

Women must LEAD!

FEMNET ANNUAL REPORT 2020

**Feminist Rootings and
Pan-African Connections**

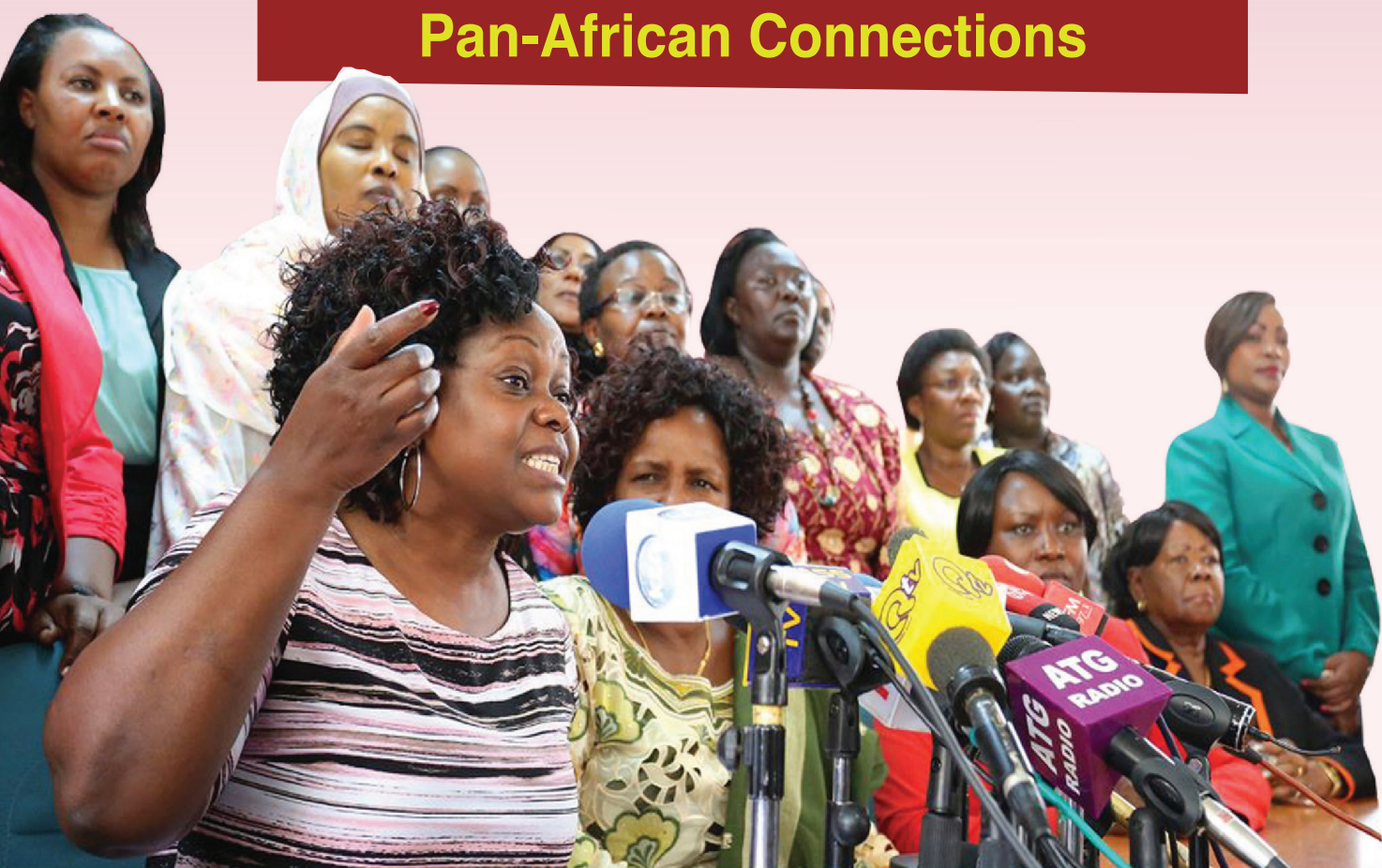


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The African Women's Development and Communication Network (FEMNET) is a pan-African, feminist and membership-based network based in Nairobi, Kenya with over 800 individual and institutional members across 50 African countries and in the diaspora. **FEMNET envisions a society where African women and girls thrive in dignity and well-being, free from patriarchal and neoliberal oppression and injustices.**

FEMNET recognizes that the commitment to alter relations of power, structural injustices, and systemic oppression lies at the heart of feminism. FEMNET is therefore committed to pushing towards altering power structures that perpetuate gender inequality by nurturing the African women's movement to enable women and girls in their diversity to effectively claim, affirm, and use their collective power to end all forms of exclusion, oppression, exploitation, and injustices against them.

Founded in 1988, FEMNET exists to facilitate and coordinate the sharing of experiences, information, and strategies for human rights promotion among feminists, activists and women's rights organizations as a strategy for collective organizing; policy influencing & advocacy; strategic communication; capacity strengthening as well as feminist solidarity and movement building.

Over the years, FEMNET has strategically positioned herself as a convenor, organizer and facilitator of critical dialogues around women's economic justice and rights; transformative women's leadership; sexual and reproductive health and rights (SRHR); climate justice and natural resource governance as well as, ending all forms of violence and harmful/discriminatory practices against women and girls.

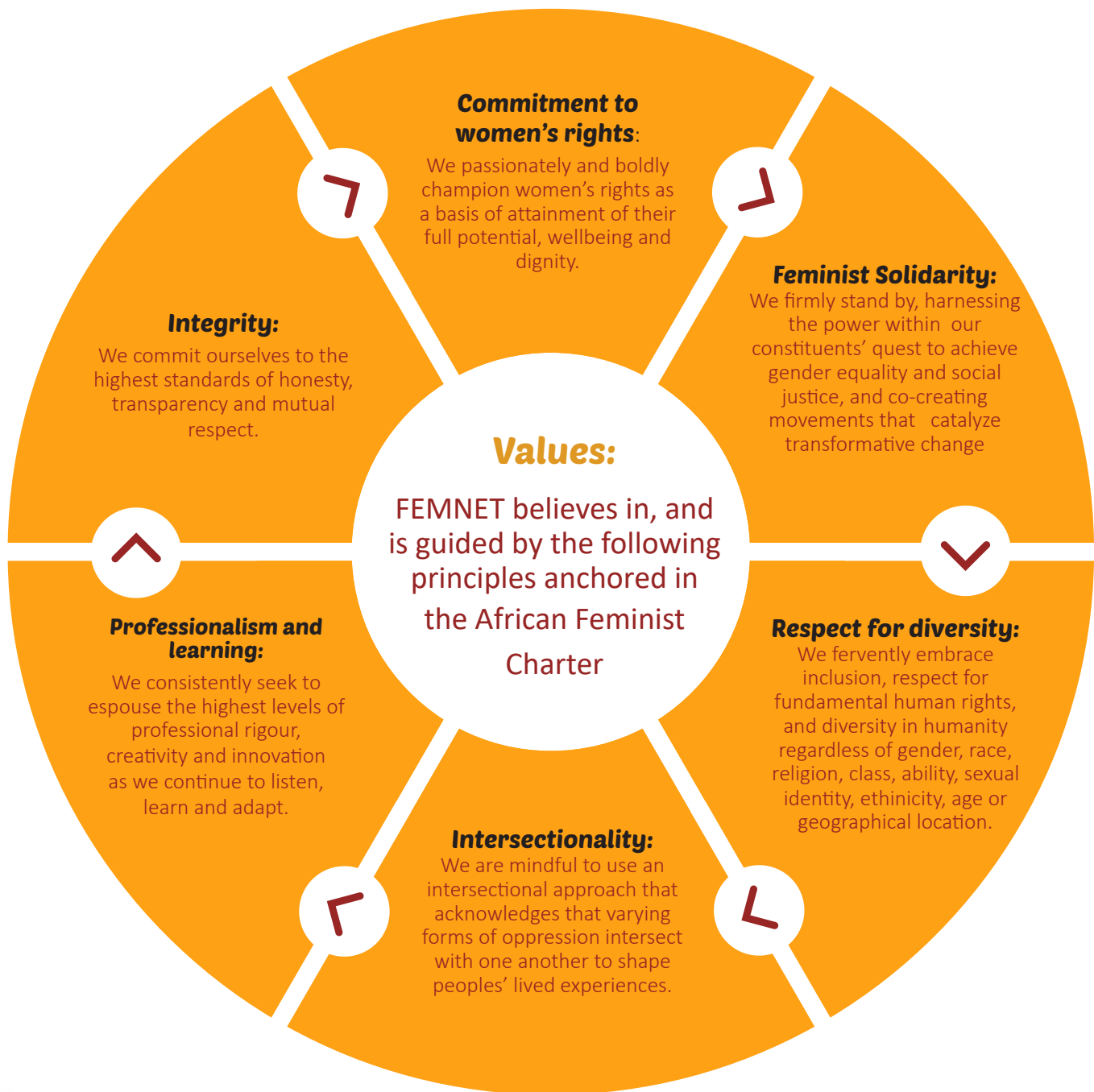
FEMNET continues to be intentional in influencing decisions made at national, regional and global levels, constantly ensuring African women voices are amplified and their needs, priorities and aspirations are prioritized in key policy dialogues and outcomes that have direct and indirect impact on their lives. FEMNET mobilizes African women to hold their States accountable to women's rights and gender equality commitments.

Vision:

African women and girls thrive in dignity and well-being, free from patriarchal and neoliberal oppression and injustices.

Mission:

To mobilize African women for achievement of gender equality and the realization of women's and girls' rights at all levels.



Greetings my sisters in the continent. The year 2020 presented us with great opportunities. All those were taken aback when the COVID-19 Pandemic took a hit across the whole world and disrupted our lives. While the pandemic progressed it soon became clear that it was not just a health crisis but a social, economic and political crisis. The pandemic deepened and further exacerbated women's economic and social inequalities. Its impact continues to be devastating with women and girls being the most affected because of years of rising inequalities, discrimination and reversal of gains that we continue to witness in our countries.

This year, FEMNET members, partners and the secretariat embarked on a co-creation of a visionary strategic plan that runs from 2020-2029. The strategic plan aims to respond to the emerging needs and priorities of women and girls and the expectations of future generations – one that we have been calling generation equality. It is also a culmination of



an internal reflection of the milestones we celebrate and the persistent challenges in our 32 years Herstory journey. The development of this ten years blueprint was inspired by a need for continued repositioning within the evolving operating context and to enable continued relevance and effective responses to the priorities and aspirations of African women and girls in all diversity.

This strategic plan will focus on the delivery of five thematic areas, which are; Ending violence against women & girls; Advancing sexual & reproductive health & rights; Transformative women's leadership; Economic justice and rights and lastly Climate justice & Natural resource governance.

This Year 2020, we marked the twenty-fifth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action (BDPfA). Also, in the same year when we also marked 25 years of the ICPD (International Conference on Population & Development).

My sisters, FEMNET, is currently a core-leader of the Action Coalition on Economic Justice and Rights. This was after the announcement of the Generation Equality Action Coalitions in July 2020.

As we grapple with the pandemic, we must never forget our journey to making the world a better place for African women and girls in all their diversities. We should keep pushing for inclusivity, gender balance, and equality in all leadership positions and governance.

We must keep pushing and growing in all aspects. The commitment and tenacious spirit of African women and girls in claiming their rights is unmatched. We must also continue to raise our voices and demand that any process that is about us must include us – in all our diversity! Nothing About Us Without Us!



The year 2020 was challenging and complex. We witnessed hard-won gains on gender equality, women's rights and guaranteed fundamental freedoms being eroded and reversed across different countries in Africa.

The outbreak of the COVID-19 pandemic in February/March 2020 exposed pre-existing systemic inequalities, normalized injustices and structural discrimination. As a result, the most vulnerable and marginalized populations, whose voices have been systematically silenced and whose interests are hardly ever served, have been pushed further into extreme poverty. The pandemic exposed glaring gaps in contraception, comprehensive sexuality education, weak health delivery systems and insufficient social protection measures and systems. We end the year with more girls not expected to return to school due to teen pregnancies, we saw more girls than ever undergoing female genital mutilation and once again gender-based violence soared and it was clear to all that the home is not a safe place neither is the

public sphere as we saw women and girls in all their diversity being violated by the system that is supposed to protect them. However, in all these challenges African women demonstrated resilience, connected in global solidarity with other feminists, took opportunities to reach further and have their voices heard in regional and global platforms like never before and influences policies, processes and outcomes in the best way they could. In 2020, FEMNET co-developed the Pan-African Women COVID-19 Response Plan to coordinate and support African women and girls in their response towards COVID-19 while influencing public policies and state response to the pandemic, we collaborated with African feminist economists and activists and mobilized over 300 signatories to sign on the African Feminist Post-COVID-19 Economic Recovery Statement addressed to the AU Special Envoys to mobilize International Economic Support for a Continental Fight Against COVID-19,

The AU Decade for African Women 2010 -2020 ended on a very low note with little of the promises made to African women met. 2020 was the start of the AU Decade for African women and financial inclusion, yes from one decade to another the fight for women's rights and justice continues.

2020 is the year we celebrated 25 years of the groundbreaking Beijing+25 blueprint and started the groundwork for the [Generation Equality Forums and Action Coalitions](#) – that promise to deliver concrete and transformative change for women and girls around the world in the coming five years and push for adequate resourcing and full implementation of the Beijing Declaration and Platform for Action. We mobilized the network to become co-leaders in the action coalitions and lead together with the different stakeholders.

At FEMNET we reminded ourselves of the [need to be our sister's keeper](#) and why we must remain resolute in demanding for an equal, inclusive and sustainable Africa – grounded in the pan-African ubuntu spirit! We grow as a movement, we persevered at the secretariat as we triumphantly finalized the 2020-2029 Strategic plan where we reimagined the future we desired for the next 10 years and constructed a bold change, we did an organizational development exercise, moved office and saw a lot of transition. Despite all we celebrate a few firsts, we had our first virtual and online African Feminist Macroeconomic Academy; we launched our exciting and engaging podcast Femininja! and we held our first watch parties of the Generation Equality Forum in more than 20 African countries.

In our 2020 Annual Report, we share with you some of the key engagements, moments and valuable learnings. We invite you to continue with us on this journey of co-creating and sustaining a society where African women and girls thrive in dignity and well-being, free from patriarchal and neoliberal oppression and injustices.

Memory Kachambwa
Executive Director, FEMNET

2020 in Perspective

The year 2020 was difficult and exhausting. We witnessed hard-won gains on gender equality, women's rights and guaranteed fundamental freedoms being eroded and reversed across different countries in Africa.

The outbreak of the COVID-19 pandemic in February/March 2020 exposed and exacerbated pre-existing systemic inequalities, normalized injustices and structural discrimination. As a result, the most vulnerable and marginalized populations, whose voices have been systematically silenced and whose interests are hardly ever served, have not only been left behind but also pushed further into extreme poverty. African women remain at the lower ranks of the development indexes. The pandemic exposed glaring gaps in contraception, comprehensive sexuality education, weak health delivery systems and insufficient social protection measures and systems. We ended the year with more girls not expected to return to school due to teen pregnancies, we saw more girls than ever undergoing female genital mutilation and once again gender-based violence soared and it was clear to all that the home is not a safe place neither is the public sphere as we saw women and girls in all their diversity being violated by the system that is supposed to protect them.

However, in all these challenges African women demonstrated resilience, connected in global solidarity with other feminists, took opportunities to reach further and have their voices heard in regional and global platforms like never before and influences policies, processes and outcomes in the best way they could. It was the end of the Decade for African Women and the start of the Decade for African women and financial inclusion, yes from one decade to another the fight for women's human rights continues. 2020 the year we celebrated 25 years of the groundbreaking Beijing+25 blueprint and started the groundwork for the Generation Equality Forums and Action Coalitions – that promise to deliver concrete and transformative change for women and girls around the world in the coming five years and push for adequate resourcing and full implementation of the Beijing Declaration and Platform for Action.

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Strengthening the Women's movement in Africa one STITCH at a time!

Under our EU flagship Framework Partnership Agreement Project- STITCH which seeks to strengthen the institutional, operational and technical capacities of umbrella Women Rights Organizations(WROs) for coordinated actions at global, regional and national levels, in 2020 FEMNET secretariat experienced improvement and growth in its functioning and operations because of development and implementation of policies and systems including the HR Policy, Membership Policy and MEAL systems. The adoption of new practices that included but were not limited to new job descriptions, employment contract templates, personal details forms, travel requests, staff timesheets, have all led to higher efficiencies. The FPA provided learning for FEMNET about the requirements for managing and supporting financial accountability for younger, more nascent WROs and networks.

In terms of strengthening the inherent capacities of WROs to do what comes naturally to them, notably advocating for gender equality and women's empowerment through policy influencing, collaboration, networking and/ sharing of information, 2020 was a very active year for FEMNET members. FEMNET completed Feminist Organization Capacity Assessment for 13 umbrella Women Rights Organizations from Kenya, Ethiopia, Rwanda, Mali, Tunisia, Mauritius and DRC. Following the assessment, the WROs developed capacity strengthening plans that are periodically reviewed to future proof their work on advancing gender equality and women's empowerment in the region. In the spirit of ensuing WROs in the continent are supported TO BE and not just TO DO, FEMNET supported them to review and develop internal policies for enhanced operations that complement their core work. There was a notable increase among the WROs in created and invited spaces for policy influencing and advocacy on gender equality and increased networking at national and regional level towards strengthening the women's movement in the continent.



COVID-19: The Inequality Pandemic



We have all witnessed how the COVID-19 pandemic like all other crises has disproportionately affected women and girls. While the pandemic is seen as a 'health issue', its management and impact has had critical economic, social, political and psychological consequences on the lives and realities for women and girls in all their diversity. Since March 2020, FEMNET has been at the fore working on and advocating for a feminist approach in all COVID-19 response plans and recovery strategies. FEMNET secretariat staff and FEMNET members co-developed the Pan-African Women COVID-19 Response Plan to coordinate and support African women and girls in their response towards COVID-19 while influencing public policies and state response to the pandemic. As we shared tips for **collective well-being by way of the feminist sanity kit and sister care guide** and had **heart-to-heart conversations** and checking-calls with our members and partners, FEMNET continued to collectively reflect on the impact of COVID-19 on African women and girls. The **key practical recommendations for an #InclusiveLockdown response** were shared with leaders during a webinar with the AU on the preparedness and response to COVID-19 and were a useful reference for information sharing and influencing.

In April 2020, FEMNET together with our members and partners, launched the Pan-African Women **COVID-19 Online Hub**. The Online hub is a one-stop web-based platform that continues to be updated regularly with critical information resources about COVID-19 in Africa from a feminist perspective. All the resources there in are available for use by advocates, activists and feminists to lobby and influence for dignified and inclusive COVID-19 responses and recoveries by duty bearers in different African countries - and most importantly to use the platform to share and tell their stories, lived experiences and realities during this pandemic. The Online Hub is managed by FEMNET on behalf of our diverse members and partners – and together continue to call for ALL national, regional and global COVID-19 response strategies and recovery measures to be INCLUSIVE and DIGNIFIED, so that the most vulnerable populations in our communities are identified, respected and reached first.

In feminist solidarity, FEMNET endorsed statements calling for feminist response and recovery to COVID-19 including the **Feminist COVID-19 Policy**; the **Feminist Response to COVID-19** and the **African Feminist Post-COVID-19 Economic Recovery Statement**.

In October 2020, FEMNET hosted a webinar panel discussion on the role of the ACHPR in promoting women's rights in light of the COVID-19 pandemic. The Webinar attracted 45 participants from global, regional, national and community based human rights organizations and defenders. The rich conversations during the webinar resulted in deeper understanding of the multiple intersecting impacts of the pandemic and explore practical ways to support women's rights organizations across the divide working with women and girls in all their diversities. The discussions also enriched popular understanding of the African Human Rights System namely: i) African Commission on Human and Peoples' Rights (ACHPR); ii) African Committee of Experts on the Rights and Welfare of the Child (ACERWC); iii) African Court on Human and Peoples' Rights (AfCHPR) and iv) the African Union and their contribution to the wellbeing and promotion of women and girls' rights in Africa.

We African Teenage Girls Continue to SPEAK OUR TRUTHS – are you LISTENING? when will you ACT?

During this COVID-19 pandemic, I am my sister's keeper!
#DignifiedResponse

An online session: African Teenage Girls Fighting COVID-19

Thursday 21st at 1300HRS EAT

Interact with

Liz Lum
Cameroon

Tharwa Boulifi
Tunisia

Michelle Gwaikolo
France

Jennifer Gatheca
Tanzania

Besma Arbaoui
Algeria

FEMNET The African Women's Development and Communication Network

Throughout the year, FEMNET supported girls to access virtual platforms to network, amplify their voices and interact with decision makers. FEMNET hosted three virtual meetings with girls and young women from across Africa during the Day of the African Child, International Day of the Girl and another one to celebrate the work being done by girls and young women to combat the COVID-19 pandemic.

“Thank you for the webinar today, it was amazing. Thank you for the work you do in ensuring we are represented and are present in spaces that belong to us. I’m deeply grateful and will keep making African teenage girls proud. I’m honored to be associated with FEMNET. My heart blesses you. Stay safe” By Liz Lum, 17 years, Cameroon.

“I’ve always admired women’s power. I’ve always dreamt to be a superheroine, to run the world, to save people from catastrophes. But now that I am a grown-up, I have realized that the only catastrophe in the world is patriarchy. I suffered to get achievements. What if I want to be a president? What challenges am I going to face? What challenges will the next generations face? What will girls and women around the world face? So here I am, energetic and enthusiastic, ready to take part in FEMNET.

I heard about it from a friend. I was astonished and wondered: am I too late to take part? Do I really want to? Finally, I found myself -with high potential of leadership- ready to set an example for young girls around the world, to share my experience and success stories, to be an efficient member in this world, an efficient woman. I’m genuinely interested in this organization. It met up my expectations as I want to raise my voice high and express my feminist thoughts. I’ve googled it and searched a lot and I discovered interesting programs and opportunities that you offer for teen girls like me to express themselves. I would be really glad to take part in your next event and I promise that I’ll measure up. Please, put in mind that there is always here in Tunisia this ambitious feminist woman ready to be active and work hard. Stay safe and wash your hands “ By Maram Hannachi, 17-year-old, Tunisia.

During the International Day of the African Child on 15th June 2020, over 60 girls and young women in all their diversity had the opportunity to continue to SPEAK their TRUTHS and interact with the African Union Goodwill Ambassador on Child Abuse, Nyaradzayi Gumbonzvanda who retaliated the girls’ sentiments that “girls have rights that must be protected and should be made accessible to all. The police and courts should be friendly and treat girls who have reported cases of violations as survivors not perpetrators”. Ms Nyaradzayi committed to ensure that the girls’ needs and priorities were shared and acted upon in her AU office.

Letter to African Presidents by African Teenage Girls: Our URGENT Clarion Call to Action!

Dear Presidents, as our African proverb reminds us, “it is the one who lives in the house who knows where the roof leaks”. We as African teenage girls know where the “roof in our lives is leaking” – it is in the justice systems and institutions that are not child-friendly.

We hereby share with you our key priorities and actions that are fundamental for a child-friendly justice system in all countries in Africa.

All justice systems and institutions in African countries must be child-friendly and transparent. All decisions and policies must be followed through by consistent and actual implementation at the local and national levels.

Children do not belong in prison! All governments must establish children’s courts and expedite access to justice for all girls and boys! Justice Delayed is Justice Denied!

African Governments must demonstrate political will to finance child-friendly justice systems and infrastructure. Governments must also be intentional in fighting corruption at all levels including in the judiciary.

Provision of psychosocial support for the survivors of violation of human rights alongside access to justice while upholding confidentiality.

Child-friendly justice systems must be accessible to all teenage girls regardless of demographic and geographical settings (e.g. rural or urban areas, informal settlements, refugee camps etc).

Teenage girls are calling on all governments to adopt a feminist approach to dismantle patriarchy in justice systems.

All official UN, AU and Government documents and policies must be revised to read Child Abuse or Child Violation NOT child marriage! Marriage as we know it in our societies is a between consenting adults not children!

Child-friendly justice systems are underpinned by access to information in child-friendly languages. All policy documents and resources should be KISS (Keep It Short and Simple).

Governments must put structures and measures to ensure there are more women represented in justice systems in all African countries.

Governments, CSOs, and other development actors must make every effort to ensure teenage girls meaningfully access national, regional and global platforms to exercise their power, agency and rights.

Governments must ensure the judicial systems and institutions apply a human-rights based approach that is inclusive and dignified especially in all COVID-19 response and recovery plans including supporting women’s human rights defenders and training the law enforcement agencies on human rights.

As African feminist teenage girls, we affirm the words of the African Union Goodwill Ambassador on Child Abuse, Nyaradzayi Gumbonzvanda “girls have rights that must be protected and accessible to all. The police and courts should be friendly and treat girls who have reported cases of violations as survivors not perpetrators”.

Dear Presidents, we as African teenage girls continue to speak our truths – are you listening and when will you ACT!

Please accept the assurances of our highest regards,

African Teenage Girls

Women must LEAD!

#WomenMustLead

A Policy Dialogue for Women's Political Participation In Kenya





In August 2020, FEMNET convened women political leaders and parliamentarians in partnership with the Kenya Women Parliamentary Association (KEWOPA) and Forum for African Women Educationalists (FAWE). The convening was timely as it aligned with the ten years after the promulgation of the Constitution of Kenya (2010), and the women leaders were reflecting and strategizing on women's political participation in Kenya - noting that several gains to women's representation and participation in leadership continued to be eroded, ignored and replaced with self-serving interests. [Click here to read the full report of the convening and the resulting statement "Women Must LEAD! We need feminist leadership in Kenya".](#)

In October 2020, FEMNET convened members of the Nairobi County Assembly Women Caucus [click here to read the statement "Women Must Lead not Bleed, Nairobi County Women MCAs resolve"](#). The convening allowed for the women MCAs to reflect, strategize and forge a formidable force in reclaiming their space and bonding in solidarity. A few months prior to the convening, the near death in-fighting witnessed in the assembly had resulted in division and disunity. The convening was therefore timely for candid conversations in the healing and reconciliation journey.

As women we must stand in solidarity with one another to move the agenda for equal and meaningful representation and participation of women in politics and decision-making spaces" said Hon. Martha Karua.

Power concedes to nothing without a demand, women must demand in solidarity for the 2/3 gender rule. Let's push for the amendment of the political parties act, we don't need to amend the Constitution". Ms Daisy Amdany, Executive Director CRAWN Trust.

In the next two years, FEMNET, International IDEA and the Women's Political Participation (WPP) Consortium partners are keen to enhance women's political participation in Africa with a view to advance the goal of gender equality in politics and governance. This partnership is committed to contribute to an increase in the voice and presence of women in all political processes and institutions in Africa at the different levels at which they exist. Through policy advocacy, strengthening of capacities and generating research and knowledge, the WPP consortium partners will work with women leaders and institutions in Botswana, Democratic Republic of Congo, Eswatini, Cote d'Ivoire, Kenya, Senegal, Tanzania and Zimbabwe to expand awareness and demand for the meaningful inclusion of all women in their diversities.

In Tanzania, FEMNET expressed dissatisfaction on the shrinking civic and democratic space and increasing authoritarianism during the election period. FEMNET urged the United Republic of Tanzania to cease from the continued threats, harassment, intimidations and violation of human rights meted on individuals and organizations critical of the government. The independence and validity of the civil society and media is integral in building holistic and democratic states. FEMNET called on regional bodies including the East African Community and the African Union to mount pressure and ensure that Tanzania complies with its national and international obligations including the protection of individuals and their fundamental rights of freedoms of expression and



Women@Work Campaign

Promoting Gender Equality and Decent Work in the Horticulture Sector in Kenya



Between 2017 and 2020, FEMNET in partnership with Hivos and other civil society organizations from East and Southern Africa (Kenya, Tanzania, Uganda, Rwanda, Ethiopia, Malawi, Zambia, and Zimbabwe) implemented the Women@Work Campaign to advocate for gender equality and decent work in the horticulture sector. The campaign aimed at improving the labor conditions and the position of women workers who earn their living from the lucrative global supply chain of flowers and vegetable by promoting living wages, addressing sexual harassment, improving health and safety at the workplace, enforcing maternal and reproductive

health rights, advancing women's leadership and freedom to organize, and strengthening worker's representation and participation in decision making.

FEMNET's significant contribution to the sector through customized feminist leadership trainings targeting women and men working in flower farms in Kenya; working with human resource managers in these flower farms to review policies and mainstream gender policy and practice as well as robust advocacy campaigns calling for the adoption, ratification and implementation of the ILO Convention 190 on ending violence and harassment at work are indelible footprints that are collectively and comprehensively documented in the Hivos' Footprints of Change coffee book.

Some of the key achievements of this project included:

- 300+ women & men working in horticulture sector in Kenya were reached and their knowledge and skills strengthened through women's leadership trainings at the farms
- More women were promoted into supervisory and management positions between 2018 – 2020 with women taking up positions that were previously male dominated
- FEMNET in collaboration with Akina Mama wa Afrika (AMWA) developed customized knowledge products and training tools (Women's Leadership Curriculum, Mentorship Guide, Gender Equality Model Policy).
- Robust advocacy at national, regional and international spaces for the ADOPTION of ILO 190 Convention to ending violence and harassment in the world of work during International Labour Conference 2019
- Conducted a successful month-long women empowerment radio campaign through Radio Jambo thereby attracting 1.18M listenership
- Co-created an information sharing mural at Tropiflora Farm which continues to serve as a learning point for all workers
- At least 18 women leaders from 4 farms were inspired and equipped with requisite leadership skills through Stawisha Training

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African Feminist Macroeconomic Academy (AFMA): The Audacity to Disrupt Feminist Trade Policy



In 2020, due to the COVID-19 protocols, for the first time FEMNET organized a virtual AFMA hosted on FEMNET's e-learning portal bringing together a cohort of 133 activists and feminists in Africa and beyond. From Mali to Mauritane, from Cameroon to Liberia, from South Africa to Egypt and even in the diaspora the 2020 AFMA cohort brought their specialties and engaged with the topic of Feminist Trade Policy - specifically unpacking the African Continental Free Trade Area (AfCFTA) and what it means for African women. The AfCFTA agreement has high potential to boost industrialization and position Africa as a regional giant in trade through the creation of regional value chains and improved agro-processing. However, for this to be a success, women's leadership, meaningful inclusion and participation is essential in its formation and implementation. Equitable trade systems and structures are fundamental to women's economic justice.

Men to Men Advocacy

FEMNET Successfully Push for Gender Budgeting Lesson from Kenya.



The devolved government system that was ushered by the Kenya Constitution 2010 has created a great opportunity for advocacy and learning. In October 2020, The Executive Director led a technical team comprised of staff and project beneficiaries on a high-level advocacy mission. The advocacy mission targeted county government officials and national government representatives in the devolved structure. During these engagements, the county governments of Kericho and Bomet agreed on a joint workplan and resourcing for gender equality programmes. The County Governments of Kericho and Bomet

committed to develop a gender policy which will seek to address issues such as sexual reproductive health and rights for women and girls, harmful cultural practices including child marriage and ending gender-based violence. The devolved governance structure can provide great opportunities in other countries where there are sub national governance structures or systems thereby catalyzing the realization of women's rights.

Communities mobilized in favor of respectful relationships, gender equality and safety in public spaces.

FEMNET conducted webinar sessions with male champions from Kenya, Uganda, Tanzania, Mozambique, Zambia, and Malawi to design a rapid response plan to cases of SH and GBV during the Covid 19 pandemic. This was important in engendering the Covid 19 response at sub-national, national, regional, and global level. The champions agreed to men and boys noting that men and boys were responsible for the upsurge in cases of harmful cultural practices, GBV and teenage pregnancies in the pandemic period. It was agreed that men and boys should take a bigger responsibility among themselves in the upsurging cases of teenage pregnancy. Another major milestone from this webinar was the development of a stay-at-home formula for men in the Covid 19 pandemic period. Some of the key components of the stay-at-home formula include Sharing of domestic chores by supporting reproductive work at home, nonviolent conflict resolutions methods, ways of achieving violence free homes, mental health and health seeking for men and communication between couples in the home.

Training and women's rights work with religious and cultural leaders establishes a solid ground for driving change.

FEMNET has for the last 6 years been building the capacity of religious and cultural leaders to drive

positive change on SRHR for women and girls. The process takes time and depends a lot on the peer-to-peer engagement. In 2021, the Covid 19 pandemic brought to fore the importance of cocreating activities with this constituency. The lockdowns demanded that our religious and cultural leaders take the drivers seat in promoting SRHR for women and girls. As a result, they also encountered the rigid members of the community who are resistant to change. However, the good grounding saved the day as the religious and cultural leaders went out to demand for accountability among duty bearers as well as pushing members the community in eradicating harmful cultural practices. One of the cultural leaders was ridiculed at a burial event for speaking against FGM" ...huyu mzee ako na suti hawezi ongelea mambo zingine, ni hii mila yetu anapinga kila wakati. Asikubaliwe kuongea na sisi tena". (This old man (Imunya) dressed in a suit has nothing else to talk about in this community other than fighting our culture. He should not be allowed to speak to us again"). To realize change, interventions promoting social transformation must have a long-term plan for engaging with their constituents as well as work with them to co create interventions that will be owned in and by the community.

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Data Driven Advocacy for Policy Influencing

FEMNET and partners participated at the sixth session of the Africa Regional Forum on Sustainable Development (ARFSD 2020) Addressed the theme '2020-2030: A Decade to Deliver a Transformed and Prosperous Africa through the 2030 Agenda and Agenda 2063.' As Africa's official preparatory event for the UN High-Level Political Forum (HLPF), the Forum theme was aligned to the 2020 HLPF theme, 'Accelerated action and transformative pathways: realizing the decade of action and delivery for sustainable development. During this period, FEMNET Supported 10 African women and their representatives from Uganda, Kenya, Malawi, Zimbabwe, Zambia to participate at the sixth session of the Africa Regional Forum on Sustainable Development (ARFSD2020), held in Victoria Falls, Zimbabwe. FEMNET partnered with (Equal Measures 2030, Groots Kenya, Forum for women in Democracy (FOWODE) and Equality Now) to Co-host a Side event titled: Enhancing Data driven Actions for accountability and achievement of SDGs in Africa. A total of 56 participants Male: 30 and Female: 26 from various countries and key gender advocates from UN agencies, CSOs.



A decade of Action, reaffirming our collective commitments to the SDGs and rebuilding from COVID-19 pandemic.

FEMNET as co-chair of the SDG's Kenya Forum participated in the national multi stakeholder forum that convened from 15th to 16th December 2020 under the theme: A decade of Action, reaffirming our collective commitments to the SDGs and rebuilding from COVID-19 pandemic. The policy makers included representatives of national and county governments. Specifically: Council of Governors, Parliamentary SDGs and Business Caucus, Finance and Planning Committee of parliament, Permanent Secretary-State Department for Planning, Administrative Secretary National Treasury and Planning and Permanent Secretary Ministry of Foreign Affairs, Principal Economist SDGs Directorate, County SDGs Champions, Private Sector (KEPSA, KAM, SAFARICOM, Global Compact, KBA, the Media- Standard media group, Academia-University of Nairobi, and Civil Society organizations.



During the Gender Equality and SDGs session, FEMNET’s Regional EM2030 Coordinator for Africa presented the country status of gender equality using Data on SDG 5 indicators from the Gender Index and bending the curve research report. This evidence provided a benchmark for SDG 5 panel discussions that was constituted by Members of the Parliamentary Caucus on SDGs, the Director State Department for Gender, the Director SDG Unit at the National Treasury and Planning, and the Commissioner for National Gender Equality Commission and civil society leaders. The panellists’ discussions and subsequent plenary reactions and comments from participants acknowledged the evidence revealed by the data, emphasized the need to accelerate the implementation of the constitutional 2/3rd gender rule, mainstreaming gender in the counties planning and budgeting and adopting a multi-stakeholder engagement strategy. It also generated learning and sharing of best practices and experiences by counties and private sector on the implementation of the 2030 Agenda for Sustainable Development in Kenya.



The training brought together grass roots women, together with a cohort of journalists, communication partners and staff

Deliver For Good Campaign Kenya

FEMNET, advisory partners and thematic leads came together, organized and hosted 3 days physical media skills training and coaching workshops for grassroots women/female community champions and leaders for a media training. The training brought together grass roots women, together with a cohort of journalists, communication partners and staff who facilitated sessions to tell their stories.

The result was enhanced capacity of grassroots women from 5 counties in Kenya to use the knowledge and skills to engage with media: they gained skills for effective future engagements with national, community and vernacular radio.

The cohort of journalists from local and national media houses were trained, some of them made strong connections with women and captured stories of advocates in action as they shared their testimonies of engagement in campaign activities during the trainings.



GENERATION EQUALITY

REALIZING
WOMEN'S
RIGHTS FOR AN
EQUAL FUTURE

In 2020, as the world reviewed the 25 years of the Beijing Declaration and Platform for Action, the UN Women launched the **Generation Equality Forum**, a global gathering for gender equality, convened by UN Women and co-hosted by the governments of Mexico and France in partnership with civil society and bringing together women's rights activists, gender equality advocates and visionaries to push for adequate resourcing and full implementation of the Beijing Declaration and Platform for Action. The co-leaders of the **Generation Equality Action Coalitions** were announced in July 2020. The Action Coalitions will deliver concrete and transformative change for women and girls around the world in the coming five years. They will focus on **six themes** that are critical for achieving gender equality: (1) ending gender-based violence, (2) advancing economic justice and rights, (3) agitating for women's bodily autonomy and sexual and reproductive health and rights, (4) strengthening feminist action for climate justice, (5) technology and innovation for gender equality, and (6) feminist movements and leadership. **FEMNET is a core-leader of the Action Coalition on Economic Justice and Rights.**

Continental Influencing

As the Chairperson of the African Union, President Cyril Ramaphosa assumed his role in January 2020, FEMNET mobilized her members and the women's movement to submit a **Letter by African Women & Girls to the AU Chairperson, President Cyril Ramaphosa**, with our extremely urgent demands that must be instituted to realize the achievement of gender equality and women's rights during his tenure. In addition, with the African Union theme of the year being 'Silencing the Guns' and so was **our clarion call to silence the guns and defund the sector and invest more into social protection and gender equality.**

Femininja Podcast



FEMNET launched the **Femininja Podcast** in September 2020 and by end of December 2020, we had released 15 episodes. The podcast is a series of amazing and candid conversations around diverse topics including feminism, leadership, femonomics, reflections on the global commitments like the twenty-five years Beijing Declaration and Platform for Action and the impacts of the COVID-19 pandemic on the lives and livelihoods of women and girls. [Click here](#) to hear from incredible women speakers as they tell their stories, share their insights and educate us on why we should all be feminists.

Digital Footprints and Conversations

FEMNET's innovative use of digital and social media platforms has enabled her to effectively mobilize, influence policy, engage, network, follow up and share information more fluidly with her members and coordinate members around key moments. Throughout the year, FEMNET initiated, joined and contributed to online discussions curated in hashtags:- **#Femonomics, #FightInequality, #WomenAtWorkCampaign StopGBVA-tWork, RatifyILOc190, #InclusiveLockdown, DignifiedResponse, #JustRecoveryAfrica, #SRHRDialogues, #Beijing25Africa, #CSW63Africa, #GenerationEquality, #GenerationEqualityAfrica #WomenMustLead** etc.

In terms of followers on our social media platforms, the following depicts the steady growth in numbers:-

Year	Facebook Page Likes	Twitter Followers	Instagram Followers
2018	15,375	28,638	1,146
2019	15,926	30,176	1,453
2020	16,600	40,759	2,049

FEMNET

Annual Report 2020

The following include some of the knowledge products that were produced in 2020:

- Letter by African Women & Girls to the AU Chairperson, President Cyril Ramaphosa.
- Poem: On this #DayOfTheAfricanChild Teenage Girls Plead for Justice.
- Africa CDC and the AU must offer dignified & inclusive focus to women & girls in COVID19 response.
- Rekindling the Beijing Fire of Revolution: Africa Beijing+25 Parallel Report .
- Feminist Sanity Kit and Sister Care Guide .
- #InclusiveLockdown: Key Practical RECOMMENDATIONS by African Women & Girls.
- Sister to Sister Mentorship Guide (in partnership with Akina Mama wa Afrika) .
- Gender Equality Policy: A Model for the Horticultural Sector in East and Southern Africa .
- Rapid Assessment on Impact of COVID-19 on Horticulture Sector in Kenya in partnership with KHRC and Hivos East Africa .
- A Report on the Policy Dialogue for Women's Political Participation in Kenya .
- Women's Power, Realities & Resilience amidst COVID-19.

2020: Decade for Action.

FEMNET published Press Releases and Opinion Pieces in national, regional and global media platforms including:

- Why Nigeria knows better how to fight corona than the US .
- A pan-African stand must be taken against political oppression in Tanzania.
- "Women Must LEAD Not Bleed! Nairobi County Women MCAs Resolve"
- "Women Must LEAD! We need feminist leadership in Kenya"
- Short clip Videos/ Documentaries that were produced in 2020 and used for influencing and documenting herstory journeys include:-
- How are Women Leaders Transforming the Horticulture Sector in Kenya?
- An Ideological Session on Rekindling Pan-Africanism during COVID-19.
- Even in Pandemic....Flowers still blossoms.
- Action Coalition on Economic Justice & Rights.
- A Policy Dialogue for Women's Political Participation in Kenya.
- BEIJING +25: African Women's & Girls' Voices on Amplifying the #GenerationEquality.



STRATEGIC VISION

In 2020 FEMNET embarked on the review of our 10-year strategic plan 2020 - 2029. The development of this ten years blueprint was inspired by a need for continued repositioning within the evolving operating context and to enable continued relevance and effective responses to the priorities and aspirations of African women and girls in all diversity.

The strategy is an outcome of a co-creation process entailing rigorous analysis, deep consultations, and authentic reflections by FEMNET staff, board members, organizational and individual members, peers, partners, and other stakeholders. FEMNET regards 2020-2029 strategic plan as a broad framework document that sets broad parameters to her programs and operations in the next ten years. The plan will be operationalized through three cycles of three-year tactical plans premised on periodic reviews.

The strategic plan will focus on the delivery of five thematic areas, which are; Ending violence against women & girls; Advancing sexual & reproductive health & rights; Transformative women's leadership; Economic justice and rights and lastly Climate justice & natural resource governance. Together with our partners and members we will strive to ensure that we amplify, we strengthen capacities, we connect, we form consortiums, we mobilize resources, we learn and we share knowledge on these thematic areas.

FEMNET aspires to be an authoritative, robust, and diverse pan-African feminist network advancing gender equality and women's and girls' rights. We understand however that patriarchy must be dismantled, and societal power relations balanced to achieve gender equality and enable women and girls to fully enjoy their rights, realize their full potential, and attain dignified lives. Besides other international human rights protocols, our work is guided by feminist frameworks that recognize women's rights as human rights and the imperative of gender equality and justice in development as important prerequisites for women and girls' wellbeing. These include feminist principles and values as guided by the *Charter of Feminist Principles for African Feminists*.

The envisaged change occurs when women as rights holders reclaim their rights and duty bearers accept and enforce women's rights as a norm. This requires movement and resilience building; politicization and feminization of key processes, policies and outcomes transforming oppressive norms, policies, and laws; and strengthening women and girls' individual and collective capacities. Subsequently, FEMNET invests in further enhancing *solidarity* within the African women's movement; shifting gender *power* relations; and increasing the significance and visibility of African women and girls' *voices* and agency. Separately, FEMNET will consolidate her position as an inclusive, well-resourced, and people-centered pan-African feminist network with a *soul*.

FEMNET recognizes that the commitment to alter relations of power, structural injustices, and systemic oppression lies at the heart of feminism. In the current strategic plan (2020 – 2029), FEMNET will continue to push towards altering power structures that perpetuate gender inequality by facilitating women and girls in their diversity to effectively claim, affirm, and use their collective power to end all forms of exclusion, oppression, exploitation, and injustices against them.

FEMNET will be *deliberate to adopt a multipronged strategy* focused on disrupting patriarchal power orders in policy spaces; nurturing innovative and powerful feminist spaces; re-politicizing the women's right agenda; and invigorating constituency building and engagement. This includes robustly growing women and girls' solidarity, voices, agency, and power to shape discourse, while countering regressive forces against gender equality and women's empowerment.

Our FEMNET Familia And Membership is Growing!



Joyce Cheppkorir

Monitoring and Evaluation Officer

Joyce has over nine years of experience in project management and setting up monitoring evaluation systems. She has worked with marginalized communities, young people, women, girls and people with disabilities. She has previously worked as a Monitoring and Evaluation Specialist with Action Aid and Hand in Hand EA. Joyce is a holder of Bachelor of Business Management Degree from Moi University and a Certificate in Social Sector Leadership from University of California, Berkeley Haas School of Business. Joyce loves spending time with family, cooking and gardening.



Carol C. Gatoto

Bilingual Project Associate

Carole is the Bilingual Project Associate, working closely with the Regional Project Manager to facilitate communication with francophones. She holds a Bachelor of Science degree in International Business Administration with a concentration in Management from the United States International University – Africa. She is a calm and kind person and loves talking long walks!



Sylvia Kerubo

Digital Media Associate

Sylvia Kerubo is currently working as the Digital Media Associate. She has been in the digital space for close to 5 years and has a vast knowledge and experience in how to manage diverse online community platforms. She is a holder of a Bachelor of Commerce, Finance degree from the University of Nairobi. Sylvia is passionate about voicing the struggles and experiences of women. When she is not working, you will find Sylvia exploring different cuisines, reading and most importantly, sleeping.



Julie A. Okiro

Communications Mentee

Julie is a media practitioner with over 6 years' experience. She has worked as a Show Editor editing over 200 feature stories from across Africa, covering a range of topics including: sports, science and tech, politics, business, education, health, fashion and lifestyle, entertainment and travel. She has also worked as a podcast producer producing and editing podcasts for various clients. Julie holds a Bachelor of Arts, Journalism Degree from United States International University – Africa and is currently pursuing her Masters in Strategic Corporate Communication. Julie enjoys listening to podcasts and watching series and documentaries.



Jill Anami

SRHR Program Officer

Jill Anami is a gender specialist working on human rights advocacy in particular on the access to comprehensive Sexual Reproductive Health and Rights (SRHR) information and services, with considerable experience gained through her career assignments in Africa, England, USA and Switzerland. Passionate with promoting a holistic empowerment of women, young women and girls, she advocates for them in all their diversity to have access to equal opportunities, and for their human rights to be fully realised. Jill holds a Master of Arts in International Development from the University of East Anglia, UK and Bachelor of Arts in Development Studies from the Catholic University of Eastern Africa, Kenya. She also holds a Certificate in Project Management and a Certificate in Monitoring and Evaluation from the University of Cape Town. In

her role at FEMNET, Jill will apply her understanding of the principles of humanitarian development, advocacy and in gender equality and mainstreaming in line with progressive feminist transformative approaches in promoting SRHR. Besides smashing patriarchy, Jill is an avid traveller and enjoys listening to music, podcasts, keeping up with Netflix and reading African literature.



Hannah Kendi

Finance Officer

Hannah Kendi a Finance management specialist, Banking and Finance graduate, A.C.C.A. affiliate, with over 8 years of experience in various sectors including within international NGOs with a primary focus on grants, financial, budget and risk management alongside capacity building and procurement.

A first born, proudly from Tharaka Nithi county, my land of milk and honey. I am absolutely grateful to be alive in such a time as this when the African woman is rising and using her voice unapologetically, to demand for more in every aspect of her life and loving her natural kinky hair while at it!

Financial Statements

STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2020 AND 2019				
ASSETS	2020	2020	2019	2019
	Kshs	USD	Kshs	USD
Property and equipment-net of accumulated depreciation	33,866,721	310,218	31,703,052	312,838
Current Assets				
Cash and Bank Balances	655,225,893	6,001,787	465,384,587	4,592,309
Accounts Receivable	12,828,183	117,505	3,977,241	39,247
Total Current Assets	668,054,076	6,119,292	469,361,828	4,631,556
Current Liabilities				
Accounts Payable	9,860,286	90,320	16,861,023	156,431
Deferred income	609,115,377	5,579,422	447,158,390	4,422,407
Total current Liabilities	618,975,663	5,669,742	464,019,413	4,578,838
Net Current Assets	49,078,413	449,550	5,342,415	52,718
Net Assests	82,945,134	759,768	37,045,467	365,556
Represented by:				
General Reserves	45,818,615	419,693	36,415,126	359,336
Foreign Currency Reserve as Restated	37,126,519	340,075	630,341	6,220
Total Funds	82,945,134	759,768	37,045,467	365,556

STATEMENTS OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2020 AND 2019				
	2020	2020	2019	2019
	KShs	USD	KShs	USD
INCOME				
Grant received	369,499,248	3,503,370	353,870,998	3,492,008
Other income	17,907,481	169,766	2,480,968	24,642
Total Income	387,406,729	3,673,136	356,351,966	3,516,650
EXPENDITURE				
Programme expenses	325,509,415	3,085,893	305,826,411	3,017,833
Establishment expenses	14,574,481	138,169	6,068,475	59,882
Administration expenses	37,919,344	359,483	36,337,342	358,568
Total expenses	378,003,240	3,583,545	348,232,228	3,436,283
Balance for the Year	9,403,489	89,591	8,119,738	80,367

The Statement of Financial Position for FEMNET closed the year 2020 with a net assets balance of KES 82,945,134 (US\$ 759,768).

The Network recorded Income of KES 387,406,729 (US\$ 3,673,136) during the 2020 financial year. The organisation continued to have very strong expense ratios with programmes representing 86% of the total expenses.

The expenditure and related items as presented, represents operations in implementing the FEMNET's new 2020-2029 strategy and in line with the Network's Vision & Mission. Operations during the year took into account most important and relevant opportunities that evolved during the reporting period. Funds were also spent in strengthening relations members and other key stakeholders, improvement in key internal processes, and learning and growth.

The network made invaluable efforts in assessing and exchanging ideas and experiences on systems, policies, good practices, programmes quality and strategies with 25 WROs, out of which 19 organisations got sub-grants in 2020. The 2020 operations include US\$ 1,117,673 disbursed to partners as sub-grants and/or coalition members, with more WROs expected to be funded in 2021

COVID-19 global pandemic adversely affected 2020 financial year organisation budget burn rate to 52%. Even with the 52% budget burn rate, the organisation quickly adapted and delivered very good output over the period in very sustainable way.

The Network also invested in relevant information technology (IT) & information system (IS) infrastructure to facilitate the new ways of working.

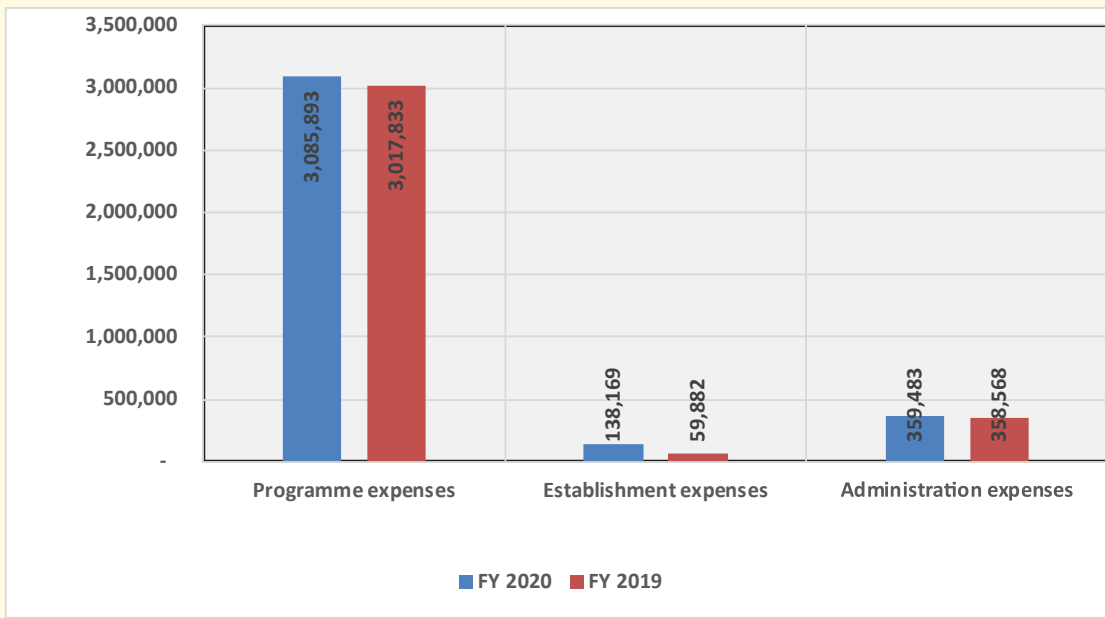
We have been able to implement our activities in sustainable way and we aim to drive sustainability agenda to all our stakeholders to always consider the ecological, economic and social impacts of our work.

The assets include a 2 acre land in the outskirts of Nairobi presented at cost (2012), with directors' valuation as at 31st December, 2018, standing at KES 30 million (US\$ 277,136) up from purchase price of KES 10million (US\$97,276).

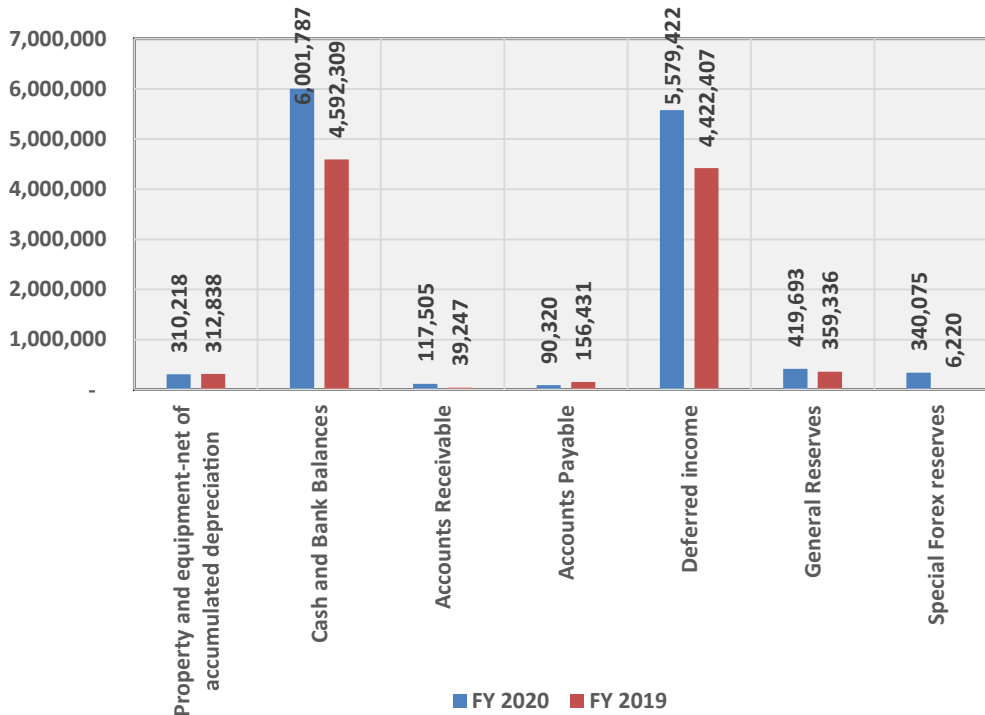
* The figures have been translated at rate of USD 1 = KSh 109.17; Euro 1 =KSh 128.70; GBP 1= Ksh 139.50 (2019: USD 1 = KSh 101.34; Euro 1 = KSh 113.37)

The published financial reports are extracts from audited Financial Statements and Reports. FEMNET's financial statements have been independently audited by Audit firm of CroweErastus, CPA. and received an unqualified audit opinion as to their fair presentation in conformity with International Standards on Auditing (ISA).

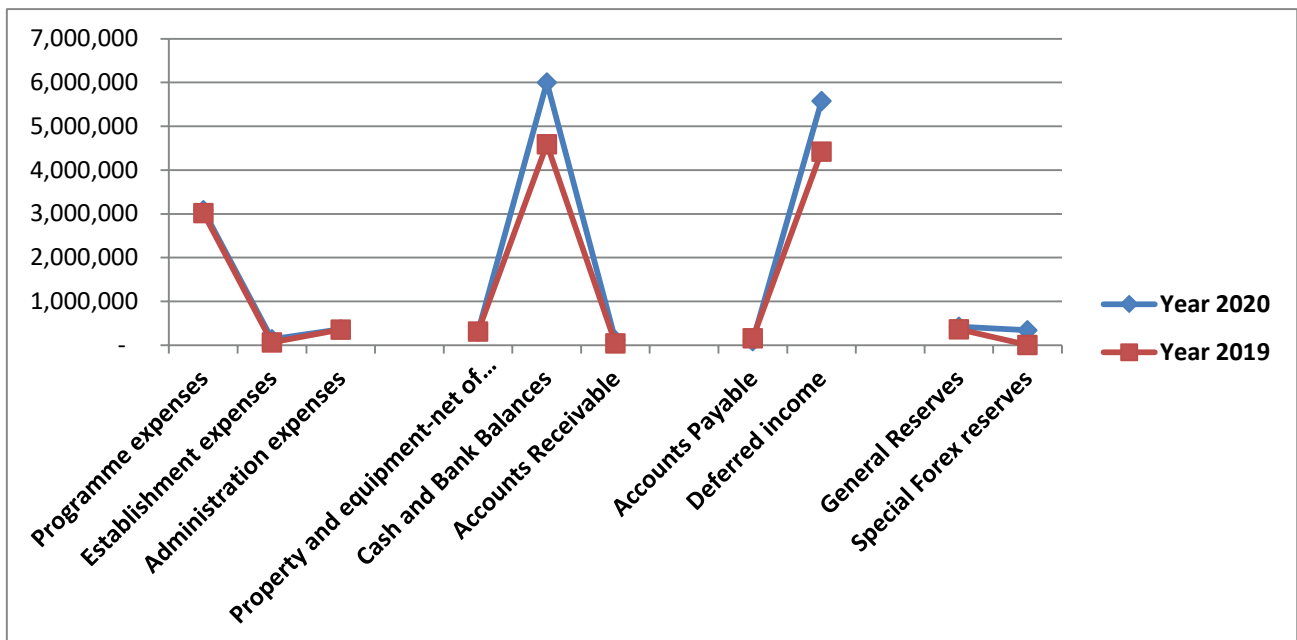
Expenditures For 2020 And 2019-Comparatives Figures In Us\$



Statements Of Financial Position As Of December 31, 2020 And 2019



Summary Analysis For 2019 And 2020



Our Partners!

FEMNET is truly grateful for the unwavering support from our members, partners and friends in our collective journey as we envision a society where African women and girls thrive in dignity and well-being, free from patriarchal and neoliberal oppression and injustices.

Throughout 2020, financial and in-kind contributions from our partners supported the implementation of various strategic interventions and programmes:-





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Communication Network**

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