evaluations, Surveys and Learning.

Planning and Reviews. In July and December 2013, the midyear review and end-of-year retreat meetings were held respectively. These reviews were a reflection period for staff to assess performance of work during the year. The meetings were used to share best practices and strategies that accelerate organisational performance. The meetings also proposed solutions on the best ways to improve challenges identified during the year. Departments made presentations highlighting: work accomplished (planned and unplanned), outcomes realised, challenges experienced and lessons learnt. The Strategic Plan III was used as a benchmark to measure progress in relation to the work accomplished for the year.

In September, the planning meeting was organised to develop the organisational action plan for the year 2014. The other tasks accomplished include development of the activity report, preparation of an M&E plan, and coordination of risk assessments on all applications under the main grant program.

Monitoring and Mission Visits. Monitoring and mission visits were conducted in eight [8] countries: Ethiopia, Ghana, Kenya, Nigeria, Senegal, South Africa, Uganda and Zimbabwe. A total of 107 organisations were visited during the year. These visits, beyond assessing the performance of projects, were also used to provide technical assistance to grantees, build stronger relationships with partners, update AWDF's database about changes in organisations as well as to gather information on issues affecting women in various countries.

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Additionally, the Communications Specialist joined the grants team on a routine monitoring visit to grantee partners in Nigeria, and used the opportunity to reach out to media houses to publicise the work that AWDF and our partners accomplish every year. This resulted in four (4) newspaper reports in three (3) national papers – *The Nation*, *This Day*, and *Business Day* – as well as a report in *Blueprint*, an Abuja-based publication. She also appeared as a guest on two radio stations, Eko FM in Lagos, and a local radio station in Ibadan. A considerable amount of communication materials were gained from this trip including audio and video interviews with grantee partners. This material has been used for multiple purposes, including being featured in the AWDF newsletter, website and associated social media sites.

Some of the findings of these visits were:

- All visited organisations have utilised grants judiciously and have proof of evidence to back their claim.
- All visited organisations are using computerised systems: Excel, QuickBook, PeachTree or similar systems for their financial records and management.
- Most organisations have completed their financial audits for the year 2012.
- There has been a great improvement in the number of grantee organisations visited by AWDF staff. Many have established well-functioning offices with staff and appreciable levels of systems and procedures. Their documentation has improved greatly. All necessary documents are properly filed and records of project activities have been well documented.
- There is the need to build the capacity of the boards of many of AWDF grantees to ensure that these members provide necessary strategic direction and avid support for fundraising activities.
- Reports, stories, testimonies and pictures from these visits have been compiled and are available for reference.

The information generated from the monitoring visits is incorporated in the programme work and is used to guide individual country grant making. These monitoring visits are also a reference point for making decisions on the focus of the grant making programme for the year.

SUCCESS STORIES FROM GRANTEES VISITED IN ETHIOPIA AND NIGERIA

Nutrition Plus Holistic Home Care (NPHHC) – Women Self-help Model

Nutrition Plus Holistic Home Care (NPHHC) has received a grant of USD8,000 in 2010 to train twenty (20) peer educators and fifteen (15) home-based care providers. The grant was also used to establish two (2) youth clubs made of fifteen (15) youth each. A part of the grant was used to support OVCs and to help in establishing income

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generation activities for women living with HIV & AIDS. These home-based care givers provided support to 305 households.

Nutrition Plus Holistic Home Care (NPHHC) has developed a self-help model for women that focuses on establishing collectively determined women groups to sustain their businesses. This model encourages women to start a saving and loan scheme with other members. The Tigray Local government has adopted the model and Nutrition Plus has been asked to train women in four (4) woredas (zones/districts). The local government even re-named and extended the model as “community capacity” and has incorporated the framework into the local plan.



The women of the International Centre for Environmental Health & Development (ICEHD), June 2013.

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The International Centre for Environmental Health & Development (ICEHD) - Nigeria

AWDF granted The International Centre for Environmental Health & Development (ICEHD) USD10,000 to train sixteen (16) Traditional Birth Attendants (TBA's) in modern obstetrics. The beneficiaries were selected from Oke-Ore Adu and Igbesa in Ado-Ado Ota Local Government Area in Ogun State. The trainees were provided with working tools to enhance their delivery activities. After the training, the local authority certified the TBAs affording them recognition to operate within the local government area. The TBAs can easily identify complicated labour cases and refer patients to well-established healthcare centres. The TBAs now use modern tools, which has improved their work and enabled these providers to expand their services. Pregnant women who cannot afford to pay immediately after delivery or those who pay on credit often require the services of TBAs. This has contributed to a reduction in maternal and child mortality in their communities.

One of the beneficiaries of the training shared the following sentiment:

As a result of the training, she has been able to expand her activities. She was previously operating from one room but now she has rented a four-room apartment for her business. This became necessary due to an increase in the number of clients as a result of the improved services. Previously, she was hiding her operation from the local authorities fearful of being arrested for functioning without certification. Her operations are now open to the public. She attracts a lot of customers, which contributes to an increased annual income.

Evaluation. Two external evaluations, Women Human Rights (WHR) and Economic Empowerment and Livelihoods (EEL), were successfully completed and reports produced during the year. These evaluations have affirmed the relevance, importance and responsiveness of grant making activities in these thematic areas. The findings from these studies highlighted the effectiveness of these selected thematic areas and the success the grantmaking programme has achieved.

The results of the evaluations are important to consider. The impact of the WHR grant making can be seen as a contribution to **strengthening women's movements**. This is evident in the 100% endorsement by grantees that AWDF's grant making **fills a critical gap** through its dedicated and deliberate focus on women's movements as a core constituency. The WHR theme **covers the core issues** that a majority of women's rights organisations across the continent have consistently worked on and continue to challenge. Grant recipients have **become continuous and reliable partners with other movement actors** and with local, national, and international government actors. They are also **visible and stable agents** of social change in their communities.

There is evidence from at least 70% of the grantees interviewed and surveyed that the capacity building initiatives developed by AWDF have **added great value** to the organisation's work. Evidence from the field points to the fact that the EEL thematic area

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has contributed significantly towards **poverty reduction (no matter how little) and the recognition of women** in their society, and hence women's empowerment at both the household and the community levels. The EE&L grant programme has **diversified and enhanced household sources of income** through income generating activities. **Women are involved in decision-making** processes at the household and community levels. Some of the women leaders have even been **selected to represent their electorate** at District Assembly levels.

The large grant recipients of EE&L showed better prospects of sustaining the benefits derived from the grants than the small grant recipients because of the remarkable improvements that were experienced in the lives of beneficiaries. Most of the grantees used grants from AWDF as **'jump-starters'** to leverage additional resources from development partners and other donors.

There are **visible shifts in the quality of women's lives economically and psychosocially**. When grants have been directed towards service provision, such as retaining counsel for legal aid, sustaining local knowledge on food sovereignty, and providing safe spaces for women to regroup after violence, there is a direct co-relation that can be seen between the grants awarded, services offered and transformed lives of beneficiaries. This is demonstrated through the work of organisations such as Project Alert, who offer legal aid services to survivors of domestic violence. The impact of AWDF support can also be viewed in the work of African Biodiversity Network, an organisation that has contributed to making communities secure by harnessing indigenous food knowledge in Kenya, Ethiopia and Ghana.

Additionally, the following findings were shared:

- **Expanded service.** The associations who are performing well are also **attractive to other women who are clamouring to be admitted** as members of these associations.
- **Enhanced partnership.** The support grantees receive **from local leaders (traditional authorities and District Assembly) and their husbands**, some of which were in-kind, substantially reinforced the efforts of the EEL grants.

However, some of the major challenges identified by the evaluators included the following: 1) the weak documentation practices of grantee organisations and 2) the size of some grants was inadequate to complete planned activities.

SURVEY

Data collection and analysis. Survey instruments were developed to facilitate the collection of outcome information on a number of indicators. These include a Grantees Recognition Survey – an instrument used to measure the impact that grantees have made in their communities and constituencies by assessing the level of public recognition accorded them through awards, media profiling, etc. Additionally, a TOR

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was developed to engage a consultant or an IT expert to review the existing instruments. This person will develop an M&E software to help in generating timely, quality information. This software will strengthen AWDF's ability to generate data with ease to meet organisational needs and obligations.

Grantee Recognition Survey. AWDF also conducted a Grantee Recognition Survey as a way to assess the level of influence and visibility that grantee organisations have. The questionnaire was sent to 100 grantees, mostly in English speaking countries, that had been funded in 2011 in each of AWDF's thematic areas of grant making.

Of this number, seventy-two (72) responded with the following:

- Fifty-three (53), representing 73.6%, said they have received either external recognition or an award for their work.
- Fifteen (15), representing 20.8%, said they have not received any recognition.
- Forty-seven (47) of the respondents, representing 63.7% of the total respondents, attributed the recognition they received directly to AWDF support.

Summary of Recognitions/Rewards

NO.	NUMBER OF ORGANISATIONS	FORM OF RECOGNITION	PERCENTAGE
1	19	Plaques	26.4
2	28	Certificates	38.9
3	22	Resources	30.6
4	39	Invited to meetings	54.2
5	20	Asked to represent their local community	27.8
6	32	Asked to make a speech	44.4
7	25	Invited to be a Board or Committee member	34.7

LEARNING

Evaluation Learnings

The two evaluations conducted during the year support some new learning and recommendations to improve the grant making programme in future. The following trends were reported:

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The implementation of the EEL by AWDF has demonstrated that African women are capable of addressing their own problems. No matter the volume of grants given to any women's group, grants are **most likely to make a significant impact** in their lives.

We should consider supporting very small and vulnerable organisations with **grants more than once**. Such organisations should also be helped to thrive by requiring they work through larger, structured organisations (NGOs).

The groups that focused on entrepreneurial activities such as **small scale commercial traders have more entrepreneurial skills and are more likely to sustain the gains** from the grants they received. They are also more likely to extend benefits to other members of their groups/organisations who did not benefit directly from the AWDF grants.

AWDF has developed **strategic partnerships** with grantees in order **to extend support to constituencies that we have found difficult** to reach directly, as well as extending AWDF's reach within specific countries. Such partnerships include support to other funds such as the Mediterranean Women's Fund, in an effort to expand AWDF's presence in Northern Africa; Wheat Trust and Pitseng Trust in South Africa; and Uhai EASHRI, where grant making is extended to lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) organisations and sex worker groups. This decentralising approach to grant making increases AWDF's presence and impact within diverse constituencies and geographical contexts.

Observations from the evaluation exercise, as well as anecdotal evidence from board members, suggests that **cross issue awareness among grantees remains weak**. For instance, questions of land rights are not dealt with as an intersectional issue but rather as a constituency specific challenge. One cannot discuss land rights in Africa today without dealing with the growing phenomenon of land grabs by national political elite and global corporations and its subsequent impact on food sovereignty. There is a need to monitor issue specific trends and their engagement with the WHR theme.

As much as is practicable, future grants within the EE&L theme should **encourage trade-based associations to start revolving funds after being trained in village savings and loans schemes**. Evidence emerged from the analyses that the replication effects by associations, operating savings and loans schemes, were more visible than others.

AWDF should consider **encouraging and promoting new areas** such as climate change and adaptation in EE&L activities for grantees.

AWDF should **assist grantees to begin writing out their own stories, experiences and lessons** by first taking individuals and organisations through training on how to achieve this objective.

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Abigail Burgesson, AWDF's Special Programs Manager, greets officers at the Nsawam Prison in Ghana where AWDF staff made a donation to the Prisons Training Centre from our workplace giving program, October 2013.

AWDF should consider **covering a limited number of grantees** on the continent with adequate grants to render significant benefits that will make replication effects visible.

The work of AWDF has shown the organisation's commitment to results-oriented planning and implementation. Internally, AWDF's planning and reports practices provide much clarity on the determination of outcomes. There is improved recognition and use of AWDF's Result Measurement Framework (RMF) by all departments and programme areas. Continuous reference is made to the RMF during reporting and proposal development. This has enhanced AWDF's capacity to showcase progress of work done by highlighting achievements beyond the immediate results.

Periodic reports are showing some evidence. This has **resulted in cordial working relations with many partners** as lesser queries have been received. As a result, there are improved donor relations and increased interest in the work of AWDF, as well as partnerships with new donors, including the Bill and Melinda Gates Foundation. There is an **increase in the use of information generated from monitoring visits** as a reference point to guide individual country grant making. Finally, the data collected from each year's monitoring visits establishes the direction of focus for the grantmaking programme the following year.

2.4.2 ORGANISATIONAL LEARNING

The SPIII outlines AWDF's organisational learning objectives in the following areas:

- Leveraging leadership
- Knowledge strengthening and
- Scaling up (on reach and impact)

In 2013, AWDF's learning objectives centred on coalescing our internal capacities and systems to better capture and report on results and impact in the field. This involved a number of activities including peer learning, internal reviews, and the generation of new forms of knowledge and archiving.

Leveraging Leadership. ACBF organised a four-day workshop for its grantees in Harare, Zimbabwe from March 15 – 18, 2013. The program specialists for M&E and Capacity Building and the Finance Manager participated in this workshop. The workshop was aimed at improving the effectiveness of project implementation through a better understanding of ACBF operational processes and procedures. It discussed challenges affecting effective implementation and evolved possible solutions to address these challenges. The workshop also looked at other emerging issues identified that would eventually feed into the on-going process of reviewing ACBF policies, procedures and manuals. This training offered AWDF an opportunity to clarify outstanding issues around the No Objection clearance, Procurement, Finance, Reporting and Auditing, in order to improve on the partnership relationship.

The Director of Programmes completed the Organisational Systems Development and Management course in March 2013. The course strengthens management and leadership skills and competencies through a combination of personal awareness and growth programmes as well as management growth through the Gestalt management theory of practice.

Knowledge Strengthening. A five-day training on results based programming was organised for the DANIDA Women in Africa (WIA) project grantees. Gender Links in South Africa hosted the convening from 22 – 26 July, 2013. It was organised as a result of a needs assessment exercise that was conducted in April 2011 which identified monitoring and evaluation (M&E) as one of the top three capacity building needs among Danida WIA grantees. The M&E Specialist was one of the facilitators for this workshop. This workshop covered theory, methodology, tools, evidence, data analysis and institutional mechanisms for monitoring and evaluation.

The Special Programmes Manager participated in a one-week residential course of the first 'Future Leaders Programme for Fundraisers' in September. The programme was designed by Resource Alliance UK in collaboration with Oxford University, to target fundraisers, middle level management, senior executives and CEOs, with the concept of scaling up leadership opportunities and access to resources. The programme took place at Wolfson College, Oxford University, and explored the demands of more intense forms

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of public leadership. The course determined a set of critical skills required to lead groups effectively with special sensitivity to the needs of the African sector.

Scaling up (on reach and impact). AWDF continued to strengthen its internship programme. Between July and August we hosted an intern from Mount Holyoke College. Raquel Helen Santos worked under the supervision of the Capacity Building Specialist undertaking the review of AWDF's CB programmes in the last 5 years.

2.4.3 KNOWLEDGE MANAGEMENT

AWDF's Knowledge Management activities for 2012 centred on three goals:

- To showcase the contributions of African women to development,
- To provide education and information on AWDF's areas of work
- To provide resource and reference materials for AWDF grantees and women's rights organisations

On September 10, 2013, a Knowledge Management Specialist, in the person of Sionne Neely, PhD., was hired to work full-time at AWDF. The primary responsibilities of this position entail the following:

1. Produce knowledge, manage its contents and distribute to local, national, regional and international audiences at different levels of engagement. Ensure a sound evidence base of the impact of AWDF's work.
2. Such knowledge production, management and dissemination raises the profile and visibility of AWDF and the vision and mission of the organisation. This work aids in diversifying the fundraising possibilities for AWDF and the number of stakeholders invested in the vision and mission of the organisation.
3. Such knowledge generation also enables the smoother flow internally across the entire organisation making knowledge retrieval and use simpler between departments within AWDF.

Listed below are multiple activities that the Knowledge Management Specialist worked on during the period of September – December 2013.

The AWDF Online Repository. The Knowledge Management Specialist took over the responsibility of the online repository from the Human Resources Manager, who had worked with consultants on implementing the first stage of AfriREP, the AWDF Online Repository. She received professional training on how to work within the database system. The resources available in the repository include AWDF research publications, texts, magazines, journals, reports, newspapers, music, films and images. The repository will also feature open source communication, i.e. free public access to a wealth of materials on AWDF's six thematic areas, the African woman rights movement and continental feminism.

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The consultant on this project has produced a cost analysis for scanning and uploading sixty-nine (69) AWDF publications into the online repository. Considering the volume of publications and the precision needed for scanning online resources, this method would be most appropriate to consider. The process would take three (3) months to complete.

Revitalisation of the Resource Centre. A proposal for the revitalization of the Resource Centre has been presented to senior management staff. There are more than 3,000 items within the Resource Centre. The collections are in the process of being re-organised and inventoried by thematic area. Already, the KM department has worked with the HR Manager to complete some minor aesthetic changes to the facility, in the way of fresh painting of the walls and rail, new lighting and one new air conditioner. The space has been rearranged to accommodate more spacious seating in this working environment. The Resource Centre will be promoted in 2014 as a space for women grantees, partners and other stakeholders to research, write, and exchange knowledge. The centre will also be used for seminars, workshops, and other innovative programming as a way to stimulate interest in the space and demand for pertinent resource materials on the diverse experiences of African women on the continent.

Online Toolkit for Fundraising. The Knowledge Management department assisted the Special Programmes Manager in devising an online toolkit for fundraising that, in its final version, can be made available in print and digital forms to all stakeholders. This will increase the visibility of the “ask” for different audiences.

Social Media. She assisted the Communication Specialist in social media activation for the 2nd African Women in Film Forum [AWIFF] in Accra from September 23rd-25th. This included posting live tweets and Facebook updates from the three-day conference. The KM dept. also assists with the provision of social media content weekly on Twitter and Facebook. Social media posts range from the promotion of AWDF projects and events, re-posting relevant stories from the blog and website, sharing of resource materials and opportunities for African women, cataloguing of the latest global developments in the African women’s rights movement, and spreading news obtained from grantees, partners and other like-minded institutions.

AWDF Blog/Website. The Knowledge Management department contributes monthly to the AWDF blog and website by posting reflections on current programming [16 Days of Activism, AWIFF reflection], interviews with staff members and partners as well as a detailed interview with Nneka, the AWDF Ambassador of the Arts.

2.5 STRATEGIC GOAL 5: TO PROMOTE AN AFRICAN AGENDA FOR PHILANTHROPY

Under this strategic goal, our work in 2013 centred on two key areas of focus:

- **Showcasing Philanthropic Giving in Africa** – the key strategy in this area being to bolster the African Grant Makers Network (AGN), a collection of African philanthropic organisations creating a visible philanthropic practice in Africa. AWDF is Co-founder of the AGN.

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- **Strengthening Feminist Philanthropy on the Continent** – It is imperative that as we build on the traditions of philanthropy on the continent, we do so within the framework of equality and respect for women's rights, recognising the contributions that African women make in such areas.

Showcasing Philanthropic Giving in Africa

AWDF convened a meeting of the organising committee for the 3rd AGN Assembly due to take place in Accra in November 2014. Although turnout was disappointing, AWDF has outlined a general programme as follows:

A 2 day (pre AGN) Africa Utopia Festival. This music and arts festival will celebrate African art, music, literature and more. Baaba Maal is the curator of this festival and is keen to bring it to Africa. AGN proposes to work with him to do this.

AGN Conference. A 3-day convening. AWDF proposes that the AGN programme is more action oriented with a series of activities directly impacting and advancing philanthropy in Africa. This will be conducted in the lead up to the convening where the activities will be launched or announced:

Women and Philanthropy. AWDF produces an edition of women in philanthropy profiling a number of women philanthropists on the continent. The publication will be launched at AGN with a panel discussion featuring a number of these women philanthropists. The philanthropists will then announce a project that they will jointly fund at the meeting.

Enabling Environment. Ensure an AGN member, such as Tony Elemelu, convenes a few fellow bankers to meet and discuss what banks can contribute to make giving easier wave charges on charitable giving etc. This move can be announced at the AGN after a moderated discussion.

Youth and Philanthropy. This session will unearth and make visible the amazing contributions that youth are making to give back to their communities and localities. Giving greater visibility to young people and their philanthropic investments.

2nd Philanthropy Awards. To be completed in part with the AGN.

In addition, AWDF will include skills building tracks into the programme. It is likely that we will crowd source for workshops. This means that organising will be minimised and

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driven by the attendants. The programme will be supported by a bold, intensive media and communications outreach.

3.0 CHALLENGES AND LESSONS LEARNT

During the year, we encountered a number of challenges as well as learnt lessons that are very essential in guiding the organisation to improve our programmatic work in the coming years. These best practices include:

CHALLENGES

- **Time Management.** How to effectively manage the various demands of multiple donors.

LESSONS LEARNT

- Advance planning and scheduling of tasks is important.
- It is important to build a relationship with representatives of donor organisations – communicate with them in between report due dates. This makes it easier to reschedule reporting deadlines when necessary.