

ANNUAL REPORT
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**30 Years of Dancing to
African Feminist Rhythms**







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Acronyms

AAAA	Addis Ababa Action Agenda
ACE	African Centers of Excellence
AMwA	Akina Mama wa Afrika
AU	African Union
AWLI	African Women Leadership Institute
CHOGM	Common Wealth Heads of Government Meeting
CPF	Commonwealth People's Forum
CEDAW	Convention on the Elimination of All Forms of Violence against Women
CSO	Civil Society Organizations
CSW	Commission on the Status of Women
DRC	Democratic Republic of Congo
FfD	Financing for Development
GEWE	Gender Equality and Women Empowerment
GIMAC	Gender is My Agenda Campaign
ICGLR	International Conference of the Great Lakes Region
ICPD	International Conference on Population & Development
ICTs	Information Communication & Technologies
IRRI	International Refugee Rights Initiative
NGOCSW/Africa	Non- Governmental Organization Commission on the Status of Women /Africa
REC	Regional Economic Commissions
SDGs	Sustainable Development Goals
SGBV	Sexual Gender Based Violence
SRHR	Sexual Reproductive & Health Rights
SOAWR	Solidarity for African Women's Rights
ToT	Training of Trainers
UN	United Nations
UNSCR	United Nations Security Council Resolution
WGDD	Women Gender and Development Directorate
WISE	Women in Self Employment
WMG	Women Major Group

Who we are

Adopted from the Swahili Language, the name “Akina Mama wa Afrika” means ‘solidarity among African women’ which symbolizes the principle of “sisterhood.” As such Akina Mama wa Afrika (AMwA) is a Pan-African, Feminist and Transformational non-governmental development organization. We are based in Kampala, Uganda and enjoys consultative status with the United Nations Economic and Social Council.

AMwA was founded in the United Kingdom (UK) in 1985 and registered as a community based charity by a group of visionary African women who sought to create a space for African women thus enabling them regain their own rights and visibility, network with each other, share skills and expertise, identify issues of common concern and amplify issues that affect them.

Our work is rooted in feminist principles and beliefs that define our Leadership, Training and Movement building activities. We take pride in our work enhancing African woman’s voices on socio-economic, political and cultural issues. Over the years, AMwA has played an active role as a leader of African women’s and broader human rights movements dating as far back as 1997. AMwA has played a leading role; in collaborative movement-building spaces such as the African Feminist Forum, in advocacy for women’s rights including ratification, implementation of the African Union Women’s Protocol, promotion of sexual and reproductive health rights, and women’s engagement in peace building and decision making processes.

Most recently AMwA joined women’s rights organizations around the World to advocate for a stand- alone goal on gender equality and mainstreaming of gender in all the other goals and targets during the formulation of 2030 agenda. Over time AMwA has become renown for her feminist leadership development; a special space where African women come together to exchange ideas and strategize to advance the feminist agenda.



Our Guiding Principles

- #1: Our work is rooted in feminist principles and beliefs and guided by the Charter of Feminist Principles for African Feminists.
- #2: We defend the full spectrum of human rights for African women in all their diversities.
- #3: We believe in African women speaking for themselves.
- #4: We believe that the personal is political and we are committed to walking the talk.
- #5: We commit to creating and sustaining a dynamic, cutting edge feminist organization with a soul.
- #6: We strive for individual and organizational excellence, accountability and rigor in the work that we do.
- #7: We are committed to building and sustaining a learning organization that innovates and improves through challenging its own wisdom as well as conventional wisdom.
- #8: We believe in empowering advocates and the power of collaboration to advance our feminist agenda.
- #9: We believe in the agency and personhood of African Women.
- #10: We believe in affirming African women and promotion of positive images of African women.

Our Vision

A world in which African women are socially, economically and politically autonomous and are champions of change in their lives and society.

Our Mission

AMwA seeks to contribute to the full equality of all African women by strengthening their Individual and collective leadership; and by forming strategic partnerships to tackle patriarchy and promote a just and secure Africa.

Theory of Change

IF we use feminist research; women's lived experiences and engage in deep reflection and learning AND invest in enabling the personal transformation of diverse African women into effective feminist leaders AND ignite and connect these leaders AND take collective action to dismantle patriarchy, THEN we create and sustain highly effective African feminist activism that champions social change AND ULTIMATELY contributes to a more just and secure Africa.



Strategic Areas of Focus



Feminist Leadership Development From inception, AMwA remains committed to women's leadership development with emphasis on 'raising the bar' by equipping African Women with relevant skills and knowledge to effectively participate in leadership and decision making processes. Through her flagship Programme—the African Women's Leadership Institute (AWLI), women achieve personal empowerment, develop critical thinking on feminist theory and practice; begin to question existing structural barriers to gender equality and women's empowerment; individually and/or collectively organise to transform the lives of African women. Today the Institute is renowned for its holistic P: Personal Mastery; O: Organising Skills and T: Taking Action (P.O.T) leadership training framework which underpins all AWLI's pillars.

Knowledge Generation, Documentation & Dissemination: Using feminist lenses, AMwA conducts research, documents and captures African women's lived realities in the form of literature, pictures and videos; questioning the existing gender inequalities and systems of oppression. The subsequent findings highlight areas of intervention, existing gaps and opportunities that AMwA utilizes to inform strategic intervention areas, leadership institutes, advocacy and movement building initiatives.

We have developed a unique and powerful knowledge generation component called the oral Herstory. Under Herstory we document experiences of African women across generations providing African women the platform to celebrate their struggles and own their achievements. The research and Oral Herstories are disseminated among various stakeholders including policy and decision makers, partners and alumnae who in turn utilize them as resource and advocacy tools for the realization of gender equality & women empowerment.

Policy Influence & Advocacy: This is a key strategy inbuilt in our core programmatic pillars to ensure that issues affecting women are continuously brought to the attention of key policy makers, government and relevant stakeholders. Through this pillar AMwA fronts issues that are critical to African women, builds women's leadership capacities to effectively engage in advocacy initiatives, mobilizes women's rights organizations and institutions to collectively speak and drive the feminist agenda on national, regional and international platforms. Working in partnership with various women's rights organizations, AMwA is positioned to influence and advocate for policy/law reforms and hold governments accountable to their commitments on gender equality and women's rights.



Networking & Movement Building: All of AMwA's strategic approaches are geared towards strengthening African women's voices on issues pertinent to themselves and creating a vibrant women's movement that collectively works to advance the interests of African women in all their diversities. As a result, AMwA believes in the spirit of sisterhood and has built strong partnerships with women's rights organizations, networks and coalitions on the African continent and beyond to ensure that issues of affecting women are prioritized and given due attention. Through Networking and Movement building, AMwA leverages on each organizations and/ or institutional strengths and resources to advance the rights and freedoms of African women that we could otherwise not have achieved if we worked in silos thus creating a collective voice and actions on issues that are critical to African women.



Foreword



2015 marked the adoption of historic agendas for Africa at both the continental and global levels. At the continental level, African countries have adopted Agenda 2063, the 50 year Transformative Agenda for Africa, and its First Ten Year Implementation Plan. At the global level, the UN General Assembly adopted the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). Both frameworks seek to achieve inclusive growth, sustainable development and peace and security for the continent.



African governments recognize women's rights and have adopted gender policies and various initiatives such as declaring 2010-2020 as the African Women's Decade; declaration of 2015 as the year of Women Empowerment and 2016 as the year of Human Rights with particular emphasis on the rights of women. Despite the continent's ambitious policy frameworks and instruments, implementation has been slow thus making it imperative for organizations such as Akina Mama wa Afrika to design and implement programmes to advance the rights of women and ensure that issues that affect women are addressed.

In 2015, Akina Mama wa Afrika in collaboration with likeminded organizations on the African Continent seized the opportunity to influence the new development agenda and mobilized extensively, consulted widely and collated African Women voices on the Post 2015 Development Framework that contributed to the historical adoption of a standalone goal on gender equality and mainstreaming gender in all the other goals.

The new agendas, were adopted as Akina Mama wa Afrika celebrated her 30th Anniversary of amplifying African Women voices to influence policies and development practice. We also embarked on a process to develop a new strategic plan 2017-2019 that accorded us a profound opportunity to carry out a 360 degree review supported by an independent consultant. The review was reassuringly positive; also highlighting areas we can and will improve upon to ensure the promises in our vision and mission are transforming women's lives.



We are also aware that the landscape within which civil society in Africa is operating is changing and requires new approaches. We therefore shall not be afraid of taking risks, fish in uncharted waters and embrace change even when the approaches are new and unproven. We also remain committed to make our processes highly robust and transparent so that partners and beneficiaries can maintain the high level of trust we have built around the AMwA name.

On behalf of the Board, we wish to thank everyone-our dedicated staff, alumni and development partners who have supported Akina Mama wa Afrika to contribute to a world where women are politically, economically and socially autonomous. Without your generous support, our work would not be possible.



Thokozile Ruzvidzo
Chairperson Board of Directors



Executive Director's Remarks



I am delighted to introduce my first annual report as Executive Director of Akina Mama wa Afrika, a role that accords me an opportunity to uplift the status of women. I feel extremely privileged to lead an organization that has for the last 30 years strengthened African women's capacities to influence policy and development practice and contributed to the advancement of gender equality and women's empowerment.



2015/2016 was a celebratory year as we commemorated AMwA's 30 year leadership journey. Part of the process encompassed looking inwards and outwards, celebrating milestones and crafting the future. This process reaffirmed the positive role we have played in the overall advancement of four major interrelated domains: women in power and decision-making; women's reproductive rights, women's legal rights and women's movement.

The new strategic plan to be launched in early 2017, places a stronger focus on feminist and transformational leadership to further deepen the gains of the past three decades to unlock the potential of women and girls. We intend to position ourselves as one of the leading agencies in this sphere servicing both old and new constituencies.

AMwA was equally privileged to support women peace and security initiatives in the Great Lakes Region. This specifically included: Supporting Burundi Women and Girls Movement for peace in the wake of the 2015 political crisis. Our support and solidarity with other actors led to securing a place at the negotiation table for six women; catalyzing the revival of Sauti Ya Mama Mukongomani a network of women groups in Goma, Democratic Republic of Congo that continues to spearhead peace initiatives; and establishment of the International Conference of the Great Lakes Region Civil Society Forums in South Sudan, Zambia and Central African Republic as vehicles to monitor and implement the International Conference of the Great Lakes Region resolutions.

Further, 2015 ushered in a new development framework, that Akina Mama wa Afrika and likeminded feminist organizations had championed especially for a standalone goal on gender equality and mainstreaming gender



in all the other goals. The new framework enables organizations like ours to hold governments to account but also we are keen to ensure effective localization of the SDGs in a way that responds to local priority needs and interests.

Finally, I would like to thank our dedicated staff, board and Development partners for making me feel welcome. I look forward to building on those whose shoulders I stand to advance their impressive legacy and contribute to a strong women's movement in Africa. Promoting gender equality and women's empowerment relies on the continued generosity of many supporters. To all I extend my warmest appreciation for your inspirational support.

Sincerely,

A handwritten signature in black ink that reads "Eunice Musiime". The signature is fluid and cursive, with the first letter 'E' being particularly large and stylized.

Eunice Musiime
Executive Director, Akina Mama wa Afrika



Thematic Areas of Intervention



Women in Politics and Decision Making: While Africa continues to witness a rise in the number of women leaders with Rwanda registering 64% of female Members of Parliament, these numbers have not proportionately translated to the transformation of women's livelihoods. AMwA focuses on building the leadership capacities of women aspirants, parliamentarians, and women local councilors to assume leadership and advance causes of African Women. Through this intervention AMwA will strengthen women's leadership capabilities to question underlying structural barriers to gender equality, engage and effectively influence decision making processes.

Sexual and Reproductive Health Rights (SRHR) for Women: Under this thematic area, AMwA focuses on issues of Gender Based Violence, maternal health rights, rights of marginalized groups including sexual minorities and commercial sex works, conflict and post conflict violence and long term forced migration.

The assumption is that if women have full access to SRHR, they will have access to family planning, counselling, information and education as well as services related to dealing with unwanted pregnancies like prevention, provision of safe abortions, fertility related services, sexual transmitted infections (STIs), breast cancer and cancers of the reproductive system and active discouragement of harmful traditional practices such as female genital mutilation thus improvement of their livelihoods.

Women Economic Justice; under this thematic area, AMwA seeks to build women's leadership capacities to advocate for policy reforms geared towards the protection of women's economic rights. AMwA embarked on ground breaking work on Economic Justice for African Women with emphasis on the impact of land acquisitions for investments not only in agriculture, but in Oil and Gas on local communities in 2012. In 2013, AMwA moved to build the leadership capacities of women in Trade Unions to influence policy reforms and build their capacities to be able to effectively engage in various platforms and decision making bodies

Women Peace and Security; Africa has experienced extensive periods of conflict over the past decade; which have had significant effects and have undoubtedly increased in historic levels; impacting on women and girls in uneven ways. In many instances, women and girls have been extremely vulnerable in the face of massive human rights violations which are rampant during conflicts. Unfortunately, women have not been systematically and consistently involved in peace building, rehabilitation and reconstruction as envisaged in United Nations Security Council Resolution (UNSCR) 1325. Through this intervention AMwA is able to influence



and advocate for the implementation of the international and regional agreed commitments on women's engagement in peace building and decision making processes; thus ensuring that issues affecting women in conflict and post-conflict situations are addressed in a holistic and engendered manner.

GOAL 1: To be a recognized Centre for Excellence on Transformational Feminist Leadership for African Women with a focus on Personal Transformation

Since her inception, AMwA has been committed to women's leadership development focused on 'raising the bar' by equipping African women with relevant skills and knowledge to effectively participate in leadership and decision making processes. Through her flagship Programme-the African Women's Leadership Institute (AWLI), women achieve personal empowerment, develop critical thinking on feminist theory and practice; begin to question existing structural barriers to gender equality and women's empowerment; individually and/or collectively organize to transform the lives of African women. Today the Institute is renowned for its holistic P: Personal Mastery; O: Organizing Skills and T: Taking Action (P.O.T) leadership training framework, which underpins all AWLIs.

I.I Major strides towards becoming a Center of Excellence in Feminist Leadership

In this reporting period; AMwA continued to strengthen the capacity of the African Centres of Excellence (ACE) Network¹ to which she is a member delivering quality trainings in feminist leadership and advocacy. With support from African Centers of Excellence, AMwA in partnership with the Young Women Leadership Institute, Kenya hosted a Training of Trainers (ToT) workshop from 19th -23rd of October 2015 at the Hilton Hotel in Nairobi. The Training of Trainers equipped 20 women from Kenya, Uganda, Rwanda, and Ethiopia among whom ACE Partners with practical skills and knowledge in feminist leadership facilitation, resulting into strengthened capacities of network members in feminist leadership training and advocacy.

"The training inspired us to reflect on the injustices women suffer and how we can create safe spaces for women, support each other and overcome these injustices"ToT Participant

Some of the ACE Partners, fascinated by the modules of the AWLI curriculum and specifically the personal transformation have integrated components of the AWLI

¹ Akina Mama wa Afrika(Uganda), Rwanda Women's Network(Rwanda), Young Women's Leadership Institute(Kenya) & Women in Self Employment (Ethiopia)



A section of ToT participants take a selfie, October 2016

model into their curriculums, thus strengthening their training programs. In addition one of the Participants inspired by the ToT started the [#IamBlackandBeautiful](#) online campaign that is instilling confidence among African young women.

We also had a proposal by Partner Organisations to set up an annual feminist school; catering for the needs of the women already in leadership and young women from secondary level to enable them get rooted in feminist issues from a young age thus contributing to a strong Feminist Movement in Africa.

1.2 CE Partners Capacity Development Trainings

Two AMwA staff participated in a Training of Trainer's entrepreneurship workshop hosted by WISE from the 5th -12th of July in Addis Ababa, Ethiopia. The training enabled AMwA to reflect on refining the AWLI Curriculum to encompass a module on entrepreneurship. The training further equipped AMwA staff with entrepreneurial skills and knowledge applied to support the organization in undertaking alternative business models such as the facilitation of the AWLI at a fee; a model that is hoped to build an alternative funding base to support the organization's self-sustainability.

Under the auspice of the ACE program two members of AMwA staff undertook a 6-day leadership training from 14-19th of December 2015 in Nairobi, Kenya. The training re-tooled the staff with essential knowledge and skills for conflict management, goal setting, strategies for networking partnerships and collaboration all of which are critical to the work of advocacy and advancement women and girls rights thus contributing to strengthening the organizational programmes and projects.

Additionally participants identified areas of action for supporting women's rights and women's empowerment moving forward. As a result of this engagement the two members of AMwA staff have assumed leadership roles and are playing a critical role in the different networks such as the ICGLR Civil Society Forum that has led to Governments recognition of the work of CSOs in ICGLR processes and NGOCSW/Africa that has led to the establishment of the NGOCSW Africa website and social media platforms.

1.3 Applying Transformational Leadership for Social Change

Learning from a consultative meeting organized by EASUN, AMwA was one of the organizations that engaged with organizations supported by EASUN in applying transformational leadership. This platform enabled AMwA and other organizations to re-surface and characterize the transformational nature of trainings for individuals and organizations, identified practical skills and strategies for strengthening leadership training and advancement of platforms for women's rights and empowerment. As a result some of these lessons and best practices such as the alternative based learning methods have gained traction in facilitation of the AWLI that is transforming the individual women for greater societal impact.



GOAL 2: Develop and sustain a strong and dynamic community of “AMwAZons” (alumnae)

Over the 30 years, AMwA has famously come to be known as the leading feminist and transformational leadership organization based on the impact of the African Women’s Leadership Institute on the lives of African women. Founded on strategic objective G.2 of the Beijing platform for action that enjoins us to increase the capacities of women to participate in leadership and decision making as one of the key strategies of addressing gender inequalities, AMwA has integrated the AWLI into her programmatic functions strengthening leadership capacities of over 4000 African Women. To date majority of the Alumnae are leaders and contributing to the development of the African continent in various sectors of the economy.

2.1 Celebrating our Journeys; Alumnae Transforming Lives

“The training was powerful we received a lot of new information from various people and professors throughout Africa, it helped me learn more about land rights and what I could do as a Tanzanian to help others and deliver the same message... so through AWLI together with three other activists we were able to we start up an organization that deals with women economic development we received a grant on land rights to help on land rights for coastal women, we managed to do that activity and provided education on land rights and ownership to women in the coastal region” Maryan Amour Medical Doctor

As part of celebrating 30 years of existence and in the spirit of keeping alumnae engaged; AMwA, hosted 11 alumnae from Tanzania on the 21st of July 2015 at Hotel Protea, Dar es Salaam. Alumnae shared their leadership experiences since the AWLI, with majority citing how the Institute had transformed their lives, built confidence and opened up opportunities for them to assume leadership in their communities and organizations. The alumnae utilized this platform to network with each other and identified key advocacy issues for collective action to advance the gender equality agenda in Tanzania.

Key among the outcomes of the reunion was the development of an action plan to advocate for women’s land rights in Mutwara region, and production of a documentary on the AWLI that captured the experiences Tanzania Alumnae. The documentary was disseminated online and has been presented at different forums leading to traction and motivation for various young women to undertake the AWLI.



Ms. Patience Ayebazibwe instructing participants on a group activity, July 2015

2.2 Documentation of Alumni Stories

Majority of the young women who have undertaken the AWLI training (AMwAzons) have translated their learning into action, contributing to advancing the rights of women on the continent. In support for their leadership journeys AMwA documents their stories, celebrates their success ensuring that the contribution of African women to development goes down in history.

“One of the fascinating things about the AMwA approach is that of an investment into individual women through the training. I think that this is a powerful thing in itself because we come from an African context where we do not invest in women and girls, Janah Ncube, Alumni 2003”

As such AMwA has documented alumnae stories by featuring the leadership journeys of the AMwAzons on the AMwA website and sharing them with various networks through online platforms. During this reporting period AMwA featured to leadership journeys of 5 alumnae that included; Ms. Scholastica Haule, the Women's Rights Manager of Action Aid, Tanzania. Ms. Ironsi Bose, the Executive Director of Women's Rights & Health Project in Nigeria. Ms. Janah Ncube the then Pan Africa Director of Oxfam. Ms. Saida Ali, then Program Officer, at the International Women's Health Coalition and Ms. Nana Darkoa Sekyiamah. The stories featured captured AMwAzons experiences, their contribution to advancing the rights of women and views on global agendas that included the post2105 agenda.

Through documenting the alumnae stories AMwA has kept alumnae engaged as they share and learn from each other's experiences, profiled alumnae's work. In addition this has been used as a platform for Alumnae to speak out on critical issues of women's concern.



Saida Ali (Alumni 1999)



Nana Darkoa (Alumni 2002)



Janah Ncube (Alumni 2003)



Ironsi Bose Alumni (2002)

GOAL 3: Develop and sustain a feminist organizational structure and culture that excels at learning, creativity and innovation.

3.1 Contributing to sustainable peace and development in the Great Lakes Region

In the recent past, the Great Lakes Region has become fertile ground for conflicts. While interventions have been made by various stakeholders to bring peace in the region, this is still far from reality especially; in situations where women are secluded from peace processes, where the interpretation of peace is constricted and interventions merely focused on bringing peace without addressing underlying causes and special needs of women during conflict. Not until we address the critical issues of power, resources, governance, sexuality and all the other issues interlinked to peace, the realization of sustained peace will remain evasive. The Pope rightly put it “Peace is not an app that you can simply download...” it is a process that we have to continuously nurture.

3.1.1 AMwA strengthens women network capacities to engage in peace and security processes in Goma



Participants working on the action plan for the revival of Sauti Ya Mama Ya WaCongoMani, August 2016

Working to strengthen women’s networks in Goma, DRC AMwA held a 3 day workshop for 13 women leaders from different women’s organizations in Goma from the 5th–7th of August 2015, at Ishango Hotel, Goma. The workshop enabled the women appreciate regional and international instruments on peace and security. It equipped them with skills in collective advocacy and movement building. As a result Sauti ya Mama Mukongomani² was revived, facilitating collective advocacy demonstrated by the network’s vibrant engagement in 16 days of activism in November 2015 and continued engagement on peace processes including holding peace forums in July 2016 to reflect and deal with ethnic killings in the region, thus contributing to building sustainable peace in the region

Working to strengthen women’s networks in Goma, DRC AMwA held a 3 day workshop for 13 women leaders from different women’s organizations in Goma from the 5th–7th of August 2015, at Ishango Hotel, Goma. The workshop enabled the women appreciate regional and international instruments on peace and security. It equipped them with skills in collective advocacy and movement building. As a result Sauti ya Mama Mukongomani² was revived, facilitating collective advocacy demonstrated by the network’s vibrant engagement in 16 days of activism in November 2015 and continued engagement on

*We have cried, our children have cried and our children's children will also continue to cry until we collectively work together to bring sustainable peace in DRC.
Josephine*

² A network of the different women’s groups in Goma that brought women together to address issues that are affecting them

3.1.2 Supported the establishment of ICGLR Civil Society Forums in the Great Lakes Region

Leveraging on the different resources and platforms, AMwA supported the establishment of International Conference of the Great Lakes Region (ICGLR) Civil Society forums in different countries of the Region. The forums are part of the ICGLR Civil Society initiatives to strengthen CSO in the great lakes region to monitor and contribute to the implementation the Kampala Declaration on SGBV & Framework of Hope. The forums were established in Rwanda, on 29th, June 2015, South Sudan on 20th October 2015, Zambia on 17th November 2015 and most recently Central African Republic on 29th February 2016. Hence facilitating a mechanism for CSOs to monitor government's commitments and strengthening civil society voices on critical issues of peace and development in the region.

3.1.3 Responding to a Neighbor's Alarm; AMwA in Solidarity with Burundi Women

Alert to the emerging issues in the Great Lakes Region AMwA was quick to respond to the Burundi crisis triggered in part by the announcement that President Pierre Nkurunziza would seek another term in office. In response, AMwA on behalf of the ICGLR National Civil Society Committee, under the auspices of the ICGLR released a press statement on May 8th 2015 calling for immediate intervention of ICGLR Member States to urgently engage and expedite the restoration of law and order in Burundi to ensure security of all citizens. Subsequently AMwA held a press conference on the 20th of November 2016 calling for inclusive dialogue and commitment to sustainable peace in Burundi.

The continued engagement on the Burundi question culminated in the 17th -18th December 2015, meeting of Burundi women leaders under the Burundi Women and Girls for Peace hosted by the Uganda ICGLR Civil Society Forum in Entebbe. The meeting aimed at ensuring the effective participation of women in efforts to resolve the ongoing conflict in Burundi. These interventions contributed to a deepened understanding of the Burundi crisis and how women can effectively influence the peace building processes, triggered a momentum of urgency to address the situation, strengthened solidarity between Burundi and Ugandan women, and ultimately led to Burundi women's representation in the Arusha negotiations.

Overall AMwA's continued support for women's engagement in peace and decision making processes in the Great Lakes Region has been instrumental in strengthening women's voices, created

opportunities for networking, led to the development of strategic interventions that are aimed at securing peace and enhanced the partnerships between civil society and government.

3.1.4 Enhancement of CAR, ICGLR Civil Society Forum Members advocacy capacities on SGBV

With support from [AMPLIFY for Change](#) AMwA embarked on an initiative of strengthening CSO's capacities to monitor the implementation of Kampala Declaration on Sexual Gender Based Violence in Uganda, Central African Republic(CAR) & Democratic Republic of Congo. The 1st advocacy training was held for CAR Civil Society Forum Members from 1st -4th March 2016 in Bangui. The training enabled participants to deeply reflect, analyze accelerators of SGBV and collectively develop an advocacy action plan with priority areas, strategies and messages targeting different stakeholders.



Participants reflecting on CAR priority advocacy issues, March 2016

Priorities highlighted included; an advocacy campaign to legalize army courts to handle SGBV cases for speedy trial, revival of judicial systems to expedite prosecution SGBV cases and enable the review and/ or enactment of laws and policies that address SRHR particularly SGBV since most of the laws and policies are outdated and do not address issues of SGBV especially during conflict. The advocacy plan entailed a symposium aimed at bringing together all stakeholders including government to strategize on required reforms. It is envisioned that this initiative will create and /or strengthen the partnership between different stakeholders especially CSOs and government.

3.2. Speaking for Ourselves; Engaging in Regional & International Policy Forums

From the 1995 Beijing Conference to the recent adoption of the 2030 Agenda, AMwA has remained committed to strengthening African women's voices in various national, regional and international platforms through her 30 year leadership journey. Working in partnership with different women's rights organizations, networks, development partners and alumnae, AMwA has mobilized African women to engage and advance critical issues of the feminist agenda, on the African continent and beyond. Through these platforms African women do not only take stock of the progress in advancing the gender equality agenda but similarly collectively define key priorities and set the agenda for African women's development thus owning up to our feminist struggles and building a vibrant African women's movement on the continent and beyond.

3.2.1 Enough of declarations; African women demand for deliverables

AMwA joined the Gender is My Agenda Campaign (GIMAC)³ pre-summit from 17th -18th of January 2016 themed 'looking towards 2020: Securing Women's rights through Gender Equality and Silencing the Guns in Africa'. Cognizant of achievements made especially in regard to adoption of progressive frameworks and legal instruments by the AU and the RECs including national laws and policies on gender equality and women's rights, GIMAC discussions revealed

“Where is the International Community, African Union, United Nations, brave women of Africa...we need you, this is the time we need to feel your presence speak to your leaders helps us reach them... come to Burundi speak to our leaders. Ms. Marie Louise Baricako, Chairperson, Burundi Women and Girls Movement for Peace & Security”

³ a leading African Women's Civil Society campaign dedicated to the implementation of the Solemn Declaration on Gender Equality in Africa/SDGEA (2004) and the respective thematic areas.

concerns about the low levels of ratification and domestication of instruments such as the Maputo Protocol on the Rights of Women, and African Court on Human and People's Rights by member states. It further noted lack of national level indicators, data and monitoring mechanisms in countries which have ratified the Protocol as affecting CSOs ability to track the progress and hold countries accountable.

A special session on Burundi was also held painting a grim picture of Burundi with reports of many civilians killed, displaced, and living in fear. Burundi women recognized Uganda sisters and the diaspora who had showed solidarity and supported them to organise thus leading to 6 women being included on the peace negotiations. A number of actions were identified to support the women that included; a fundraising drive, a press briefing, solidarity visits and proposals to speak to our leaders on the Burundi situation. The 27th GIMAC meeting resulted into recommendations that were presented to the African Union Heads of State and Government at the Gender AU- Pre-summit.

Subsequently AMwA participated in the 8th AU Gender Pre-Summit Meeting from 19th - 20th themed 2016 African Year of Human Rights in particular with a focus on the rights of Women.

The meeting reflected on the important milestones reached in the women's human rights agenda in Africa, specifically the 30th anniversary of the coming into force of the African Charter on Human and People's rights in 1986 and the second phase of the African Women's Decade 2010-2020. The meeting recognized the achievements of some member countries towards institutionalization and implementation of the different protocols adopted by the AU, whilst admitting the unwarranted and vulnerable position that women are still confined in, reviewed the implementation of the AU Women, Gender and Development Directorate's work in 2015; recommended strategies and partnership for accelerating implementation and monitoring of women, peace and security commitments.

“We should be the change we want to see, we should be the change agents we should not confirm we should transform. H.E Dr. Nkosazana Dlamini Zuma”

Key issues of discussions from plenary and breakout sessions included; implementation of the African Gender Scorecard, civil registration and gender disaggregated data, the African union 2016 project,



status of women's movement in Africa, status on the ratification of the Maputo Protocol , women's participation in African union Election Observation Missions, Women Peace and Security among others.

These inclusive consultative processes between the AU, Gender Ministers, RECs, private sector, UN agencies and CSOs created an opportunity for strengthening partnerships and advocating for a common goal on women human rights and gender equality.

3.2.2 Civil Society Organizations working to breathe life into the Maputo Protocol

AMwA is one of the 46 CSOs based in 24 African countries that are part of the Solidarity for African Women's Rights (SOAWR) Coalition focused on advocating for African states to urgently sign, ratify, domesticate and implement Maputo Protocol. As a result of the advocacy 37 of the 54 African Union member states, the latest of which being Sierra Leone that ratified on 02 July 2015.

Participating in the SOAWR member's meeting of December 2015, AMwA highlighted her work under the ICGLR, with emphasis on monitoring the Kampala Declaration on SGBV including work on GBV/SRHR in Goma & Burundi crisis.

The meeting critiqued SOAWR engagements and activities in light of key 2015 opportunities providing space for experience sharing and strategies to inform the 2016 campaign. Key outcomes included the adoption of 2016 coalition advocacy strategy in view of current women's rights realities and the opportunities presented by the AU's 2016 theme on human rights with a focus on women's rights towards Agenda 2063. Members revisited and recommitted to the coalition's shared values as outlined in the 2013-2018 Strategic Plan and elected new SOAWR Steering Committee to which AMwA was appointed a Member.

3.3.3 Celebrating the Adoption of the Post2015 Agenda

AMwA engaged in the roadmap of crafting Agenda2030, advancing African women's interests through Addis Ababa Action Agenda (AAAA) to the final negotiations of July 20th –August 2015 in New York. AMwA was part of a diverse group of feminist organizations, trade unions, CSOs and Academia at the African Feminist Strategy Meeting on Financing for Development(FfD) in Nairobi from the 6th - 8th of May 2015. The Meeting facilitated collective action and created space to organize for the FfD

Highlights of the Policy Recommendations

- global partnership which manifest a transformative shift in the relationship between African countries and the international community
- an end to illicit financial flow
- instituting of progressive taxation systems
- gender responsive financial facilities,
- sustainable funding,
- a gender audit of all international regional , state and devolved national government budgets,
- engendering of industrialization
- encouragement and protection of informal industries
- intellectual property rights,
- reproductive health services,
- eradication of all taxes on essential reproductive health commodities and services
- public financing for the establishment and running of shelters for survivors of violence
- specific %age tax revenue allocation to improving existing health infrastructure

Conference. One of the outcomes was an FfD policy brief that highlighted key asks for African women, used as an advocacy tool prior to and beyond FfD Conference.

AMwA together with other partners engaged in a strategic communications workshop from the 29th to the 1st of July 2015, Nairobi that facilitated communications personnel from various

organizations to strengthen individual and/or organizational capacities to engage in advocacy initiatives on the post2015 agenda and FfD processes.

Following the final negotiations of Agenda2030, AMwA participated in the Feminist Forum organized by the Women Major Group (WMG) in New York from 21st -27th September 2015 to reflect on the Post 2015 Agenda Process. The Meeting reviewed the Post2015 processes &AAAA and how the WMG had influenced the processes. It facilitated the identification of key strategies for engagement in follow-up processes especially the development of indicators for the 169 targets and 17 goals, including monitoring of the implementation of SDGs.





Members of the WMG pose for a group photo at the UN, New York, July 2016

The Forum called for linkages in monitoring of the SDGs to all other existing processes and frameworks such as Beijing Platform for Action, CEDAW, CSW, ICPD and Resolution 1325 among others. As critical players in the implementation process we defined and shared our feminist visions and commitments to support the realization of the 17 SDGs at an individual / organizational level.

Our efforts paid off to a certain extent, although there were issues not fully addressed in the outcome documents such as the curbing of illicit financial flows, weak language on sexual & reproductive health and rights, we secured the standalone gender equality goal and robust recognition of gender equality in the Agenda compared to the MDGs, a cause to celebrate. The uphill task is for us to monitor & contribute to the implementation of the Agenda.

3.3.4 What Makes Societies Resilient? Expanding the Thinking on Resilience

The Commonwealth People's Forum (CPF) is held every two years on the margins of the Commonwealth Heads of Government Meeting (CHOGM). The CPF brings together civil society representatives from around the world to discuss and debate key issues facing Commonwealth people. With support from Commonwealth Foundation, AMwA participated in the Commonwealth Peoples' Forum that was held from 23rd-26th November 2015 in Malta. Under the theme "What Makes Societies Resilient?" The forum CPF 2015 contributed to expanding the current thinking on resilience that had in the past

“We should all participate in the development of the MENU and we should all be on the DINNING TABLE.”

focused on economic and environmental aspects to include and explore aspects of governance - laws, institutions and processes. In order to build the resilience, there must be a change in the current power dynamics to allow community engagement and participation in decision-making processes, where people are part of developing solutions to address fundamental problems.

The forum presented an opportunity for participants especially from Africa to demystify 'Resilience' and what it meant in circumstances where our governments heavily depend on the international aid, over dependency on external forces cannot allow developing nations to emerge; where policies are made at international level without the input of all stakeholders. Global policies can only be effective if they are informed by the lived realities and experiences.

3.3.5 AMwA@ 60th Commission on the Status of Women

Established by ECOSOC resolution 11(II) of 21 June 1946, the Commission on the Status of Women (CSW) is a functional commission of the United Nations Economic and Social Council; a global policy-making body exclusively dedicated to promoting gender equality and the empowerment of women. The 60th CSW addressed the priority theme 'Women's empowerment and its link to sustainable development' and evaluated progress in the implementation of the agreed conclusions from the fifty-seventh session (2013) on 'The elimination and prevention of all forms of violence against women and girls'. In addition, the commission discussed its multi-year programme of work.



Prior to the CSW, AMwA worked with local and regional partners to strategically position African women's effective engagement in the 60th CSW Africa. Working under the auspices of the NGOCSW/ Africa, a Pre-CSW60 strategic planning meeting was held in Nairobi in February 2016 in which African women collectively developed a policy document detailing priority asks for the 60th CSW presented at the NGOCSW Africa parallel event and used as an advocacy tool. Representing African Women voices, AMwA engaged in various sessions during the CSW including parallel events, African Women's Caucus meetings and mobilized African women to actively engage and lobby Members States for inclusion of African women's priorities in the outcome document.

As part of the activities to mark 30 years of herstory, AMwA in partnership with Global Fund for Women, and The Match International Women's Fund held a parallel event on March 18th, 2016 under the theme; Tried But Not Tired; Engaging African women in peace building and decision making processes for sustainable peace and development. Over 40 delegates from the African Union, Government, CSOs and development partners participated at the event. The rich discussions prompted by a distinguished panel of speakers among whom the African Union Special Envoy on Peace and Security, Ms Bineta Diop, the Chairperson of AMwA: Ms. Thokozile Ruzvidzo; a renown Feminist from Zambia Ms. Sara Longwe led to key recommendations that included;

- Effective score card use to measure AU progress in integrating gender in aspects of peace security
- Developing reporting frameworks to monitor the implementation of laws and policies established
- Use of African feminism to prevent violence and promote peace and security
- Supporting and building women's leadership capacities to meaningfully engage in peace and security.

The event highlighted AMwA's contribution to advancement of women's rights over the last 30 years; with specific reference to issues of women's peace and security, opportunities created for networking among different stakeholders and fronted a number of the recommendations that have continued to inform AMwA's interventions of peace building in the Great Lakes Region.



Right to left- Ms. Thokozile Ruzvidzo, Ms. Sara Longwe, Ms. Irene Ovonji, and Josephine at AMwA parallel Event, March 2016



Left -Ms. Eunice Musiime networking at the FOKUS parallel event, March 2016

3.3. Institutional enhancement for effective programming & development

As an organization anchored on the African Feminist Charter, AMwA values and supports the team mandated to drive the organization's agenda to learn, relearn and unlearn. Staff is continuously encouraged to undertake short courses and engage in various capacity building forums delivered by partner organizations from whom we learn and share best practices. In addition AMwA, firmly believes in the spirit of sisterhood and continuously strives to nature an organization in which staff are able to support each other through the journey of realizing the organizational goals and aspirations.

3.3.4 AMwA welcomes new Executive Director

During this reporting period, AMwA welcomed a new Executive Director, Ms. Eunice Musiime. Ms Eunice Musiime is Lawyer with extensive experience in policy analysis, human rights activism, social justice advocacy, civil society strengthening and program management.



The appointment of Ms. Eunice Musiime gives AMwA an opportunity to tap into her vast experience in policy research and analysis, action oriented gender-related advocacy and her well-grounded placement in relevant organizational networks. This appointment will present AMwA with great growth opportunities under her stewardship.

3.3.5 Staff Team Building Retreat

AMwA organized a team building retreat on the 30th of October, 2015 at the Forest Cottage. It was a critical space that enabled staff to reflect on their strengths and weaknesses, learn and/ re-learn office etiquette and the importance of working as a team. Overall the retreat was a needed space as it enabled staff to interact and connect with the new Executive Director outside the formal office space, thus creating a strong team spirit that is supporting the organization to meet its goals.



AMwA staff listen to Professor Maggie Kigozi, Board Member, AMwA at the Staff Retreat, October 2016

3.3.6 Internship

Under AMwA internship programme, two interns were recruited to support the Programs and Finance Team. Ms. Sharon Katuura, who is supporting the program team, is an educationalist from Makerere University, who has worked with different research institutions and organizations focused on promoting human rights & good governance. While Ms. Rita Kisakye who is supporting the Finance department is a graduate with a Bachelor of Science in Accounting and Finance from Kyambogo University; Uganda. The support rendered by interns and volunteers to AMwA is highly valuable. The internship program contributes to shaping the feminist leadership journey of many interns and volunteers majority of whom have continued to support the organization in various capacities.

**“Whenever one of you holds a burning candle,
it is often the one who ignited the candle that is
credited; so let us support one another to shine,
Dr. Maggie Kigozi, Board Member, AMwA”**

3.3.7 From Strength to Strength; A review of 2011/2016 & Design of a new Road Map 2016/2019

During this financial year AMwA, embarked on the process of reviewing the 2011/2016 strategic plan and crafting the new strategic plan 2017/2019. The review of the strategic plan 2011/2016 revealed key milestones realized that are contributing to the transformation of women's lives in various ways that included: AMwA's Leadership role in mobilizing civil society and strengthening collective advocacy on the International Conference of the Great Lakes Region; Delivering tailor-made trainings for different constituencies such as the Open Society Initiative for Southern Africa, The East African Legislative Assembly and Rwanda Women's Network; Amplified African Women Voices and created sustained engagement on the Post-2015 Development Process leading to adoption of a standalone goal on gender equality; Document of Alumnae impact stories and Undertaking ground breaking research on the feminist perspectives in new emerging areas.

As we reflected on our leadership journey like any young woman in her 30 thirties, with so much potential, opportunities and enthusiasm for life, AMwA and her products are still relevant and much needed by African women. Therefore embarking on the design of a new strategic plan is an exciting journey as we have engaged various stakeholders and undertaken extensive consultations with various interest groups to support us in not only building on the already existing efforts but also rekindling the inner power that will elevate the organization to her next level of leadership.



GOAL4: Develop and sustain a financially viable and increasingly sustainable organization

Financial sustainability and viability remain critical elements of AMwA's feminist leadership journey. Therefore, AMwA has continued to nature and build partnerships with various stakeholders to support her work. Amidst the ever evolving geo-political environment and cutbacks in financing particularly for women's rights work, AMwA has been forced to adopt and adapt to emerging models of resource mobilization, such as collaborative initiatives, co-creation and income generating initiatives for the organization's development and financial sustainability. During this reporting period AMwA continued to nature the existing partnerships and secured new partnerships from AMPLIFY CHANGE, Common Wealth Foundation and Global Fund for Women

Financial Performance

The total income for the Financial Year Ending March 2016 was USD302, 925. This shows a decline in total income for the period of USD14, 883 (5%) compared to the prior year. Total expenditure was USD233, 414, showing a reduction in total expenditure of USD 137,995 (37%) compared to the Financial Year Ending March 2015. The surplus after foreign exchange losses was USD65, 672.

Income

The Income in Financial Year Ending March 2016, decreased by 5% when compared to income in the Financial Year Ending March 2015. 97% of the income received is from Development partners whereas 3% is other Income from partner organisations which catered for travel expenses. The reduction in income is due to closure of some projects and reduction in core support from donors. Our esteemed Funders and Development Partners in the Financial Year 2015/2016 were Amplify Change, Common Wealth Foundation, Ford Foundation, Global Fund for Women, Institute of International Education and The Match International Women's Fund.

Expenditure

The total Expenditure in the Financial Year Ending March 2016 was USD233, 414 whereas the total Expenditure in the Year Ending March 2015 was USD371, 409. This shows a reduction in total expenditure of USD137, 995 which is a 37% reduction. The reduction in expenditure is attributed to closure of some projects and cutting down on some costs.



Receipts & Payments Statement for the year ended 31 March 2016



	Note	2016		2016		2015	
		Budget	Actual	Budget	Actual	Actual	Actual
		shs	Shs	USD	USD	Shs	USD
Receipts							
Grants Received in a year	9.3	929,835,000	982,796,198	309,945	295,145	747,306,665	288,840
Bank Interest		-	170,555	-	50	-	-
Other Income		10,728,000	26,328,435	3,576	7,731	68,947,762	28,968
Total Receipts		940,563,000	1,009,295,189	313,521	302,925	816,254,427	317,808
Payments							
Programme Costs							
Become a recognized centre of Excellence on Transformational Feminist Leadership for African Women	9.4 (a&b)	586,287,000	266,396,707	195,429	77,560	653,580,772	250,322
Develop & Sustain a strong & Dynamic Community of 'AMwAZons for learning, support & collaboration	9.4 (a&b)	39,171,000	23,891,050	13,057	6,964	2,435,641	948

Develop & Sustain a feminist organisation structure & culture that excels at learning ,creativity & innovation	9.4 (a&b)	158,151,000	107,538,635	52,717	32,988	109,987,247	41,450
Create & Sustain a Financially Viable & Increasingly Sustainable Organisation		-	-	-	-	-	-
Program support & Administration Costs	9.4 (a&b)	434,493,000	382,394,325	144,831	115,902	204,813,393	78,687
Total Programme Costs		1,218,102,000	780,220,717	406,034	233,414	970,817,053	371,409
Foreign Exchange Gain/(Loss)		-	56,560,216	-	(3,840)	70,065,891	(6,524)
Net Surplus/(Deficit)		(277,539,000)	285,634,687	(92,513)	65,672	(84,496,735)	(60,125)

Fund Balance Statement as at 31 March 2016

	Notes	2016		2015	
		Actual	Actual	Actual	Actual
		Shs	USD	Shs	USD
Property ,Plant and Equipment	9.5	2,539,471	751	6,489,792	2,181
Cash and Cash Equivalents	9.6	1,081,340,652	319,977	525,052,644	176,428
Accounts Receivable and Other Assets	9.7	43,449,653	12,857	22,488,327	7,557
		1,127,329,776	333,585	554,030,763	186,166

Represented by:

Fund Balance as at 1 April	9.11 (a&b)	492,693,656	165,555	480,257,358	193,107
Prior year adjustments*	9.12	40,139,091	10,965	96,933,033	32,572

Restated Fund balance 01 April		532,832,746	176,519	577,190,391	225,679
Surplus / (Deficit)	9.3	285,634,687	65,672	(84,496,735)	(60,125)
Accumulated Fund Balance		818,467,433	242,190	492,693,656	165,555
Deferred income	9.10	285,373,012	84,444	-	-
Accounts Payable	9.8	20,949,860	6,199	54,847,315	18,430
Fund Balance as at 31 March		1,127,329,776	333,585	554,030,763	186,166

These financial statements on pages 10 to 23 were approved by the directors on 2016 and were signed on their behalf by:

Ruzvidzo

.....

Chairperson AMWA Board of Directors

Ms. Thokozile Ruzvidzo

Musiime

.....

Executive Director

Ms. Eunice Musiime



Lessons learned, challenges & way forward



Lessons

- **Celebrating Achievements:** It is sometimes important that we acknowledge and celebrate any achievements as we pursue the gender equality struggle, even when we did not secure all our asks for instance from the 2030 Agenda and CSW60 outcomes, there are a number of critical elements that we secured that call for celebration as we work on pushing the demand envelope further.
- **Increased Untake:** As a result of sharing the AWLI model, organizations have increasingly adopted and incorporated different modules of the AWLI curriculum into their programs, and there has been an increased demand from individual women and /institutions to undertake the African women Leadership Institute.
- **Shared Reflection Opportunities:** It is evident that when institutions create opportunities of learning and sharing best practice, we are able to deeply reflect on what is working or not working for us, strategize, learn from each other, strengthen the sisterhood and refine our institutional and/ collective interventions all of which are essential in supporting GEWE.

Challenges

- **Limited Resource Envelope:** Financing for women's rights work is continuing to dwindle while the hurdles facing African women continue increase and manifest in different forms. As a result we have had to work with minimal resources that have largely been project based with limited and/ or lack of core organizational support.
- **Effective Monitoring:** As a Pan African Organization AMwA largely depends on partners and alumnae focal persons in the different regions to support her in delivering of the organizations activity implementation. Given the nature of these partnerships it is sometimes challenging to effectively deliver and monitor the programmes.
- **Governance:** The operating environment across the African continent remains a challenge for Civil Society thus constraining civic space. For instance the Public Order and Management Act 2013 of Uganda contravenes some of the constitutional provisions on the rights to assemble and peaceful demonstrations



Way Forward

- Strengthening the existing partnerships with AMwA partners and alumnae networks to support AMwA's programmes beyond the implementation phase for effective monitoring and tracking of the programmatic interventions.
- Enhance AMwA's Monitoring, Learning Evaluation and Reflection mechanisms to effectively track and measure the programmatic interventions and /impact on the lives of beneficiaries as well as their communities.
- Mobilize and dialogue with different stakeholders to appreciate the urgency for resourcing the gender equality Agenda and look into other non-traditional forms of financing for gender equality.
- Strengthening opportunities to work with government and other stakeholders to appreciate the critical role of Civil Society in development and ensure their support for a more collaborative and effective working opportunities.



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President International Executive Board



ALBERTA BOSTON MAMMAH,
Treasurer International Executive Board



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Member



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Board Member



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Staff



EUNICE MUSIME
Executive Director



VIVIAN B. NGONZI,
Executive Assistant/HR



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Communications & Advocacy
Officer



NAMBI MARGRET
Finance Officer



COSTANCE TUMUHAMYE
Front Desk Manager



**RITA NAMAKULA
KISAKYE**
Finance, Intern



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Program, Intern



BOSCO KOMAKECH
Driver



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