



2010

Femmes Africa Solidarité

ANNUAL REPORT



Femmes Africa Solidarité

TABLE OF CONTENTS

MESSAGE FROM THE CHAIR OF THE EXECUTIVE BOARD	1
MESSAGE FROM THE EXECUTIVE DIRECTOR	2
VISION, MISSION & OBJECTIVES	3
MAIN HIGHLIGHTS	4
PROJECT WORLD MAPPING	5
PROJECT HIGHLIGHTS	7
ADVOCACY	
▪ National Action Plan (NAP) on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in Burundi, the Democratic Republic of the Congo (DRC) and Rwanda	7
▪ National Action Plan (NAP) on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in Liberia, Guinea, Sierra Leone and Côte d'Ivoire	9
▪ Gender is My Agenda Campaign (GIMAC)	11
▪ African Gender Forum & Award (AGFA)	13
▪ International Advocacy to Transform States Policies into Practice for Gender Parity and Mainstreaming	15
EMPOWERMENT	
▪ Engendering the Peace Process in Darfur, Sudan	
▪ Building Democratic Institutions through Gender Equality in the Democratic Republic of the Congo (DRC)	17
▪ Women's Advocacy on Human Rights and Fundamental Freedoms in Eastern Democratic Republic of the Congo (DRC)	19
▪ Training and Mentoring Programme for Women-Led Businesses Project in the Democratic Republic of the Congo (DRC), Liberia, Mozambique, Rwanda, Senegal and South Africa	21 23
INSTITUTIONAL HIGHLIGHTS	25
INSTITUTIONAL DEVELOPMENT	26
▪ 2010 Donors	27
▪ 2010 Partners	27
▪ Board Members	28
▪ Board Committees Chairpersons	29
▪ Advisory Board Members	29
▪ Members	29
▪ FAS Staff	30
ADMINISTRATION & FINANCE	31
▪ Management letter to the board from the auditor	31
▪ Statement of Income and Expenditure for the Year ended December 31, 2010	32
▪ Balance Sheet 2010	33
PLANS & PRIORITIES	34



MESSAGE FROM THE CHAIR OF THE EXECUTIVE BOARD

2010 has been a year of notable events. We witnessed the grave consequences of the Global Crisis of Food, Fuel and Finance and its impact on the livelihoods of women. Women in Africa also experienced the devastating effects of displacement and insecurity as a result of armed conflict and political unrest.

However, 2010 was also a milestone year for the advancement of the women's peace agenda. It marked the 15-year Review of the Beijing Action Plan, the 10-year Anniversary of the United Nations Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security and the Millennium Development Goals (MDG) Review Summit. In addition, in Africa, the African Union (AU) declared 2010 as the Year of Peace and Security and launched the African Women's Decade (2010-2020).

In the face of challenges, Femmes Africa Solidarité (FAS) has worked tirelessly to fulfil its mandate to promote the role of African women in peace building and conflict resolution by developing and strengthening their capacity for effective leadership as strong decision-makers and peacebuilders, and for them to maximize and reach their full potential. Over the past year, FAS has strove to uphold the rights of women and to transform gender policies into reality in the lives of women on the ground.

With activities in countries that have experienced conflict, such as Sierra Leone, Guinea, Côte d'Ivoire, Liberia, the Democratic Republic of the Congo (DRC), Rwanda, Burundi and Sudan, FAS has been very proactive in taking measures aimed at preventing violence against women and has responded swiftly in situations of conflict to advocate for peace and to ensure that the issue of gender, peace and security in Africa was brought to the forefront on the African Continent and in the international arena.

FAS has seized opportunities in 2010 to translate words and promises into action on the ground and to promote women's inclusion and participation. Over the past year, Member States of the United Nations have reiterated their commitment to protect women during armed conflict. FAS 2010 Annual Report illustrates how FAS has engaged African countries to fulfil their commitments and to develop their National and Regional Plans of Action and the Implementation of UNSCR 1325.

From promoting women's inclusion in peace negotiations and ensuring women's participation on national, regional and international peace platforms to supporting the empowerment of women and building their capacity, FAS 2010 Annual Report showcases some of the many development results FAS has helped bring about.

FAS strength drives from the partnership and support of the donors, partners, networks and friends who make the organization's work possible. Many of them have been part of FAS story from the very beginning. What they all have in common is a commitment to promote women's rights and gender equality. On behalf of the organization, I would like to extend our deepest thanks for their most generous support.

FAS will continue to foster strong partnerships for gender mainstreaming and development within and beyond the African Continent. I commend the work of FAS staff under the leadership of FAS Executive Director in embracing a model of good to excellence. By keeping a strong focus on results and continuously improving how we work, I am confident that we will continue to make a significant difference in favour of peace and gender mainstreaming.

Yours in Solidarity,

Marie Louise Baricako
Chair of the Executive Board



MESSAGE FROM THE EXECUTIVE DIRECTOR

The anniversary presented a unique opportunity for Member States to reaffirm their commitment to the principles of UNSCR 1325.

FAS also contributed to the outcome document of the 15-year Review of the Beijing Platform for Action. FAS will continue its work in the Democratic Republic of Congo (DRC) where, despite the signing of a peace agreement and the election of parliamentarians, the democratic process remains fragile.

During the year, FAS conducted a successful project to build the capacity of parliamentarians by setting up the Parliamentary Network in Gender and Parity – *Réseau Parlementaire Genre et Parité*– in the provinces of North and South Kivu and Maniema.

FAS Women-Led Businesses project, impacting women from Liberia, South Africa, the Democratic Republic of Congo (DRC), Mozambique, Senegal and Rwanda has resulted in strong relationships between mentors and mentees and the improvement of the entrepreneurial and business skills of the participants. We are happy to note the progress of this project, as we believe that women's economic empowerment will lead to more stable communities.

FAS's advocacy activities and collaboration with other NGOs was enhanced during the Gender is My Agenda Campaign (GIMAC) sessions. Under the leadership of FAS as coordinating entity, the network has grown from ten to over 55 organizations, with many more observers participating in the bi-Annual summits, to monitor the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA). Following the session in January, a Shadow Report on the recommendations derived from the proceedings was presented to the African Union (AU). Based on the findings of GIMAC in 2009, FAS awarded to the President of Mozambique the African Gender Award in 2010.

Our strength is found in the support that we receive from our donors, partners, networks and the FAS team. My sincere thanks to all who have helped make this year a successful one. I would especially like to thank, among others, the European Union (EU), the Government of Finland, the Government of Norway, the Government of Senegal, the Government of Spain, the Swedish International Development Agency (Sida), the United Kingdom Department for International Development (DFID), and the United Nations Democracy Fund (UNDEF) for their support of FAS.

We look forward to increased collaboration and success in 2011 in empowering the women of Africa.

Bineta Diop
Founder and Executive Director

The 2010 Annual Report outlines the progress made by Femmes Africa Solidarité (FAS) to achieve the goals of the 2008-2012 FAS Strategic Action Plan towards *Engendering the Peace Process for the attainment of human security and durable peace in Africa*, through empowerment and advocacy initiatives. This report details the achievements of the different projects, organizational development and priorities for 2011.

With 14 years of experience and practice on women, peace and security issues in Africa, FAS continued, in 2010, to build on past achievements and create new opportunities to safeguard and engender peace processes in Africa. The organization worked in eight conflict and post-conflict countries in three regions of the African continent – the Mano River Region (Guinea, Liberia, Sierra Leone and Côte d'Ivoire), the Great Lakes Region (Burundi, the Democratic Republic of the Congo (DRC) and Rwanda) and the Horn of Africa Region (Sudan) – and ensured that African women's voices were heard on the continent and internationally as well.

A significant achievement for the organization was the launching of National Action Plans on the implementation of United Nations Security Council Resolution (UNSCR) 1325 by countries of the Great Lakes and the Mano River Regions. FAS supported this process and that of the development of Regional Action Plans and I am happy to report that both regions have now developed Regional Action Plans.

I am also pleased to note the successes of our engagement with the Human Rights Council (HRC), where we contributed efforts to bring about the adoption of two key resolutions to protect the rights of women: *Accelerating efforts to eliminate all forms of violence against women: ensuring due diligence in prevention* and *Discrimination against Women in law and practice*.

On the occasion of the 10-year Anniversary of UNSCR 1325, I was honoured to co-chair the Civil Society Advisory Group (CSAG) along with Mary Robinson, Former President of Ireland and President of the Mary Robinson Foundation – Climate Justice (MRFCJ). The Group was able to put forth a number of recommendations to improve the implementation of UNSCR 1325 by the United Nations Member States and civil society.



VISION, MISSION & OBJECTIVES

VISION

Femmes Africa Solidarité (FAS) vision is that each and every African woman can play a role in conflict prevention and resolution, and peacebuilding, contributing to peace in Africa, while improving their own life at the same time.

FAS recognizes that women are disproportionately affected by violent conflicts. However, rather than perceiving women only as passive victims, FAS acknowledges that women are also active civil society agents with skills, strengths, and the potential to bring about positive change for their own countries and themselves, and beyond.

MISSION

With this vision in mind, FAS primary mission is to empower African women to assume a leadership role in building peace.

FAS is a non-governmental organization (NGO), created by African women leaders, without racial or religious agenda, using international instruments such as the Uni-

ted Nations Resolution 1325 as its main conceptual framework for guiding its projects. FAS added value lies in FAS capacity to support women's effective role in conflict prevention and peace building in Africa both at the national, sub-regional, regional and international levels.

OBJECTIVES

FAS develops and implements programmes that fall within 4 main objectives:

- **Fostering, supporting and promoting women's initiatives** in the prevention, management and resolution of conflicts in Africa, and for the respect of their rights;
- **Strengthening women's leadership capacity**, including at the grassroots level, to restore and maintain peace in their countries;
- **Engendering policies, structures, programmes and the peace process** for the attainment of durable peace and human security in Africa;
- **Advocating** at the national, regional and international levels **for African women's rights and concerns, and their critical role** on issues of peace and security.

MAIN HIGHLIGHTS

BEYOND BUILDING NATIONAL ACTION PLANS ON UNITED NATIONS SECURITY COUNCIL RESOLUTION (UNSCR) 1325: A REGIONAL APPROACH IN THE GREAT LAKES REGION AND THE MANO RIVER REGION

In 2010, the first Regional Consultation on the implementation of UNSCR 1325 in the Mano River Region took place in July in Freetown, Sierra Leone. This milestone event brought together women from Sierra Leone, Guinea, Liberia and Côte d'Ivoire and launched the process for the development of a

Regional Action Plan. In the Great Lakes Region, gender-specific indicators and budget workshops were held in Rwanda, Burundi and Democratic Republic of Congo (DRC), in preparation for the finalisation of a Regional Action Plan in early 2011.

PROMOTING WOMEN'S ECONOMIC EMPOWERMENT FOR SOCIAL ECONOMY

Under the Training and Mentoring Programme for Women-Led Businesses in the Democratic Republic of the Congo (DRC), Liberia, Mozambique, Rwanda, Senegal and South Africa, Femmes Africa Solidarité

(FAS) built the capacity of 25 African businesswomen in negotiation skills and information technology networking during a three-day negotiation workshop.

ENHANCING SUDANESE WOMEN'S CAPACITY IN GOVERNANCE

To facilitate women's participation in the governance and democratic processes in Sudan, FAS trained 60 women in Khartoum on gender-based violence and conflict management. In Juba, FAS

organized two capacity building workshops on the South Sudan referendum, trauma management, UNSCR 1325, leadership and governance, resulting in a total of 272 women trained.

PROGRESS MADE ON ADVANCING WOMEN'S EDUCATION AND HEALTH: FINDINGS FROM THE GIMAC SHADOW REPORT ON THE IMPLEMENTATION OF THE SOLEMN DECLARATION ON GENDER EQUALITY IN AFRICA (SDGEA)

As an initiative of the Gender Is My Agenda Campaign (GIMAC), a network of more than 55 organizations, coordinated by FAS, compiled a Shadow Report that was officially launched in January at the margins of the AU Head of States

Summit by Mary Robinson, the Former President of Ireland. The report revealed that out of 53 Member States, only 34% have honoured the commitment of reporting on progress made on the SDGEA, as required under Article 12 of the SDGEA.

FAS ADVOCACY IN ACTION CONTRIBUTED AND LED TO ADOPTION OF RESOLUTION A/HRC/15/L.15 ON DISCRIMINATION AGAINST WOMAN IN LAW AND PRACTICE

Resolution A/HRC/15/L.15 was adopted by consensus by the Human Rights Council (HRC) in October 2010. It marked a huge step in the promotion of the equal participation of women and the protection of women's rights. FAS supported the adoption of the resolution by co-signing an oral

statement with Equality Now and 31 other NGO's, urging the acceptance of this resolution. To get the resolution passed, FAS approached the African Member States Group to secure their support during the voting process.

REACHING OUT TO THE AFRICAN UNION: A UNIQUE MANDATE TO WORK WITH THE PANEL OF THE WISE

In the context of the African Union (AU) Year of Peace and Security and the proclamation of the African Women's Decade (2010-2020), the African Union Peace and Security Council, for the first time in its existence, requested an NGO, FAS, to work in

partnership with the Panel of the Wise to coordinate dialogue between the AU peace and security architecture and civil society organizations working on the ground in the area of gender, peace and security.

PROJECT WORLD MAP

Femmes Africa Solidarité (FAS) empowers and supports African women to assume a leadership role in building peace at the national, sub-regional, regional and international levels.



Find the legend on your right

ADVOCACY

Sub-Regional

1 National Action Plan (NAP) on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in Burundi, the Democratic Republic of the Congo (DRC) and Rwanda

In the aftermath of the conflicts in the Great Lakes Region, it became clear that it was crucial to establish a project at the regional and national levels to enable the full implementation of women's rights. This project aims to contribute to gender equality and mainstreaming in peace, security and development policies and plans through the sustained and systematic implementation of a NAP on UNSCR 1325 in selected African countries.

2 National Action Plan (NAP) on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in Liberia, Guinea, Sierra Leone and Côte d'Ivoire

This project ensures that the National Action Plans (NAPs) take into account the national specificities of each country and that, regionally, they complement and reinforce each other.

Regional

3 Gender is My Agenda Campaign (GIMAC)

The GIMAC, created in 2006 by and for civil society, with Femmes Africa Solidarité (FAS) as the coordinating entity, to monitor the progress made by African Union (AU) Member States on the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA), has now institutionalized biannual Pre-Summits Consultative Meetings prior to AU Head of States Summit and is comprised of more than 55 partner organizations. The Pre-Summits are held twice a year every 6 months: in January in Addis Ababa, Ethiopia and in June in another African country.

4 African Gender Forum & Award (AGFA)

Initiated by Femmes Africa Solidarité (FAS) and its PanAfrican Centre for Gender, Peace and Development (PAC) in 2005, AGFA aims to recognize outstanding efforts of African governments, civil society and the private sector towards the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA). The African Gender Forum seeks to ensure that there is actionable discussion and cooperation between African women networks, social, political and economic networks.

International

5 International Advocacy to Transform States Policies into Practice for Gender Parity and Mainstreaming

Femmes Africa Solidarité (FAS) promotes women's participation in peace processes and mainstream gender into policies and programmes related to peace, security and development in International Fora.

EMPOWERMENT

National

6 Engendering the Peace Process in Darfur, Sudan

The project aims to support the Sudanese Women Association for Darfur (SWAFOD) members to effectively participate in the peace process of their country. This association was created with the objective of putting together women's groups in Sudan around a common peace-building agenda for Darfur and mobilizing the Sudanese women to benefit from the capacity building project for effective participation in the peace process.

7 Building Democratic Institutions through Gender Equality in the Democratic Republic of Congo (DRC)

Following the devastating war that ravaged the DRC for decades, this project seeks to build the capacity of policy makers at various levels, strengthening their knowledge of legal instruments and providing them with skills on human rights, democratic governance and the rule of law, leadership, advocacy and coalition building. FAS aims to ensure their meaningful contribution to the adoption of laws, policy and programmes that promote justice, reconciliation and popular participation.

8 Women's Advocacy Human Rights and Fundamental Freedoms in Eastern Democratic Republic of Congo (DRC)

The project objective is to enhance the capacity of women in eastern DRC to effectively advocate for their rights and fundamental freedoms at all levels. Working together with the Permanent Dialogue Framework of the Congolese Women (CAFCCO), in order to improve their own situation locally and to have an impact on the situation of women in DRC, the Great Lakes Region and other African countries.

Regional

9 Training and Mentoring Programme for Women-Led Businesses Project in the Democratic Republic of the Congo, Liberia, Mozambique, Rwanda, Senegal and South Africa

FAS assisted 22 women in the transformation and expansion of their business into consolidated medium-sized enterprises, generating employment and economic benefits in the respective communities. With the aid of donors, participants were equipped with the business management skills and ICT tools needed to succeed in their business environments.

ADVOCACY

National Action Plan (NAP) on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in Burundi, the Democratic Republic of the Congo (DRC) and Rwanda

ENSURING IMPLEMENTATION OF UNSCR 1325 IN THE GREAT LAKES

In the aftermath of the conflicts in the Great Lakes Region, it became clear that it was crucial to establish a project at the regional and national levels, to prioritize issues related to gender inequality and to enable the full implementation of women's rights at all levels, both in times of peace as well as in times of conflict.

In this context, in 2007, Femmes Africa Solidarité (FAS) launched a project on the implementation of United Nations Security Council Resolution (UNSCR) 1325 in the Great Lakes Region, which

culminated in the development of National Action Plans (NAPs) in 2010 by Rwanda, Burundi and the Democratic Republic of the Congo (DRC). These achievements were significant and timely, and particularly so, as 2010 marked the 10-year anniversary of UNSCR 1325. As a result, Open Days on Women, Peace and Security were held in Burundi and the DRC, enabling direct dialogue between women's peacebuilding organizations, women community leaders and senior UN country representatives.

HARMONIZATION WORKSHOPS TOWARDS A REGIONAL ACTION PLAN

FAS conducted indicator and budget workshops in 2010 in all three countries: Rwanda and Burundi in July and DRC in September. The workshops reviewed gender-specific indicators for the implementation of UNSCR 1325 and formulated recommendations for gender-sensitive policies and budgeting of governments.

Most participants had little initial understanding of qualitative and quantitative indicators and their use with regards to the NAP. During the workshops, indicators were reformulated, particularly in Burundi and the DRC where they were quite vague, so that the situation on the ground would be more effectively monitored. The workshops also focused on the inclusion of impact indicators. These qualitative indicators are crucial to foster an increased and nuanced understanding of impact and outcomes achieved in the project.

The budgeting aspects of the workshops focused on training women to be involved in processes related to initiating and allocating gender-sensitive budgets.

In Burundi and in the DRC particularly, high-level Government officials were directly and officially involved and actively participated, asking questions regarding gender-sensitive budgeting and received guidance on this topic.

As the project drew to a close, much emphasis was placed on setting a solid foundation for regional initiatives on UNSCR 1325 and reinforcing the relationship between the three countries. In March, the Rwandan Government and the International Conference on the Great Lakes Region hosted, with support from FAS, a Regional Consultation Workshop on UNSCR 1325.

The indicators and budget training also contributed to a harmonization of internationally approved indicators between the three countries. These workshops have set the foundation for the upcoming February 2011 Regional Consultation on the implementation of UNSCR 1325 in the DRC, where it is foreseen that a Regional Action Plan will be adopted.



Participants at the Bujumbura (Burundi) workshop for the implementation of UNSCR 1325

PROJECT OBJECTIVE

Prioritisation of gender inequalities and obstacles to women's empowerment and the full realization of women's legal and human rights in peace and security policy and programming work at all levels

DONOR

Government of Finland

PARTNERS

Pro-Femmes/Twese Hamwe, Women organizations network of Burundi (CAFOB), Permanent Dialogue Framework of the Congolese Women (CAFCO)

National Action Plan (NAP) on the implementation of United Nations Security Council Resolution (UNSCR) 1325 in Liberia, Guinea, Sierra Leone and Côte d'Ivoire

IMPLEMENTING UNSCR 1325 - WOMEN IN THE MANO RIVER REGION

2010 marked the second year of Femmes Africa Solidarité's (FAS) project on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 in the Mano River Region. The project has adopted a two-step approach in supporting the implementation of UNSCR 1325 by strengthening and supporting the ongoing process in Liberia, Sierra Leone and Côte d'Ivoire and fully engaging in the process from the start in Guinea.

FAS is working to ensure that the National Action Plans (NAPs) take into account the national specificities of each country and that, regionally, they complement and reinforce each other. As it is often the case with programming in recent post-conflict states, the project faced challenges and risks with regards to security and stability throughout 2010, particularly in Côte d'Ivoire and Guinea. Nevertheless, it was a positive year for the project with critical activities held in all four implementing countries.

SETTING THE PATH TOWARDS NATIONAL ACTION PLANS

In Guinea, FAS organized a Solidarity Mission in March to draw attention to the mass rape and violence that took place in Conakry on 28th of September 2009. Participating in the Solidarity Mission were a former member of the African Union (AU) Pan-African Parliament, a representative of the Female Caucus of the Parliament of Sierra Leone, representatives of the Pan-African Women's Organization (PAWO), the Women Peace and Security Network Africa (WIPSEN-Africa), the West Africa Network for Peacebuilding (WANEP/WIPNET), and the Network on Peace and Security for Women in the ECOWAS Region (NOPSWECO).

In June, a MARWOPNET Election Observation Mission visited Guinea during their milestone electoral period to show support to the country's democratization process and to contribute to the efforts of Guinean civil society representatives to advocate for the mainstreaming of UNSCR 1325 in post-electoral programmes. Later that month, the Ministry of Social Affairs and Gender, submitted to FAS, its strategic plan to implement UNSCR 1325 and UNSCR 1820 towards the development of a NAP.

In Sierra Leone, the NAP on UNSCR 1325 was officially launched in June. In addition, the First Regional Consultation on the Implementation of UNSCR 1325 of the Mano River Region took place in July in Freetown.

This milestone event brought together women from all four countries to advocate for the full implementation of UNSCR 1325 NAPs and to begin the process of adopting a Regional Action Plan.

In Côte d'Ivoire, following the inclusion of the country to the Project at a critical time during the country's political process, FAS co-organized a two-day workshop on Security Sector Reform in April. With the Women Peace and Security Network Africa (WIPSEN-Africa), the African Security Sector Network (ASSN), and the United Nations Development Programme (UNDP). FAS made a presentation on its experiences in gender, peace and security and shared lessons learned and best practices. Due to the elections and post-electoral tensions in Côte d'Ivoire, the Second Regional Consultation towards a Regional Action Plan, which was scheduled to take place in Côte d'Ivoire in 2010, was postponed.

In Liberia, the Angie Brooks International Centre, in partnership with FAS PanAfrican Centre for Gender, Peace and Development (PAC), hosted a workshop in July on Enhancing Women's Participation in Peacebuilding in Post-Conflict and Crisis-Prone Countries. The workshop focused on strengthening women's skills in conflict mediation, conflict resolution, leadership and peace building.



Members of the Solidarity Mission to Guinea Conakry with the acting President, General Sékouba Konaté

PROJECT OBJECTIVE

Contribute to gender equality and mainstreaming in peace, security and development policies and plans through first, the sustained and systematic implementation of a NAP on UNSCR 1325 in selected African countries and ultimately the implementation of Regional Action Plans (RAP)

DONOR

Government of Norway

PARTNER

Mano River Women's Peace Network (MARWOPNET)

Gender is My Agenda Campaign (GIMAC)

THE ROLE OF CIVIL SOCIETY IN MONITORING THE SDGEA

Member States of the African Union (AU) marked a milestone achievement in the history of the gender agenda in Africa through the adoption of the Solemn Declaration on Gender Equality in Africa (SDGEA) at the third Ordinary Session of the AU Assembly in Addis Ababa, Ethiopia, in July 2004.

The Gender is My Agenda Campaign (GIMAC), created in 2006 by and for civil society, with FAS as the coordinating entity, to monitor the

progress made by AU Member States on the implementation of the SDGEA, has now institutionalized biannual Pre-Summit Consultative Meetings prior to AU Heads of State Summits. At the end of 2010, the GIMAC had convened 16 Pre-Summit Meetings and is now comprised of more than 55 partner organizations that are involved in campaigning and advocating on their thematic areas and regional expertise

FIRST GIMAC SHADOW REPORT FROM CIVIL SOCIETY

In January 2010, the 15th GIMAC session took place in Addis Ababa, Ethiopia and focused on the theme of Information and Communication Technology in Africa. The AU Commissioner (AUC) for Human Development, Science and Technology was a key presence during the Consultation and the GIMAC appealed for both African women and men to have access to information and communication technology. The AUC expressed his commitment to work with the GIMAC on the implementation of the GIMAC Science and Technology agenda and programmes.

During the session, a milestone achievement took place in Addis with the launch of the first GIMAC Shadow Report on the Evaluation of the Implementation of the SDGEA. At the launching event, the GIMAC Network welcomed Mary Robinson, Former President of Ireland and President of the Mary Robinson Foundation – Climate Justice (MRFJ), the former UN High Commissioner for Human Rights, the AU Women, Gender and Development Directorate (AUWGDD), and the United Nations Economic Commission for Africa's (UNECA) African Centre for Gender and Social Development (ACGS).

The 16th GIMAC session was held in Kampala, Uganda in July 2010 under the theme, *Maternal, Infant and Child Health*. Part of the Session focused on reducing maternal

mortality through safe abortions and was led by Ipas, a GIMAC partner working to advance women's reproductive rights.

In addition, partnership was strengthened with the International Labour Organization (ILO), which hosted a session on Gender and Social Economy in conjunction with FAS PanAfrican Centre for Gender, Peace and Development (PAC) and with the participation of women from the Women-Led Businesses programme. The World Young Women's Christian Association (YWCA) also actively participated in the session and facilitated the attendance and participation of women from the grassroots in Zimbabwe, accompanied by Her Excellency Dr. Olivia Muchena, Minister of Women Affairs, Gender and Community Development. The women met with key AU dignitaries to seek and consolidate support for their peace agenda, shared their experiences, and networked with FAS partners.

A group of GIMAC members and Mary Robinson met with President Yoweri Museveni of Uganda and President Abdoulaye Wade of Senegal, to discuss GIMAC recommendations on issues around health and maternal mortality and the upcoming 10-year anniversary of UNSCR 1325 in October. The possibility of a second AU Summit on Women and Gender issues was also raised.



From right to left - Mary Robinson, Bineta Diop, Lalla Ben Barka and Thelma Awori at the 15th GIMAC Pre-Summit, Addis Ababa, Ethiopia

PROJECT OBJECTIVE

Foster the accountability of the African Union (AU) and its Member States to their commitments for gender parity and mainstreaming and to build ownership of the Solemn Declaration for Gender Equality in Africa (SDGEA) among Civil Society Organizations (CSOs)

DONORS

African Union (AU), Open Society Initiative (OSI), African Women's Development Fund (AWDF), Urgent Action Fund (UAF), Ipas, Young Women's Christian Association (YWCA), International Labour Organisation (ILO), and Packard Foundation

PARTNERS

United Nations Economic Commission for Africa (UNECA), African Union (AU), African Women's Development Fund (AWDF), Urgent Action Fund (UAF), Institute for Inclusive Security, Ipas, Realizing Rights, Young Women's Christian Association (YWCA), and International Labour Organisation (ILO)

African Gender Forum & Award (AGFA)

AFRICAN LEADERS REWARDED FOR GENDER MAINSTREAMING

Femmes Africa Solidarité (FAS) and its PanAfrican Centre for Gender, Peace and Development (PAC) initiated the biennial African Gender Forum and Award (AGFA) to recognize and reward African Leaders or Government representatives who have demonstrated outstanding achievements in gender mainstreaming and women's advancement.

The Award also recognizes stakeholders from civil society and the private sector of the recipient country. The recipients of the Award are determined by a Selection Committee, chaired and composed of high level personalities, who are guided by specific criteria and indicators designed to monitor the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA).

The first Award was presented in 2005 to President Wade of Senegal and President Thabo Mbeki of South Africa, and in 2007, to President Paul Kagame of Rwanda.

In 2009, President Armando Guebuza of the Republic of Mozambique was nominated and Award Recognitions went to Forum Mulher and the Confederation of Business Associations of Mozambique (CTA-Ecosida), representing Mozambican civil society and the private sector respectively. Due to the 2009 Mozambican Presidential Elections, the Award ceremony was held in 2010.

MOZAMBIQUE PRESIDENT RECEIVES RECOGNITION FOR GENDER MAINSTREAMING

The 2010 Award ceremony, which took place in April at the Hotel Méridien President in Dakar, Senegal, was organized in conjunction with the unveiling of the Renaissance Monument, which formed part of the 50th Independence anniversary celebrations of the Republic of Senegal.

The event was hosted by President Wade of Senegal and attended by more than 50 Heads of State and Government officials. In his speech, President Wade recalled his new law for absolute parity in public institutions. President Guebuza expressed his gratitude to FAS for honouring him with the Award. He also recognized Forum Mulher and CTA-Ecosida for

Their great work in the field and went on to share that during the upcoming celebration of Mozambican Women's day in April, a Torch of Unity would start its journey through all of Mozambique's districts, "to crystallize the role women played for their own emancipation and in the struggle against poverty in Mozambique's current agenda". The Torch would end its journey in Maputo on the day of Mozambique's independence.

Prior to the Ceremony, a FAS delegation participated in the International Colloquium on African Renaissance, where they highlighted the important role women have played and continue to play in the African Renaissance.



H.E. President Abdoulaye Wade, H.E. President Armando Guebuza and Hon. Gertrude Mongella during the African Gender Award 2009 Ceremony, Dakar, Senegal

PROJECT OBJECTIVE

Ensure that there is cooperation between African Women networks and stakeholders on gender mainstreaming in social, economic and political issues

DONORS

Government of Senegal and African Women Development Fund (AWDF)

PARTNERS

FAS PanAfrican Centre for Gender, Peace and Development (PAC)
Gender is My Agenda Campaign (GIMAC) members

International Advocacy to Transform States Policies into Practice for Gender Parity and Mainstreaming

A DECISIVE YEAR FOR FAS TO ADVANCE WOMEN'S AGENDA WORLDWIDE

2010 marked three major international events related to gender: the 15-year Review of the Beijing Action Plan, the 10-year Anniversary of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, and the launch of the African Women's Decade

(2010-2020) by the African Union (AU). These celebrations provided key opportunities for Femmes Africa Solidarité's (FAS) international advocacy efforts at the African Union and at the United Nations.

FAS ADVOCACY COMMENDED AT THE HIGHEST LEVEL BY THE US SECRETARY OF STATE

FAS Executive Director was appointed co-Chair of the Civil Society Advisory Group (CSAG) on Women, Peace and Security along with Mary Robinson, Former President of Ireland and President of the Mary Robinson Foundation – Climate Justice (MRFJ). As co-Chair, FAS Executive Director attended high-level consultations such as the United Nations Security Council Retreat in September. FAS is the first non-governmental organization invited to the Security Council Retreat to speak on its work. The organization used this opportunity to discuss its experience and lessons learned in implementing the three Pillars (Protection, Promotion, and Prevention) of UNSCR 1325.

Throughout the year, FAS and the CSAG called upon Member States and the UN system to take urgent action to meet their commitments by increasing women's participation in negotiation, allocating further resources to women in the recovery process, and dedicating more efforts on protection and prevention. FAS particularly advocated for linking existing human rights mechanisms to UNSCR 1325, to establish relevant indicators that will contribute to the prevention of violence against women.

FAS's work on gender, peace and security was publicly acknowledged during the Ministerial-level Open Debate on women, peace and security in October where Hillary Clinton, United States Secretary of State, commended FAS Executive Director for her commitment to the protection of women: "*And finally, I would like to honour our colleagues in civil society, many of whom are on the frontlines - literally on the battle lines - in the fight for gender equality in conflict zones around the world.*"

Thanks in particular to Bineta Diop and Mary Robinson, co-Chairs of the UN Civil Society Advisory Group for Women, Peace and Security, who have been tireless advocates for peace and for women's inclusion".

During the 14th session of the United Nations Human Rights Council (HRC) in Geneva in June, FAS supported the Government of Canada's advocacy campaign to revise Resolution A/HRC/RES/14/12 on *Accelerating efforts to eliminate all forms of violence against women: ensuring due diligence in prevention*. The HRC adopted the revision proposed with a groundbreaking clause to include the theme of violence against women and girls in the HRC's annual full-day discussion at its 17th Session.

At the 15th session of the HRC in Geneva in October, FAS approached the African Member States Group to secure their vote to pass Resolution A/HRC/15/L.15 on *Discrimination against women in law and practice*. FAS also co-signed an oral statement with Equality Now and 31 other NGOs, urging the acceptance of this Resolution. The HRC adopted the resolution by consensus, marking a huge step in the promotion of the equal participation of women and the protection of their rights.

As a partner of the AU Panel of the Wise, FAS was asked to prepare and present a report on *Women and Children in Armed Conflict* to the AU Peace and Security Council during the Livingston Formula in March on Women and Children in Armed Conflict, in order to contribute to AU efforts to address the issues of vulnerable groups during armed conflicts and gender mainstreaming in the area of peace support operations.



Mr. Ban Ki-moon, UN Secretary-General, Ms. Asha-Rose Migiro, Deputy Secretary-General, and Ms. Bineta Diop (extreme right) during the Global Open Day in the 10th Anniversary of the UNSCR 1325, NY, USA

PROJECT OBJECTIVE

Promote women's participation in peace processes and mainstream gender into policies and programmes related to peace, security and development

DONOR

Swedish International Development Cooperation Agency (Sida)

PARTNERS

African Union (AU), Civil Society Advisory Group on women, peace and security (CSAG), Committee on the Status of Women (CSW), Conference of Non-Governmental Organizations (CoNGO), Equality Now, Gender Is My Agenda (GIMAC) Networks, Institute for Inclusive Security, United Nations Economic Commission for Africa (UNECA), Geneva and New York's Working Groups on Peace (WGP), and NGO Working Group on Women, Peace and Security (NGOWG)

EMPOWERMENT

Engendering the Peace Process in Darfur, Sudan

SUDANESE WOMEN NEGOTIATING FOR PEACE

Since 2007, Femmes Africa Solidarité (FAS) has been supporting the Sudanese women to participate in the peace process in Darfur. The “Engendering the Peace Process in Darfur” Project started in January 2008 following a needs assessment mission conducted by FAS in April and May 2008 to the regions of Darfur and Khartoum in Sudan. This resulted in the formation of the Sudanese Women Association for Darfur (SWAFOD), comprising about 300 members, with the objective of uniting women’s groups in Sudan around a common peace-building agenda for Darfur.

Some challenges related to the implementation of the Project during 2010 included the building of trust and solidarity among women from diverse backgrounds and securing the official registration of SWAFOD by the Sudanese Humanitarian Aid Commission (HAC). In response to these challenges, FAS conducted a mission to Sudan in January to facilitate the building of trust among SWAFOD members and to consolidate partnerships with key partners and stakeholders including Government authorities. The registration was acquired in March but has since been revoked by the Government. SWAFOD and FAS are currently pursuing a reversal of this decision

ENHANCING THE SUDANESE WOMEN PEACE AGENDA

In 2010, the six modules produced by FAS in 2009 on management and transformation of conflict; gender and governance; gender and land issues; gender-based violence; management of trauma in situations of armed conflict; and leadership skills were translated into Arabic and adapted to train women at the grassroots level and in particular, the internally displaced. Consequently, 30 women were trained as trainers on the six modules, who in turn trained over 300 women in the regions of Khartoum and Juba in South Sudan.

The women also gained knowledge on United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, as well as awareness of the Doha peace process and the South Sudan referendum on secession.

FAS also supported the SWAFOD Executive Committee to organize a two-day consultative meeting for peace in Nyala, South Darfur which

brought together more than 100 participants and resulted in the South Darfur Women’s Peace Declaration, a declaration recommending, among other provisions, that women should play a genuine and effective role in all peace processes.

At the national level, eight SWAFOD members were supported by FAS to participate in the United Nations Development Fund for Women (UNIFEM), United Nations Mission in Sudan (UNMIS), African Union/United Nations Hybrid operation in Darfur (UNAMID), and the United Nations Development Programme (UNDP) Open Day consultative meetings held in June 2010 in Khartoum, Sudan, to commemorate the 10-year Anniversary of UNSCR 1325.



Training of trainers on conflict management and gender for SWAFOD members, Khartoum, Sudan

PROJECT OBJECTIVE

Support members of the Sudanese Women Association for Darfur (SWAFOD) to effectively participate in the peace process

DONORS

United Kingdom Department for International Development (DFID) and Government of Norway

PARTNER

Sudanese Women Association for Darfur (SWAFOD)

Building Democratic Institutions through Gender Equality in the Democratic Republic of Congo (DRC)

GENDER EQUALITY IN THE DEMOCRATIC REPUBLIC OF CONGO (DRC)

Following the devastating war that ravaged the country for decades, the DRC is now in a transitional phase, ushering in peace and democratic governance. Ensuring the full and equitable participation of women in all decision-

making processes, their equal access to opportunities, and the protection of women's human rights is critical to peace and sustainable human development in the DRC.

BUILDING THE CAPACITY OF PARLIAMENTARIANS AND CIVIL SOCIETY ORGANIZATIONS PLATFORMS

The Parliamentary Network in Gender and Parity –*Réseau Parlementaire Genre et Parité*– was installed in the provinces of North and South Kivu and Maniema. Femmes Africa Solidarité (FAS) trained parliamentarians in all provinces (North Kivu-21, South Kivu-8, Maniema-8) and civil society actors (North Kivu-14, South Kivu-54, Maniema-56), who then participated in the creation of the Network.

The parliamentarians benefited from capacity building tools to integrate gender in provincial laws. Modules covered the following topics: Structural and functional elements of the Parliamentary Network in Gender and Parity; Equality of sex and gender equality; International Conventions on gender and human rights; Advocacy and Legislation. Strategies to increase the monitoring of gender in the work of the parliamentarians were also undertaken and progress can already be seen with regards to gender considerations in local budgeting.

The Parliamentary Network in Gender and Parity was also independently set up in the province of

Bandundu – 38 parliamentarians trained and 14 members of civil society participating – with the Network using its own resources to accomplish this goal.

This demonstrates the dedication of stakeholders in the effective implementation of the project and shows early, positive signs of sustainability of the project goals. To inform a wider audience of the work on gender being undertaken, the Permanent Dialogue Framework of the Congolese Women (CAFCO) now hosts a fully functioning website. The websites of the Ministry of Gender, Family and Children and the Parliamentary Network in Gender and Parity are currently under construction.

FAS is pleased to note that the experiences and positive learning that have come out of the project have paved the way for the implementation of a replica project, funded by UNDEF, in Burundi. This new project will start in 2011.



Capacity building workshop for parliamentarians from all provinces of DRC in partnership with UNDEF, Dakar, Senegal

PROJECT OBJECTIVE

Build the capacity of policy-makers at various levels, strengthen their knowledge of legal instruments and provide them with skills in human rights, democratic governance and the rule of law, leadership, advocacy, and coalition building, to ensure their meaningful contribution to the adoption of laws, policy and programmes that promote justice, reconciliation and popular participation

DONOR

United Nations Democracy Fund (UNDEF)

PARTNER

United Nations Development Programme (UNDP)

Women's Advocacy on Human Rights and Fundamental Freedoms in Eastern Democratic Republic of Congo (DRC)

STRENGTHENING CONGOLESE WOMEN'S CAPACITY TO ADVOCATE FOR THEIR RIGHTS

The project, *Women's Advocacy on human rights and fundamental freedoms in eastern Democratic Republic of Congo (DRC) - Speaking Up, Speaking Out: Congolese women as human rights and fundamental freedoms advocates* was launched by Femmes Africa Solidarité (FAS) in December 2009 under the leadership of the Ministry of Gender, Family and Children of the Democratic Republic of Congo (DRC) and in partnership with the Permanent Dialogue Framework of the Congolese Women (CAFCO).

This 3-year project, funded by the European Union (EU) under the framework of the European Instrument for Democracy and Human Rights (EIDHR) Programme, involves:

- (1) A comprehensive mapping of three target locations in Eastern Congo (Ituri district of Orientale Province, Provinces of North and South Kivu) for the selection of a primary

target group of 65 women that would benefit from the Project and include women from the grassroots level and female journalists;

- (2) Capacity building of the target group on women's rights advocacy and the subsequent creation by this group of a human rights advocacy network consisting of 800 people who would operate mainly in the three target locations, but also in other provinces of the DRC including Kinshasa;
- (3) Advocacy of Congolese women's rights in local, national, regional, sub-regional and international events and forums on a rotational basis;
- (4) Capacity building of the local partner to operate as a democratic platform throughout the implementation of the Project.

CONGOLESE WOMEN'S TRAINING ON HUMAN RIGHTS, ADVOCACY & GOVERNANCE

Following extensive consultations on the Project with relevant stakeholders, such as the Ministry of Gender, the United Nations Development Fund for Women (UNIFEM), the United Nations Development Programme (UNDP), the United Nations Organization Stabilization Mission in the DRC (MONUSCO), the African Union and the media, a mapping was undertaken in the three target locations of the DRC. This resulted in the selection of some of the women of the primary target group of beneficiaries and the assessment of CAFCO training needs on governance and institutional building.

Subsequently, 39 women of the primary target group were then trained in Kinshasa on women's advocacy, human rights and fundamental freedoms, core international women's rights instruments and the role of states to protect these rights. Another training devoted to *Democratic governance and institutional building* was also conducted for CAFCO and a technical committee established to follow-up on the organization's revitalization

plan, which was one of the outcomes of the training.

In the second quarter of 2010, this promising Project experienced a delay in its implementation due to challenges with the local implementing partner. In order to improve the quality of this partnership and to find solutions to move the Project forward, FAS embarked on a Consultative Mission, from which the following is recommended: organize a workshop with the target groups and local partners to improve understanding of the project; create a steering committee in each of the three locations and organize a quarterly project review for closer monitoring of the project; agree on a joint annual action plan and a manual of procedures to be used as a common framework; and strengthen CAFCO leadership with active and representative members. As the year drew to a close, the implementation of these recommendations was pending.



Graduation ceremony for trainers on women’s advocacy, human rights and fundamental freedoms, Kinshasa, DRC

PROJECT OBJECTIVE

Enhance the capacity of women in eastern DRC to effectively advocate for their rights and fundamental freedoms at the local, national, sub-regional, regional and international levels in order to improve their own situation locally and also have an impact on the situation of women in DRC, the Great Lakes region, and all over Africa

DONOR

European Union (EU)

PARTNER

Permanent Dialogue Framework of the Congolese Women (CAFCO)

Training & Mentoring Programme for Women-Led Businesses Project in the Democratic Republic of Congo, Liberia, Mozambique, Rwanda, Senegal and South Africa

AFRICAN WOMEN BUSINESSES BOOSTED IN POST CONFLICT COUNTRIES

The project, which started in 2006, was developed around three main tenets: equipping, empowering and connecting.

The participants, representing the Democratic Republic of the Congo (DRC), Liberia, Mozambique, Rwanda, Senegal and South Africa, were equipped with the business management skills and ICT tools needed to succeed in their business environments.

They were supported and instructed by experienced mentors who helped them implement new practices and business strategies.

In addition, they were connected to international business forums where they could network, collaborate and exchange ideas with relevant parties in their areas of interest, and source out financial support for the development of their businesses.

Participants have strengthened their business skills as a result of participating in several business and management training sessions conducted by Instituto de Empresa (IE) Business School professors. The Institute also created an online platform to facilitate networking among the participants and a website is currently being developed.

AFRICAN WOMEN BUSINESSES MENTORSHIP PROGRAMME

The implementation of the negotiation workshop and introduction to the mentorship programme resulted in the completion of the training component and established a mentor-mentee relationship.

A three-day negotiation workshop was held in June in Las Palmas, Spain to provide the 17 participants with best practices in negotiation skills for achievement of better agreements in their business environment and to professionally present their business plans to potential investors and institutions. The participants were also able to gain knowledge on ICT, virtual networks and the benefits of social networking, and how various platforms can be employed to build strong digital communities.

Among the business plans presented by the participants, ten of them with the highest potential were selected for presentation to a group of potential investors during an Investment Panel organized by Femmes Africa Solidarité (FAS) and IE Business School in February in Pretoria, South Africa.

In November, a two-day meeting for mentors and partners took place in Geneva to commemorate the launch of the mentorship programme. International mentors were briefed on their role in the mentorship programme and a mentor-mentees network was established. Participants were able to connect with mentors leading to a unique relationship between successful and experienced businesspeople on the one hand and on the other, female entrepreneurs with limited resources and experience, but with a drive to succeed.

FAS published a booklet, *Training and Mentoring of Women-Led Businesses in Liberia, South Africa, Democratic Republic of Congo, Rwanda, Mozambique and Senegal* to document the project and to highlight the importance of business networks for small and medium-sized enterprises in African countries.



Field visit to a woman led-business in South Africa during the Phase I of the programme

PROJECT OBJECTIVE

Build capacity of 22 African businesses in their respective areas of business in order to broaden their knowledge and provide networking and mentoring

DONOR

The Government of Spain

PARTNERS

Instituto de Empresa (IE) Business School, International Labour Organization (ILO)

INSTITUTIONAL HIGHLIGHTS

A TRANSFORMATIVE REFORM FOR ENHANCED IMPACT IN THE FIELD

As Femmes Africa Solidarité (FAS) matures and strives for efficiency, FAS Management decided to re-visit the structure of the organization and to design a new structure that would ensure transparency and accountability and maximise the impact of the organization's operations.

As a result, in 2010, FAS developed a new management system to improve FAS overall performance in Governance, Operations and Management Support.

STRENGTHENED GOVERNANCE

In terms of Governance, three Board Committees in Operations, Finance and Fundraising were created in July to increase the involvement of Board Members in the management of FAS beyond the scheduled biannual Executive Board meetings.

These new committees have been operational since October and are ensuring a risk mitigation approach in Operations, Finance and Fundraising.

RESULTS-BASED MANAGEMENT AT WORK

In the area of Operations, FAS has reinforced its Monitoring and Evaluation (M&E) system and FAS staff members have been equipped with new M&E tools to adopt a results-based approach to their planning, monitoring, evaluation and reporting. In addition, project strategies for the current year were revised and staff members produced detailed year plans to improve the implementation of projects.

Moreover, several Institutional Strategies were created during 2010, in line with FAS management decisions, to achieve the organization's goals in Communication, Partnerships and Networking, and Fundraising. Three Staff Committees were created in July to monitor coordination and communication on projects to ensure better planning and management of projects and activities.

A NEW COMPREHENSIVE MANAGEMENT BOOK

FAS has developed a new Management Book, which provides an update on formal policies, processes and procedures to reflect the reformed structure of FAS. This Book was tested by relevant staff for several months and then made available to the entire staff after under-

-going training on its use during a staff retreat organized in Mbodiène, Senegal in December. FAS Management will closely monitor the Book's implementation and make adjustments as needed.

IMPROVED INTERNAL CONTROLS

Financial Management is a key element of FAS reform process and providing strong and consistent internal control mechanisms has reinforced this. Internal financial control plays an important role in preventing and detecting fraud.

At the organizational level, internal control objectives relate to the reliability of financial reporting, timely feedback on the achievement of operational or strategic goals, and compliance with laws and regulations.

More generally, setting objectives, budgets, plans and other expectations help to establish criteria for control. The activities undertaken during the year, such as the segregation of duties, authorization of transactions, and retention of records reinforced control.

In administration, rules and regulations were harmonized and compiled for FAS Offices. Each member of the FAS team holds some responsibility in the enforcement of internal controls.

Staff members are also responsible for communicating problems in operations, noncompliance with the code of conduct, policy violations or illegal actions.

To achieve organizational management goals and promote operational efficiency and adherence to organizational policies, different tools were strengthened for systematic use.

BUILDING A NEW GENERATION OF AFRICAN WOMEN LEADERS THROUGH THE DR WANJIRU KIHORO FELLOWSHIP

In memory of Dr. Wanjiru Kihoro, a distinguished economist, feminist, activist and tireless supporter of gender equality, justice and democracy, FAS established a Fellowship programme to recognize her as a role model for future generations. The Fellowship seeks to foster in recipients a commitment to use their voice and experiences to further women's central role in peacebuilding and development in their country, region and continent.

In July, FAS welcomed Miss Grace Atim from Uganda who had experience in the promotion of peace and human rights at the grassroots level in her country.

She worked in the Research department for a period of nine months at FAS's International Secretariat in Geneva, Switzerland followed by a three months placement with the University of Peace in Addis Ababa in Ethiopia.

Quoting Miss Atim, *"the Fellowship gave me an opportunity to gain international experience in the area of Women, Peace and Security; it also enabled me to have an insight into NGO activities at the international level, and first-hand experience in international relations. FAS work greatly inspired me to contribute and participate in efforts geared towards building peace in Africa"*.

INSTITUTIONAL DEVELOPMENT

2010 DONORS

African Union (AU)
African Women's Development Fund (AWDF)
European Union (EU)
Government of Finland
Government of Norway
Government of Senegal
Government of Spain
International Labour Organisation (ILO)
Ipas – Protecting women's health, advancing women's reproductive rights
Open Society Initiative (OSI)
Packard Foundation
Swedish International Development Cooperation Agency (Sida)
United Nations Democracy Fund (UNDEF)
United Nations Development Fund for Women (UNIFEM)
UK Department for International Development (DFID)
Urgent Action Fund (UAF)

2010 PARTNERS

African Union (AU)
African Women's Development Fund (AWDF)
Civil Society Advisory Group (CSAG)
Collectif des Associations et ONGs Féminines du Burundi (CAFOB)
Committee on the Status of Women (CSW)
Conference of Non-Governmental Organizations (CoNGO)
Economic, Social, and Cultural Council (ECOSOCC)
Gender is My Agenda Campaign (GIMAC)
Instituto de Empresa (IE) Business School
International Labour Organization (ILO)
Mano River Women's Peace Network (MARWOPNET)
NGO Working Group on Peace (NGO-WGP)
NGO Working Group on Women, Peace and Security (NGOWG)
PanAfrican Centre for Gender Peace and Development (PAC)
Permanent Dialogue Framework of the Congolese Women (CAFCO)
Pro-Femmes/Twese Hamwe
Realizing Rights: The Ethical Globalization Initiative
Roll Back Malaria (RBM)
Sudanese Women Association for Darfur (SWAFOD)
United Nations Development Fund for Women (UNIFEM)
United Nations Development Programme (UNDP)
United Nations Economic Commission Africa (UNECA)
United Nations Office for West Africa (UNOWA)
Urgent Action Fund (UAF)
Young Women's Christian Association (YWCA)



FAS Board Members in Kampala, Uganda, July 2010

BOARD MEMBERS

FAS is composed of eight Executive Board members

Baricako Marie-Louise, *Chair of the Executive Board of Femmes Africa Solidarité* – Burundi

Awori Thelma, *Former Head of the Africa Bureau of the United Nations Development Programme (UNDP), President of Isis-Women's International Cross-Cultural Exchange* – Uganda

Diop Bineta, *FAS Founder and Executive Director* – Senegal

Jusu-Sheriff Yasmin, *Commissioner at the Human Rights Commission* - Sierra Leone

Maiga Soyata, *Vice-President of the Malian Association of Lawyers, Rapporteur on the Women Human Rights in Africa* – Mali

Monekosso Ticky, *Journalist and Researcher, Founder and Director of Afromedianet* – Cameroon

Ondziel-Gnelenga Julienne, *Former Chair of the Executive Board of FAS, Member of the African Peer Review Mechanism (APRM) in the AU* – The Republic of the Congo

Orleyn Thandi, *Lawyer, Co-Founder Peotona Group Holdings and Former National Director of the Commission for Conciliation, Mediation and Arbitration (CCMA)* – South Africa

BOARD COMMITTEES CHAIRPERSONS

Operational Committee – **Yasmine Jusu - Sheriff**

Financial Committee – **Thandi Orleyn**

Fundraising Committee – **Thelma Awori**

ADVISORY BOARD MEMBERS

FAS Advisory Board is composed of 15 eminent personalities

- **Agrebi Saida**, *Former President of Tunisian Mothers' Association and Former Member of the Pan-African Parliament*
- **Aumeeruddy-Cziffra**. *Shirin, Ombudsperson for Children, Lawyer, Former Attorney General - Mauritius*
- **Ba Hassan**, *Former Advisor to the President of the Republic of Senegal*
- **Derryck-Lowery Vivian**, *President of the Bridges Institute, United States of America, Former Assistant Administrator of USAID, USA*
- **Hammad Aleya**, *Former Deputy Director of the World Health Organization (WHO), Egypt*
- **Koubarath Osseini Kadiatou**, *President of the National Federation of Women's Associations of Benin*
- **Machel Graça Simbine**, *President of the Foundation for Community Development, Mozambique*
- **Mongella Gertrude**, *Former President of the Pan-African Parliament and Founder of Advocacy for Women in Africa, Tanzania*
- **Perry H.E. Ruth Sando**, *Former Acting Head of State of the Republic of Liberia*
- **Rehn Hon. Elisabeth**, *Under-Secretary-General of the United Nations and Minister of Defence of Finland, Chair of the Board of Directors (ICC)*
- **Sahnoun Mohammed**, *Former Special Representative of the United Nations Secretary General for Africa and President of Initiative for Change (CAUX), Algeria*
- **Schori Pierre**, *Former Director General of FRIDE, Former Special Representative of the United Nations Secretary General for Africa*
- **Tall Aminata**, *Ministre d'Etat, République du Sénégal*
- **Toure** *President Amadou Toumani, President Head of State of the Republic of Mali*
- **Zuma**, *Nkosazana Dlamini, Minister of Home Affairs of the Republic of South Africa*

MEMBERS

FAS has 46 Members and 19 Associate Members from NGOs in the following 34 African countries:

Algeria, Benin, Burundi, Cameroon, Central African Republic, Chad, Congo-Brazzaville, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Eritrea, Guinea-Bissau, Kenya, Liberia, Libya, Malawi, Mali, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, Sudan, Tanzania, Togo, Tunisia, Zambia, and Zimbabwe.

FAS STAFF

FAS has its headquarters in Geneva, Switzerland, a Regional Office in Dakar, Senegal and a Representative Office in New York, USA. The Regional Office in Dakar focuses on operational activities while the FAS International Secretariat and New York Office are involved in advocacy activities. The representative offices in Khartoum, Sudan and Kinshasa, DRC implement FAS projects in the respective countries. Moreover, FAS has established the PanAfrican Centre for Gender, Peace and Development (PAC) in Dakar, Senegal, in 2004.

GENEVA

Executive Director	Bineta Diop
Admin/Finance Officer	Viktoriya Oberson
Assistant to the Executive Director	Loraine Mfegue
Research Fellow	Grace Atim

DAKAR

Programme Officer	Oulie Keita
PAC Administrator	Coumba Fall
Communication Officer	Moussa Diop
Admin/Finance Officer	Boubacar Diarra

NEW YORK

Acting Advocacy Officer	Sarah Nagadya
FAS Representative to the UN	Adama Diop

SUDAN

Project Officer	Vicky Luyima
Admin/Finance Officer	Atif Fawa
Project Assistant	Zeinab Ahmed

DRC

Project Officer	Julie Kitembo
Admin/Finance Office	Maurice Youmbi

ADMINISTRATION & FINANCE

THE MANAGEMENT LETTER TO THE BOARD FROM THE AUDITOR

REPORT OF THE STATUTORY AUDITORS TO THE BOARD OF THE ORGANISATION **FAS, Femmes Africa Solidarite** CONSOLIDATED

In our capacity as statutory auditors, we have examined the accounting records and the annual accounts of FAS, Femmes Africa Solidarite for the year ended December 31, 2010. The figures represent consolidated financial statements of FAS Geneva and FAS Dakar.

The financial statements of FAS Dakar for the year ended December 31, 2010 have been locally audited by BS Consulting, Dakar.

The preparation of these accounts is the responsibility of The Board of the Organisation. Our responsibility is to examine such accounts and to express an opinion on them based on our audit. We confirm that we comply with the legal prescriptions regarding qualification and independence.

Our examination was performed in accordance with generally accepted international auditing standards and with Swiss Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement. An audit involves performing audit procedures and tests as we considered appropriate. In our opinion, the statements referred to here above, present fairly the financial position of FAS, Femmes Africa Solidarite, ended December 31, 2010.

We recommend that the financial statements submitted to you, closing with an excess of expenses for the year of CHF 27'427, to be approved.

Geneva, May 3th, 2011.

LAP/yfp

SYNERGIE FIDUCIAIRE SA



L. Parmentier
Auditor in charge



O. Hernan

Enclosures : Balance sheet at December 31, 2010.
Statement of Income and Expenditure
Details of project contributions and costs

STATEMENT OF INCOME AND EXPENDITURE

FAS, Femmes Africa Solidarité
Consolidated

Statement of Income and Expenditure for the Year ended December 31, 2010

(expressed in Swiss Francs)

	2010	2009
	Fr.	Fr.
INCOME		
Government of Norway	166.450,86	758.637,96
Government of Finland	173.687,97	474.491,05
Government of UK (DFID)	479.719,30	311.589,35
African Women's Development Fund(AWDF)	-	123.268,96
Government of Italy	-	84.083,40
Government of Spain	371.757,28	-
European Union(EU)	143.053,66	58.948,69
Fellowship	28.878,10	40.013,08
Government of Senegal	-	31.702,81
Swedish Int Development Agency (SIDA)	627.956,40	-
UN - Economic Commission for Africa (Addis-Abeba, ECA)	-	28.321,00
Dr. Mo. Ibrahim	-	27.010,00
World Health Organization (WHO)	-	22.908,10
UNDEF	65.258,00	-
International Labour Organization(ILO)	24.000,00	22.578,84
African Union (ECOSOCC)	0,00	12.279,94
University of Peace (UPEACE)	0,00	5.378,06
Other Donors (IPAS, UAF, UNIFEM)	70.630,44	37.335,96
Total Income	2.151.392,00	2.038.547,20
EXPENSES		
Engendering the Peace Process in Darfur	442.808,71	562.792,31
Enhancing Respect for Human Rights and Fundamental Freedom in East Congo	197.069,21	28.124,60
Women Led Business	288.174,28	5.536,33
Gender Conflict and Malaria	-	21.922,88
Gender is My Agenda Campaign	156.661,37	245.274,75
Fellowship	28.878,10	40.013,08
Liberian Colloquium /National Action Plan in Mano River (1325)	103.238,72	102.931,71
National Action Plan in The Great Lakes (1325)	120.671,92	178.294,60
Partnership and Networking	31.397,82	30.253,42
Fundraising Activities	25.118,26	5.434,66
Administrative Fees	143.459,08	493.178,06
Communication	25.118,26	62.009,42
Human Resources	316.286,66	332.791,69
African Gender Award and Forum Follow Up	-	16.757,06
Strengthen Management System	188.386,92	39.146,75
Panafrican Center activities	66.373,00	117.968,86
Charge related to exchange rates difference in 2010	45.176,70	130.005,40
Total Expenses	2.178.819,00	2.412.435,60
Excess/ (Deficit) of Income Over Expenses	-27.427,00	-373.888,39

Balance Sheet at December 31, 2010

(expressed in Swiss Francs)

	2010	2009
ASSETS	Fr.	Fr.
Cash on Hand	1.265,28	9.017,84
Bank - CHF	82.798,01	22.476,55
Bank - Foreign Currency	285.831,84	772.162,35
Accounts Receivable	56.527,77	211.628,12
Prepaid Assets	7.699,68	615,00
Fixed Assets	210.051,52	255.028,87
Total Assets	644.174,11	1.270.928,73
LIABILITIES		
Creditors	263.263,22	424.123,63
Government of Senegal	258.991,48	314.448,11
Government of Finland	166.774,83	0,00
Fellowship	14.526,05	43.404,15
Government of UK	0,00	317.334,95
Government of Norway	0,00	139.586,32
European Union	235.765,54	378.819,20
WHO/OMS (Roll Back Malaria)	0,00	0,00
Long Term Loan	0,00	0,00
Accrued Expenses	21.770,22	79.693,89
Sweedish Int Development Agency	76.748,65	0,00
UN Development Fund	28.599,96	
Revaluation Difference	31.158,03	-484,63
Capital	28.804,63	28.804,63
Previous Retained Earnings	-454.801,51	-80.913,12
SURPLUS / (DEFICIT)	-27.427,00	-373.888,39
Total Liabilities	644.174,11	1.270.928,73

PRIORITIES & PLANS FOR 2011

In 2011, FAS will integrate the new national, regional and international political and security dynamics into its planning. Moreover, the organization will evaluate the projects that are coming to a close and extract best practices and lessons learned to apply to new and continuing projects.

Key priorities for the organization in 2011 include securing the gains of the National Action Plans and Regional Action Plans on United Nations Security Council Resolution 1325 in the Great Lakes Region and the Mano River Region. Activities will include solidarity missions to countries in these regions, to combat violence against women and to advocate for women's equal participation in peace processes.

The organization will also focus its attention on South Sudan where the creation of a new state brings with it opportunities and challenges for women's involvement in the Darfur peace negotiations process.

We will continue to work closely with the African Union (AU) Panel of the Wise and the AU Peace and Security Council on the issue of Women and Children in Armed Conflict.

FAS will also pursue some emerging projects with the African Standby Force.

To ensure that lessons learned through practice on the ground factor into the academic discourse on peace and security, the PanAfrican Centre for Gender, Peace and Development will launch a Master's degree programme on gender and peacebuilding.

2011 will also be a year of celebration. A new recipient for the African Gender Award will be selected and the African Gender Forum and Award Ceremony will be held in 2011. FAS will also be commemorating its 15-year anniversary with a conference to critically examine the organization's impact on women, peace and security issues over the years. The conference will also focus on preparing the new generation of African leaders to move the women's peace agenda forward.

FAS will continue to strengthen its organizational capacity and to implement and refine its newly developed Management Book.



International Secretariat

8 rue du Vieux-Billard

P.O. Box 5037

1211 Geneva 11 – Switzerland

Tel: +41 22 328 80 50

Fax: +41 22 328 80 52

Email: info@fasngo.org

Regional Office

Immeuble du Pied du Phare des Mamelles

Appt. 1 et 2, 1er étage

P.O. Box 45077 Dakar Fann

Dakar – Senegal

Tel: +221 33 869 8106

Fax: +221 33 860 2047

Email: infodk@fasngo.org

New York Representative

777 United Nations Plaza 5th Floor

New York, NY 10017

USA

Tel: +1 212 687 13 69

Fax: +1 212 661 41 88

Email: infony@fasngo.org

www.fasngo.org

