

2015 ACTION PLAN



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I. INTRODUCTION

The Women for Africa Foundation (FMxA) has launched its Action Plan for 2015. The activity derived from the previous three years has produced 15 projects, which have successfully been implemented in 12 countries and have provided the FMxA with significant experience in designing and implementing different initiatives on the ground.

Based on this experience, and taken into account the new situation in Africa after the Ebola breakout in the western region, where the FMxA develops most of its activity, the 2015 Action Plan is putting forward about twenty projects, some of which have been redesigned to adjust to the new situation. This is the case of two of the ongoing projects in two of the worst affected countries: “Stop Fistula” in Liberia and “Women at the Wheel” in Sierra Leona.

The new Action Plan includes new activities aimed at trying to help control the virus spreading and alleviate its terrible consequences.

Additionally, the Action Plan intends to implement three of the foundation flagship projects – “Stop Fistula”, “Women at the Wheel” and “Women’s Green Yard”- in other countries, like Tunisia and Northern Ghana, remaining this way faithful to our vision of replicating projects that have proved to be useful and beneficial to the population.

Our 2015 Action Plan highlights the strengthening of activities in the areas of healthcare, education, research and knowledge. In the area of healthcare and together with the “Stop Fistula” and “Painting Africa” projects, a maternal health care and a nursing training programme will be implemented in Liberia.

In the field of science, "Science By Women" is particularly noteworthy. This is an ambitious programme to promote African women's access and leadership to scientific and technological research, thereby improving their abilities in this field in their respective countries. As for political leadership, the plan includes the "Women Leaders" project, carried out in collaboration with the prestigious Yale University and targeting women in prominent positions in governments and institutions in their home countries.

Entrepreneurship training also figures prominently in this Action Plan in a programme to be developed in Kenya with an innovative approach. It is to be put into practice in collaboration with Babson College, a leading academic institution for entrepreneurship at an international level. The Spanish learning programmes as well as doctoral or research scholarships, have also been boosted through collaboration with Spanish universities.

Although The 2015 Action Plan has to adjust to the resources available, it reflects the FMxA's willingness to implement other initiatives that, in some cases, have already been drawn up. This is why there is a section with projects whose feasibility depends on extra funding. One focus of the FMxA's activity has become the search for partners and backers, as well as presenting our most ambitious projects to international calls for development programmes.

II. PROJECTS FOR 2015

A. EDUCATION AREA

1. “Ghana Wins!” 2015 | GHANA

Description

This project, which the FMxA began to implement in 2013, is being carried out in collaboration with New York University (NYU), the University of Legon and the University of Winneba in Ghana, with the support backing of Banco Santander. It is based upon three programmes that focus on the country’s priority needs: education, healthcare and social leadership. The aim is to develop and boost the leadership skills of a group of Ghanaian women who work professionally in each of the three aforementioned areas, giving the women who take part the necessary skills for them to lead their country’s social transformation and development. In addition to the theoretical training, the women benefitting from the project also plan and implement other projects in their respective areas, thereby extending the impact of this initiative.

The project is intended to last three years, ending in 2015. The expected outcome, which already looks like it will have an extraordinary impact, is to train 80 women and carry out over 50 projects for the Ghanaian society. The results of this activity and the extent of its impact, which reinforces its impact because of its multiplier effect in generating more projects, is encouraging us to start work on the next edition, although it will be necessary to carry out a prior assessment in order to introduce the improvements needed to ensure its impact and feasibility.

To be implemented in 2015

In 2015, the following activities will be carried out:

Hospital Management Programme

As of March, the process will begin to select the 10 nurses for the third and final cohort. In May, a revision of the implementation of the second cohort's projects is foreseen as well as the course in Accra for the third cohort. In September, the results from the third cohort's projects will be presented.

- Teacher Training Programme (GIFTED)

In June, 2015, this programme will end with an intensive course at New York University. The second cohort's graduation will take place with a presentation of the results from their projects.

- Social Leadership Programme

In January, 2015, both the first cohort's graduation and the presentation of the second cohort's participants will take place. In March, the course on social leadership will be given in Accra for those participating in the second cohort. The participants will design their projects, which they will carry out between March and November, 2015.

2. "Education for Girls from Rimkieta" Project, Ouagadougou

BURKINA FASO

Description

The purpose of this project, carried out in collaboration with the Friends of Rimkieta Foundation, is to school and educate girls in dire need in the district of Rimkieta, Ouagadougou. The project is located in one of the most disadvantaged neighborhoods of the capital of Burkina Faso, one of the poorest countries in the world. Poverty and a lack of resources make up the harsh reality for many girls in Rimkieta. This is why this project is aimed at abandoned orphan girls or girls from families living in extreme poverty aged between 8 and 19. This project revolves around three goals or phases: Schooling, Literacy I and Literacy II. As it is an educational project, it follows the school calendar, which means that the activities listed below will be implemented in the 2015-2016 school year. For the first time, this year scholarships will be awarded to five girls to study at university. In Burkina Faso, women only account for one third of all students entering higher education, so we consider it a big success to support five young ladies during their university studies.

To be implemented in 2015

- Phase I: Schooling or Re-Schooling

The goal for the next academic year is to maintain the same number of grants as the previous year –a total of 300 – so as to continue to support the beneficiaries' primary and secondary education.

- Phase II: Literacy-Schooling/Occupation

This phase aims to provide the necessary basic training for future schooling for the girls or, where appropriate, learning a trade. During the 2015-16 school year, 20 new girls will join the project. Education will also continue for girls who need to continue their studies in order to be properly schooled. Training in skills will be given in a specialized institution.

- Phase III: Literacy II

This phase addresses girls with difficulties or disabilities and those who, for different reasons, cannot enter Phases I or II. They will be given basic education.

3. Project to Provide Secondary Schooling Support to Girls in the Rural Area of Lilongwe (Kulimbikitsa Atiskana Ku Malawi) | MALAWI

Description

This project aims to bolster schooling for girls and young ladies in the towns of Chaombwa and Mbambande in the rural area nearest to the capital, Lilongwe, so that they may continue their secondary schooling. The purpose is to enable them to access higher education and good academic training. The targets are girls and young women from broken families in rural areas in which women have limited possibilities for advancement. The project also involves maintenance and health care for the beneficiaries. The girls and young ladies are selected with the aid of the chiefs of the villages, who decide together with the community which girls are to be taken into the programme. Thus, the families and the community commit themselves to supporting the girls and young women in their studies.

To be implemented in 2015

This project, implemented in collaboration with the Esteban G. Vigil Foundation, intends to continue providing support in 2015 to the 75 girls who are attending secondary school. The target is to allow these girls to gain access to higher education.

B. RESEARCH AREA

4. "Science By Women" Project

Description

The Women for Africa Foundation, true to its mission of contributing to the development of Africa through its women, has launched the ambitious "Science By Women" programme aimed at promoting women's access to science and technology, supporting them in their research careers, making their achievements visible, promoting their leadership in the international scientific community and helping to foster the capabilities of their research groups in their countries of origin.

The timing is especially appropriate, since science, technology and innovation are the tools for achieving the Sustainable Development Goals. They help reduce people's vulnerabilities to disasters of any kind, and learn lessons from each and every crisis overcome. There is thus a growing consensus on the need for a scientific and technological perspective to be at the heart of the post-2015 sustainable development agenda currently being drafted within the United Nations.

To achieve this ambitious goal, the FMxA has the support of the Severo Ochoa institutions, whose prestige is widely recognized throughout Spain and internationally, thereby ensuring excellence in scientific research in various fields. Specifically, framework agreements have been signed with the National Cancer Research Centre (CNIO in Spanish), the Institute of Photonic Sciences (ICFO) the National Centre for Biotechnology (CNB), and the Institute of Health Carlos III (ISCIII). Other Severo Ochoa institutions or other centres of excellence are likely to join the programme in future.

Science By Women's priority areas of work are:

1. Health Care.
2. Energy, water and climate change.
3. Agriculture and food security.

To accomplish this initiative, a scientific committee chaired by the president of the FMxA has been created, including the heads of the 4 aforementioned institutions, the president of the Severo Ochoa Foundation, the president of Genetrix, and prestigious African and U.S. American figures from the world of research.

The Scientific Committee's functions include the following: agreement upon the strategic lines to follow, management of the implementation of this initiative, and boosting its impact.

To be implemented in 2015-2016

The first meeting of the Scientific Committee took place last 1st December, 2014. It was then agreed to implement a programme of eight scholarships for senior women researchers in 2015-2016. A Governing Board has been set up to deal with the technical and operational aspects of the sabbaticals programme.

Stays programme for senior women researchers.

The "Science By Women" Scientific Committee agreed to set up a programme of eight scholarships or six-month stay in the four partner institutions for senior women researchers, aimed at senior African women scientists with particular leadership skills, intended to foster cooperation in research. Junior members of the same teams may take part in subsequent sabbaticals to boost the creation of stable partnerships between the Severo Ochoa institutes and the African teams.

The programme will have an exponential effect on knowledge transfer from the beneficiaries to women students (on bachelor's, master's and PhD courses) and young women researchers in the institutes of origin. In an interconnected, globalized world, the mobility of women researchers is essential for effective scientific cooperation.

In the candidate selection process, encouragement will be given to projects that are carried out jointly by various African research centres, those that cover all phases of the process from research to the market, and those that have a social impact in terms of people peoples)e and quality of life, as well as an economic impact in terms of companies' productivity and competitiveness.

Assessment of results

The timeframe for implementing this first phase of the programme is from December, 2014, to December, 2016, after which an initial assessment will be made. Depending on the results of the programme and its impact, the Scientific Committee will decide on amendments to be made in order to take into account the lessons learned and best practices. It will also adapt the programme to flexibly respond to the changing needs of Africa's social and political context.

5. Research Collaboration with Princeton University

The FMxA, in collaboration with Princeton University and with the support of Banco Santander, plans to implement two lines of research:

- One line of research on women's economic development and empowerment in Africa;
- Another line of research into maternal healthcare in Africa.

To be implemented in 2015

Throughout 2015, the FMxA will implement the content of the research programmes in collaboration with Princeton University, and the women researchers will be selected. The different lines of research should begin in the last quarter of 2015.

C. HEALTH AREA

6. Maternal and Child Health Care and “Stop Fistula” in the Context of the Ebola Epidemic. Monrovia | LIBERIA

Context

The “Stop Fistula” project that the FMxA had been carrying out since 2013 in the Saint Joseph Catholic Hospital (SJCH) in Monrovia was interrupted at the end of last July due to the tragic consequences of the Ebola outbreak in the hospital, which led to its temporary closure.

Stop Fistula’s first year of implementation gave encouraging results with a high impact: the total of assisted births came to 1,738, while 2,126 women paid visits to have their pregnancies monitored and 97 women were operated on successfully. Despite these results, we have unfortunately been forced to halt all activity, given the serious health situation, and to focus our efforts on working with the Government of Liberia and the Saint Joseph Catholic Hospital.

The SJCH, in collaboration with the government and international institutions, has reopened as a maternity hospital, referring obstetric emergencies to the JFK Hospital as it is unable to operate in the current Ebola epidemic situation.

To be implemented in 2015

The FMxA, true to its commitment to the women of Liberia and the agreements it has made with the Government of Liberia and the SJCH, has drawn up the activities to be carried out in the field of maternal healthcare. It is extending its scope of activity in

terms of maternal health while it waits to resume its “Stop Fistula” activities. The measures planned will focus on:

- **Training** courses for **care in childbirth in the context of Ebola**. Following the agreement between the FMxA and the Health Institute Carlos III, a training programme will be launched in 2015 for healthcare staff who give childbirth assistance (doctors, midwives and nurses) in Monrovia. This training will be developed in two ways: by sending a team of experts from the Institute of Health Carlos III to Monrovia and train to the highest possible number of professionals; and by bringing selected professionals to Madrid, who in turn, can continue to train healthcare workers across their country.
- Collaborating with the SJCH in organizational and advisory activities for the smooth running of the maternity. The goal is to start **working in maternal care**, except for emergencies **while the Ebola outbreak remains**, so that in the mid-term the hospital may work exclusively on maternal and children’s healthcare.
- Collaboration with the Barcelona Institute for Global Health (ISGlobal) in maternal healthcare. The FMxA will participate in the Maternal Health workshop organized by this entity in collaboration with Harvard University and Aga Khan University. The aim is to **improve the skills of the different participants** in maternal and child healthcare **in less developed countries** and to enhance their technical and leadership knowledge in order to help reduce maternal and neonatal mortality rates.
- Recovering and bolstering the “Stop Fistula” project’s activity as permitted by the health situation in Monrovia. The closure of almost all of the hospitals in the capital of Liberia for several months due to the Ebola outbreak portends a rise in obstetric fistula cases.

7. “Stop Fistula”: Tamale. Project for the Prevention and Treatment of Vesico-vaginal Fistulas | GHANA

Context

One of the Millennium Development Goals (MDG 5) is to improve maternal healthcare, reduce maternal mortality by three quarters and achieve universal access to reproductive healthcare by 2015. Despite the progress seen in maternal healthcare in Sub-Saharan Africa, we are far from achieving this goal, which will remain a priority in the post-2015 agenda.

In this field, the FMxA is continuing to give priority to the prevention and treatment of obstetric fistula. The experience acquired from the *Stop Fistula* project launched in Monrovia, its impact and the protocols created for it, have led us to replicate this initiative in another country in the region, Ghana; specifically in Tamale, in the North of the country.

Description

In this important city in Northern Ghana, there is a fistula centre supported by the UN Population Fund (UNFPA) and the Ghanaian Ministry of Health.

“Stop Fistula” Tamale aims to strengthen the centre and house the Stop Fistula unit in the Tamale Teaching Hospital. The collaboration with the fistula centre brings with it the knowledge acquired from the years it has been running, the successes and weaknesses of the operations carried out to prevent and eradicate obstetric fistula, and therefore, the ability to plan an activity that will maximize the impact on women both in terms of prevention and the number of beneficiaries.

“Stop Fistula” Tamale focuses mainly on these points:

- Prevention: Awareness campaigns about obstructed labour assistance and the reconstructive surgery programme.
- Reconstructive surgery: The surgical missions planned in “Stop Fistula” will complement and strengthen surgical activity, thereby meaning that as many women as possible may be operated on and healed, with an improvement in results.
- Fistula School: Training is a central part of the initiative. The training programmes are aimed at physicians, gynaecologists, surgeons, nurses, midwives and birth assistants. The idea is to make “Stop Fistula” Tamale the example to follow for treatment and training in obstetric fistula, first in Ghana and later in West Africa.
- Reinsertion of patients. The integration and reinsertion of women who have undergone fistula surgery must be regulated and channelled into a specific programme to free them from the experience they have been through and to give them skills and economic independence through training and trade development.

To be implemented in 2015

The activities to be carried out are:

- The structure of agreements to implement Stop Fistula: Ghana’s Ministry of Health and Gender, UNFPA, the Tamale Teaching Hospital and agreements with Spanish universities present in Tamale (the King Juan Carlos University and the Complutense University of Madrid), and with the University of Tamale.
- Definition of the campaign for awareness and information about “Stop Fistula”.
- Definition of the Fistula School educational programme.
- Surgical missions.

8. “Painting Africa: Women Against Malaria” | GHANA

Description

"Painting Africa : African Women Against Malaria" (AWAM) project aims to combat malaria and other diseases transmitted by pests by raising women's awareness and educating them in matters concerning hygiene, thereby giving them a significant role in improving sanitary conditions for their families.

The Women for Africa Foundation or the FMxA has redesigned the first phase of its project “Painting Africa: African Women Against Malaria”, to adapt it to the real needs of the target population in the town benefiting from the project - Ahwiam. The project is being carried out in cooperation with UN Habitat, which has worked with the foundation in assessing needs on the ground. Based on these reports and the visits by the teams from UN Habitat and the FMxA, and taking into account the resources available, it was decided to redesign the proposed activity.

The first step was to identify the community in Ahwiam, which currently has almost 5,000 inhabitants and is a rapidly growing population with serious problems of waste management and urban sanitation. The FMxA's activity will therefore focus on improving cleaning and solid waste collection in Ahwiam and strengthening the existing sanitation infrastructure. Awareness and education activities related to health are a fundamental part of the activity, and so is the local authorities' commitment.

The new design includes innovative ideas in public awareness for the people of Ahwiam. The information and awareness campaigns will be carried out with local artists who have put their creativity into the project. To articulate and coordinate the

various activities and awareness campaigns, a partnership agreement has been signed with the local NGO Wildaf.

To be implemented in 2015

Phase I: Waste Management

The aim is to clean the town of solid waste and ensure a proper waste collection service is provided. To do so, two types of activities have been planned:

1. Raising public awareness in environmental management through "street art" and holding interactive workshops. Special attention will be paid to children's awareness and a gender perspective is to be introduced, highlighting the role of women in all aspects of waste management.
2. Solid waste management, by placing new containers and cleaning campaigns involving citizens and recycling workshops.

Phase II: Urban Sanitation

The plan is to promote an individual sanitation system. To do so, it is necessary to count on the commitment of local authorities to enforce the sanitation regulations, ensuring that the collective open sanitation system with clandestine connections does not continue.

The activities to be carried out in this phase are:

- Draw up the strategy to implement the sanitation system, its management and future sustainability.
- A campaign to promote social norms for using latrines.
- Deliver a theoretical/practical training module on building latrines.

After the sanitation restructuring phase, the Ahwiam school will be painted, for example, in cooperation with the CYCA Foundation.

9. Nurse Training Programme in Collaboration with the University of Las Palmas

Description

The FMxA has signed a Collaboration Framework Agreement with the University of Las Palmas. Under this framework agreement, both institutions have agreed to draw up and implement a training programme for nurses.

The aim of this initiative is to create a network of well-trained nurses from different African countries, among which the following are being considered: Senegal, Benin, Mali and Ivory Coast.

Training will be provided by the University of Las Palmas.

The first step in implementing this project is to draw up a report to get a clearer picture of the situation of nursing in the four countries. The report, to be drawn up by the FMxA, shall address the following points:

- a. A brief description of the existing healthcare system.
- b. The medical professionals' level of qualifications:
 - Doctors
 - Nurses
 - Other
- c. Identification of needs in each of these countries.
- d. Existing faculties / schools: resources and contacts.

To be implemented in 2015

- Planning the training programme.
- Agreements with the respective Ministries of Health.
- Identification and selection of the beneficiaries.

D. ECONOMIC DEVELOPMENT AREA

10. “Women’s Green Yard” Project | GAMBIA

Description

This project aims to promote the development of agriculture in Gambia through women, while developing their entrepreneurial skills and strengthening agricultural cooperatives, run by the women themselves. It has been drawn up taking into account government policies.

The initiative aims to improve food security by stabilizing the production of fresh food from the agricultural fields to meet the needs of families and help raise the income of rural households.

Support of Gambian cooperatives run by women for efficient work is a fundamental cornerstone of the project, together with the appropriate infrastructure to improve the quantity and quality of the produce. All of this contributes to the goal of the Gambian Department of Women’s Affairs’ programme, which strives to strengthen the bonds among women within the cooperative and to give support in producing higher quality crops that will enable them to generate more revenue.

“Women’s Green Yard” began to be implemented in 2014, incorporating a new partner, the OCP Foundation of Morocco, which allowed extending the activities to the two initially identified cooperatives, those of Katakorr and Sanyang.

This initiative aims to achieve social, economic and environmental impact and to empower women through training. Along with the 500 cooperative members targeted by the project, their families and the inhabitants of nearby towns have also

benefited from the training, as well as suppliers and local staff, so we can quantify the impact of this activity at nearly 4,000 people.

Lines of action

Women's Green Yard includes support for the work of two horticultural women's cooperatives via training and infrastructure installation in order to improve the quantity and quality of the produce, bolster food security and increase rural households' income.

To that purpose, the project revolves around the following lines of activity:

1. Introducing the infrastructure necessary to achieve quantity and quality production.

This means creating all the necessary infrastructure to set up the agricultural fields and to train and equip the women with the necessary tools for working on the vegetable garden. In addition, quality seeds are provided for the first crop, so that seeds can be gathered for the second year. The equipment and services provided for the cooperatives consist mainly of irrigation facilities; solar power as an energy source; a drip irrigation system; studies carried out on underground water to consider the possibility of pumping water from underground; and the fencing off of the entire perimeter.

2. Practical and theoretical training in horticultural techniques, marketing, sales and cooperative activity

Within this strategic line, the goal is to work with the women, giving them theoretical and practical training in various areas: horticultural techniques, cooperative work, marketing and sales.

3. Supporting the end products throughout the cycle of trade and marketing

Once a quality product has been attained, the aim of this activity is to support and assist the cooperative in distributing the product through a reliable commercial channel that provides transport and maintains the product at a reasonable price.

To be implemented in 2015

In 2015, the activity carried out in the Katakorr cooperative shall continue, and activities in the Sanyang cooperative will begin. The project will be officially presented in The Gambia this year.

1. Activities planned for the **Katakorr** Cooperative:

- Training and marketing activities will continue.
- Construction of a small food processing centre meant to improve the cooperative's performance and to be used for training.
- Marketing activities once the product has been obtained.

2. Activities planned for the **Sanyang** Cooperative:

- Infrastructure bulding.
- Training for the Sanyang cooperative members.
- Marketing activities implementation.

11. “Women At The Wheel” in the Context of Ebola | SIERRA LEONE

The Ebola outbreak, which is seriously affecting Sierra Leone and other countries in Western Africa, requires rethinking the “Women at the Wheel” project currently underway in Freetown.

The project initially was divided into two phases, one of which began in May, 2013, and aimed to train 30 women drivers, 5 women mechanics and 8 female managers. The training was extended until May, 2014. This first phase also included the launching of the “Women at the Wheel” taxi service and getting it up and running in order to make any necessary improvements.

The “Women at the Wheel” service began to work in July, 2014. Unfortunately, the spread of the Ebola outbreak to different areas of the country and specifically to Freetown marred the beginning of the service. The virulence of the epidemic required the utmost caution, so the service was discontinued.

After analyzing the situation and staying faithful to the commitment made with the women of Sierra Leone and, in particular, the women targeted, the FMxA agreed to continue the project, but not before readjusting the initiative to the current circumstances and taking action in the context of the Ebola epidemic.

Restructuring the project

With the intention of continuing the project, and considering that the local counterpart requested the cancellation of the collaboration agreement, the FMxA agreed to restructure it based on the following premises:

- Suspending the beginning of phase 2, which aimed to train another 30 drivers, 7 mechanics and 4 managers – all women.
- Suspending delivery of the remaining 8 vehicles.
- Resizing the “Women at the Wheel” service. The training period and the implementation of the service have allowed the identification of the most appropriate profiles and the women suitable for the initiative success taking into account both their attitude and behavior. Thus the service shall be resized to the 8 vehicles now in Freetown, adjusting the workforce to a total of 22 beneficiaries.
- Identifying a local partner - IMAT College - to collaborate with and to supervise the project.
- Assessment of the beneficiaries’ training and the viability of the initiative in the current context.
- Adjusting the budget and drafting a business plan suited to the number of vehicles.

To be implemented in 2015

The activities envisaged for 2015 will depend largely on the assessment carried out and the evolution of the Ebola outbreak. However, the main aim remains to implement the service as soon as possible.

- Training: the training activities will mainly focus on cooperative work and business management.
- Cooperative site search.
- Drafting of a new business plan adapted to the eight cars currently available.
- Launching the service.

12. “Women At The Wheel” Project | TUNISIA

The FMxA is aware of the importance of women taking a leading role in the economic development of their countries, particularly in sectors where women have been marginalized. This is why it is conducting preliminary studies to implement “Women at the Wheel” in Tunisia.

Contacts have been made with the Center of Arab Women for Training and Research, CAWTAR, which has extensive experience in the political, social and economic empowerment of women. For CAWTAR, economic empowerment of women is a process that involves strengthening their capabilities so they can access and control resources, make informed decisions and influence change for themselves, their families, communities and countries. This institution has designed various activities focused on bringing in revenue for vulnerable women.

Description

The initiative aims to replicate the "Women at the Wheel" project in the North African country of Tunisia. This country, a pioneer in the Arab Spring, has the most modern constitution in the Arab world, which was passed in early 2014 and which enshrines equal rights for men and women. Pending the results of the presidential elections, Tunisia appears to be heading towards stability.

These are some of the reason why the FMxA has considered launching "Women at the Wheel" in Tunisia and promoting a cooperative of about 20-25 women to that purpose.

To be implemented in 2015

To implement this initiative, the FMxA intends to carry out the following activities:

1. Identification trip.
2. Collaboration agreement with CAWTAR.
3. Market study on the feasibility of the taxi service.
4. Planning the initiative to be implemented in Tunisia.
5. Identification of where to locate the "Women at the Wheel" taxi service.
6. Identification of an association of women who may collaborate in implementing the project.
7. Selection of women drivers, mechanics and managers.
8. Training in mechanics and management of the service, as well as in cooperative activity.
9. Setting up the service for 8 vehicles.
10. Launching of the "Femmes au Volant" taxi service.

E. AREA OF EMPOWERMENT

13. "Women Leaders" Project. Governance and Leadership for Women Leaders in Africa

The FMxA, in collaboration with the prestigious Yale University, is launching a leadership programme for African women in senior positions in the administrations of various African governments.

While it is true that the proportion of women engaged in political activity has grown significantly over the last 20 years, it is also true that their preparation for holding political office remains considerably lower than that of men. Moreover, there is a correlation between the increased representation of women in public institutions and the decrease in levels of corruption; so that any action or measures to increase women's political and economic power across the continent is invaluable

It is in this aspect where the FMxA and Yale University can make a difference. The aim of the initiative is to improve the knowledge and skills of women who have achieved significant positions in African governments in order to increase their effectiveness and influence. Over time, this network of African women leaders and empowered women throughout the continent will have an exponential effect.

Description

The programme to strengthen the leadership of African women in senior positions, for an initial period of four years, provides training for 10-15 highly positioned African officials from five different countries each year. The training is addressed to women

who have demonstrated powerful potential to influence the political agenda of their respective countries.

The syllabus has been drafted in close collaboration with the FMxA and will include an analysis of the key issues in governance as well as the necessary policies that may contribute to the social, political and economic African development. The combined, interactive format of the course aims to generate a broad debate on issues such as transparency and corruption, public policy development, the rule of law, public health, environmental sustainability, gender equality, economic growth, food security, social welfare, financial systems, energy policy, terrorism and national security, and globalization. It also involves leadership in extreme situations—a field that provides very useful knowledge when analyzing leadership in more conventional environments.

Yale, together with the FMxA, has worked on drafting the programmes' structure and content, laying down the criteria and strategies, susceptible of increasing the impact of this initiative after the course has finished. The programme envisages, for example, taking into account the leaders' commitment to promoting leadership activities in their respective countries.

To be implemented in 2015

The first course will start in May, 2015, with the participation of 10 African leaders from Ghana, Kenya, Morocco, Mali and Nigeria. Together with Yale, the FMxA will identify, for selection, a list of potential participants. Those who successfully complete the programme will receive a certificate from the university.

The inaugural session to take place at Yale will include a speech from the president of the FMxA. This first programme is planned to last 10 days, although there is some flexibility to cater to the participants' needs and commitments.

The programme involves activities over five days on the Yale campus and the possibility of moving to Washington D.C. and New York for three days, attending meetings with senior officials from different countries' governments (including the US), policy experts and diplomats in New York and Washington D.C.

14. “Malian Women in Action for Peace”: 2nd Edition | MALI

“Malian Women for Peace” is a training project for mediation and leadership for Malian women. The FMxA, aware of the serious crisis being experienced by Mali, launched a project in 2014 especially designed to train women in mediation and leadership and to offer them a space for dialogue, in collaboration with the Economic Community of West African States (ECOWAS). This activity is intended to strengthen their negotiating skills and their role in the process of national reconciliation and open dialogue in the country, following the legislative and presidential elections.

The results so far have been highly successful thanks to being well received by the participants, who are currently putting the proposed action projects into practice. This is shown by the fact that one of the beneficiaries has been selected to participate in the negotiating committee of the peace process. It is also relevant the impact the peace projects now up and running will have on their communities. All of this, but in particular the fragile political situation in Mali, has encouraged us to implement a second edition in 2015.

This is an innovative project whose main objective is to allow women to clearly express the difficulties and conflicts they face in their communities. This will enable them to plan training to match their priorities via innovative, interactive and participative learning techniques. The participants will be helped to identify peace and mediation initiatives to carry out in their communities. They will be backed in implementing these initiatives through a local network responsible for the three tasks of monitoring, consultancy and guidance.

Following the model put into practice in the first edition, the project includes:

1. A call for 60 women for the focus groups, whose purpose is to listen to the needs of the women in their communities.

2. Drafting of content tailored to the challenges described in the focus groups and in keeping with the criteria of innovation and interactive, participatory learning.
3. Selection of participants.
4. Training in Bamako (5 days), conceived as an exercise in dialogue to strengthen the skills of inter-ethnic and inter-community mediation. The participants will be helped to identify mediation initiatives to carry out in their communities, paying special attention to joint initiatives involving different communities.
5. Implementation of the mediation initiatives. Monitoring, mentoring and coaching through a local support network.
6. Evaluation of the results of the mediation initiatives carried out by the participants.
7. Presentation of projects and results dissemination.

15. “Women For Peace” Documentary

The 2014 action plan included this initiative, which came about at the request of prominent representatives of the group of women from Freetown (Sierra Leone). The aim was to raise awareness and acknowledge the action taken by the women of Sierra Leone in order to end the terrible war that ravaged the country from 1991 to 2002.

After starting up the initial activities, documentation, making contact with women from different fields who played an outstanding role in ending the war in Sierra Leone, and a journey for identification, the outbreak of Ebola in this country prevented work from continuing on the preparations.

Description

The FMxA has not given up on continuing with the initiative of making a documentary to reflect the significant contribution of African women in peace processes and stability in their respective countries.

Although women are the ones who have most suffered the consequences of war and who have played different roles during the conflicts, they have been generally absent in formal peace processes and peacebuilding initiatives.

This initiative, which will be focusing on several countries, aims to raise awareness of the significant contribution made by women and their necessary involvement in peace processes.

To be implemented in 2015

At this preliminary stage, the activities to be carried out with the FMxA's own resources are:

- Identification of countries where the documentary is to be made.
- Contacts with associations of women committed to peace.
- Documentation and script creation.

16. Training Project for Businesswomen and Female Entrepreneurs | KENYA

Context

Running businesses in Africa is not free from difficulties. The business environment there is complex, shaped by geographical and historical peculiarities, the political and institutional panorama and other relevant factors.

The women managers and directors of African companies require great flexibility and an ability to adapt and manage in difficult working environments in order to overcome the prevailing corporate culture focused on the short term.

African countries and directors of African companies require great flexibility and an ability to adapt and manage in difficult working environments in order to overcome the prevailing corporate culture focused on the short term.

African countries' management of power generation, water, transport, communications, finance and governance, as well as the populace's cultural, religious and social aspects and their consumer behavior, are all crucial issues in Africa, creating the "ecosystem" where to integrate and implement business projects.

Accordingly, the FMxA intends to foster training aiming to create business as if it were something alive, able to participate in a complex, diverse ecosystem with valuable but limited natural resources, and in which the balance is achieved through integration and collaboration.

Description

With this innovative approach in collaboration with the prestigious Babson College Business School and supported by Banco Santander, the FMxA is launching this

training project for businesswomen and female entrepreneurs. The initiative's general aims are to empower women and foster their active participation and leadership in the business fabric of Kenya with the support of the government.

To do so, three lines of action are put forward:

1. Training women entrepreneurs and / or businesswomen and boosting their leadership skills so as to strengthen the presence and activity of women in the Kenyan business sector.
2. Training young women entrepreneurs with the ability to innovate and create businesses and companies with a social impact.
3. A conception of African companies based on scrupulous integration and identification with the environment where they are set up.

The training will be aimed at fifteen women entrepreneurs from Kenya with ambitious, groundbreaking business projects with a social impact and intended to be economically sustainable. The theoretical training to be given at Babson College is designed in modules and will run for two weeks. Afterwards, the participants will draw up a business or company plan with advice and technical support. A team will supervise each project individually, looking into its strategic, legal and financial aspects. Once ready, the women entrepreneurs will present their project to a group of entrepreneurs and investors who are committed to promoting social entrepreneurship in Kenya.

To be implemented in 2015

This initiative will be carried out in 2015. It includes the following activities:

- An analysis of the business ecosystem in Kenya in order to define the specific needs of Kenyan women entrepreneurs.

- Call for participants and selection process.
- Training course at Babson College and drafting of projects that the participants will carry out in their companies.
- Monitoring of the business projects through mentoring.
- Presentation of the projects in Kenya.

17. “Women and Sport” | IVORY COAST

Gender equity in sports is recognized by numerous international agreements and declarations. The Olympic ideals recognize sport as a human right, and at the 5th International Olympic Committee World Conference on Women and Sport, held in 2013, it was recognized that sport is a tool for women’s empowerment. It was also found that the participation of women in sports has increased exponentially since its almost anecdotal presence in the Olympic Games in Amsterdam in 1928, reaching almost parity at the London Olympics.

Sport has proven to be a powerful tool for development and peacebuilding worldwide, especially in Africa during the period of apartheid and the process of decolonization. The challenge now is to accelerate the process of change in order to rectify the imbalances faced by African women when participating in sports so they can make the most of their potential, motivation and vitality.

Ivory Coast has been chosen for this project implementation.

Description

The "Women and Sport" initiative aims to promote sport among girls and women in Ivory Coast. To this purpose, the first proposed step is to foster the capabilities of the women’s national basketball team that, with advanced training, may aspire to rank among the best in international competitions.

Elephants Basket, Ivory Coast’s women’s team, won the gold medal at the last Games of *La Francophonie* in 2013 in Nice. Furthermore, Abidjan has been named to host the next games in 2017. This will contribute to greater access to sport for girls and young women.

Contacts have been made with Ivory Coast Ministry of Youth, Sports and Leisure, which has shown great interest in the initiative, proposing to implement it above all at the "Eden El Jire" Basketball Academy 12 km from the capital, Abidjan.

To carry out the project, the FMxA is in contact with the Real Madrid Foundation, which works for the cultural and social development of disadvantaged people through sport and is carrying out *Project Africa*, whose aim is to foster respect for human rights, peace and citizenship-building in Africa and fight against poverty and social exclusion among young people on the continent. Senegal, Mozambique, Burundi, Malawi, Tanzania, Kenya, Ethiopia, Uganda and other countries are already benefiting from this project.

Synergies are also sought with the Spanish Basketball Federation, which has launched the project "*Universo Mujer*" ("Universe Woman"), motivated, among others, by Amaya Valdemoro, who is considered the best female Spanish basketball player and is the most capped international Spanish sportswoman.

To be implemented in 2015

The following activities are planned for 2015:

1. A mission to identify and establish institutional contacts, identify the needs of the athletes in terms of specific training, and plan the programme's details with the heads of the basketball academy.
2. Training programme: A training programme is to be drafted to be given in Ivory Coast by male and female Spanish experts. Not only will the training include physical exercises but also such issues as motivation, concentration, emotional control and self-confidence of females, both as athletes and women. In this phase, the coaches will have the opportunity to detect and select young talents

for the next phase. The programme shall be drawn up in collaboration with the Ivory Coast authorities.

3. The possibility of drawing up a reinforcement programme in a high performance centre in Spain, targeting the most advantaged athletes. The Ivorian athletes selected will have the chance to exchange experience and questions with the members of the Spanish women's team that won Eurobasket 2013.

18. Women in the Audiovisual World: African Women who Write, Direct and Produce Films

Description

The foundation is aware of the importance of the world of audiovisuals, cinema and images in general in transforming societies and in particular in breaking with stereotypes that act as obstacles to equality between men and women. Hence, the Foundation is involved in projects of collaboration with African cinema schools and the promotion of greater contact and cooperation between African and Spanish filmmakers.

This cross-discipline project thus aims to foster an exchange of ideas and initiatives among African and Spanish women who work with images in order to broaden reciprocal knowledge, carry out joint projects and promote African women's audiovisuals, Uganda and the audiovisuals produced on the continent.

In this field, the lines of action are as follows:

a. Collaboration agreements with African film schools

After signing the specific agreement for scholarships for female students for the four years of their university courses, last year we granted the scholarships for the first academic year, and the amount for the second year will be paid in 2015.

b. Co-production with the Nigerian Film Corporation

The Foundation and the Nigerian Film Corporation are continuing to work on the TV series intended to highlight the values of gender equality and respect. Throughout this year, there will be held a script workshop for Nigerian scriptwriters, which will help us identify those who will ultimately be in charge of this task, and give rise to some plot ideas. We expect, at least, to be able to start the series production.

c. 3rd Women Make Movies

In 2015, the third “Women Make Movies” exhibition will be held in Spain, dedicated to disseminating the work of African filmmakers. In the initial months, the African female filmmakers will be selected and their films will be shown at the festival. This has already become one of the activities most eagerly anticipated by the foundation’s supporters.

d. Participation in the African Film Festival in Cordoba.

After some festivals in which awards were not given for organizational and economic reasons, in the 2015 spring edition, the foundation wishes to award again, as in 2012, the best African actress. We will thus continue to support African women film professionals.

e. Participation in the *Bridging the Gap* seminar by the Kenyan artist Ng’endo Mukii

The *Bridging the Gap* seminar is to be held in Valencia in July, 2015, organized by the specialist Guadalupe Arensburg. This is an intensive ONE week workshop in which young students or junior talented professionals in the field of animation will have the opportunity to work on their projects with some of the most prestigious professionals in this increasingly important industry within the world of cinema.

As part of our goal of promoting African female audiovisual creators, the foundation would like to count on the participation in this seminar of a talented African professional, Kenyan Ngnyan Mukii.

19. Spanish: A development Tool for African Women

Description

Spanish is the second most spoken language in the world, only behind Chinese, and for the first time it is ahead of English. It is also the second most studied language, after English. About 15,000,000 students study Spanish in over 100 countries: 80 non-Spanish speaking countries and 21 countries in which Spanish is an official language.

As regards economics, Spanish speakers account for 15% of world GDP, and out of the 450 million people who speak Spanish in the world there are over 130.7 million Internet users (i.e. 8.2% of the web users in the world).

Sub-Saharan Africa is the third region in the world in terms of the number of students of Spanish, with a million and a half in formal education alone. In other words, 6.5% of the people learning Spanish around the world are in this part of the planet.

For this reason, the Women For Africa Foundation is carrying out the project "Africa with an Ñ" which aims to promote Spanish as a tool for development in Africa, and particularly for African women.

To be implemented in 2015

At the Hispanists' congress, "Africa with an Ñ", held in 2014 in Abidjan, a document was approved with conclusions that put forward several lines of action aimed at promoting Spanish as a tool for knowledge and development in Africa and for lending visibility to the work of Hispanists on the continent.

Some of the commitments made at the congress in Abidjan, such as the publication of papers in a special issue of the academic journal *Index*, by the King Juan Carlos University in Madrid, have already been met or are in progress.

Throughout 2015, the foundation will continue working on the measures contemplated in the "Africa with an Ñ" project. These are:

- Creating a **network of African women Hispanists** via a virtual location, in the design phase, in which they can maintain the communication begun at the congress in Abidjan. The participants of this meeting will be the founders of the network, which other African women Hispanists may join if they wish.
- The FMxA is promoting **agreements with Spanish universities** for African women students of Spanish so they can access advanced language and language immersion programmes. The University of La Rioja, which pioneered this initiative, has granted the FMxA two scholarships for African women students in the 2014-2015 academic year. The first student, from the Ivory Coast, was introduced in late October and a student from Benin is expected to join in January, 2015.

In addition, the FMxA is expected to sign a collaboration agreement with the universities of Salamanca and Alicante in order to extend the offer of scholarships for stays in Spain for African women students.

- The FMxA is working to include **training courses** and **research programmes** for female African teachers of Spanish in these agreements with academic institutions.
- In 2015, the "**Africa with an Ñ**" award was officially convened in two categories: short story and research work, each worth € 3,000. The aim is to foster creativity among African women authors in Spanish.

- With the help of Spanish publishers, there is an intention to **supply books and publications for Spanish departments and libraries in African universities**. The cost of sending the books will be paid by the Women for Africa Foundation.
- In order to promote the translation of **African women writers into Spanish**, publishers have been contacted who might be interested in this work.
- The FMxA is drawing up a **research programme in Spanish** that can be presented for European funding under the 20/20 programme.
- An initiative is being planned to **create a specific line of support for women Hispanists of African descent in Latin American universities** with which the Women for Africa Foundation may establish agreements.

20. African Women In Spain

The "African women in Spain" programme has been incorporating new training initiatives targeting this significant social group. For 2015, we have proposed to address education through programmes at various levels in different places that will reach out to groups of African women resident in Spain. Together with the training activities, this programme includes other initiatives involving cultural dissemination and the 3rd "African Women in Spain" photo contest.

Training Activities

- A course in collaboration with the Carlos III University aimed at women with university education. The success of the course held in October, 2014, has encouraged us to offer another in 2015 on **microcredits and entrepreneurship techniques**. The course is for 15-20 women and will last 20 hours.
- A course in collaboration with the Pompeu Fabra University in Barcelona. This course is aimed at the social group of African women with university studies. It deals with **conflict resolution and leadership**. The existence of a social group of African women with a high level of education foresees a big response to this 20-hour-course meant for a total of 15-20 women.
- **Professional training** courses. This initiative is aimed at the most vulnerable group of African women living in Madrid or the region. It aims to provide training to help incorporate them into the working world.

In 2015, the FMxA plans to organize a practical cookery workshop as an introduction to Spanish cuisine. This workshop will be held in collaboration with the Simone Ortega public vocational training school, and will take place in the Hostelry and Cuisine centre in Min Me i (Madrid). The participants, between 10 and 15 women, will be selected in collaboration with Karibu Association, an exemplary entity that has a department to assist and train African women.

Cultural Dissemination Activities

African Dance Workshop / Evening

The purpose of this workshop is to introduce people to the art of African dance in order to spread the culture and tradition, promoting understanding and contact between women from Africa and Madrid.

3rd African Women in Spain Photography Contest

The third annual photography contest will be convened. In the past it has been well received. A first prize of € 1,000 and another of € 500 for a runner-up will be awarded.

21. Annual meeting of the FMxA Foundation's trustees and Advisory Board

As every year, in 2015 the annual meeting of the foundation's Board of Trustees and Advisory Board will hold its annual meeting in 2015.

III. PLANNED INITIATIVES PENDING FINANCE

1. "The Women's Green Yard" Project, Tamale | GHANA

Description

This project intends to replicate the "Women's Green Yard" experience in The Gambia, but this time in Ghana, adapting it to the characteristics of this country and boosting nutritional values in the production of vegetables. The initiative has been conceived as an experimental project aimed at women's cooperatives to strengthen the country's horticulture by cultivating irrigated agricultural fields. This innovative aspect in Ghanaian agriculture may also serve as a platform for carrying out technical research on its impact and to draw up specific activities for climate change mitigation and adaptation. Global warming has a clear impact on horticulture, but with women participating in dealing with it and acting locally, a more resilient community can be built.

"The Women's Green Yard" project aims to improve food security by boosting the production of fresh food from the agricultural fields to meet family needs and help increase the income of rural households. It aims to improve the diversity, quantity and quality of horticultural products, as well as the marketing of them.

Location

The opportunity to implement the project in Ghana is suitable, among others, for the following reasons:

- In agricultural production, in the region of Tamale, vegetables are scarce as horticulture is seasonal throughout Ghana. Demand is met with imported products.
- The irrigated agricultural area in the country is very small, enabling research and impact assessment.

The reason why the region of Tamale is an ideal area for the project site is threefold:

- Women farmers live on very little income.
- There is a rainfall pattern that allows for only one single harvest per year, which recommends strengthening the irrigation systems.
- There is an agriculture faculty at the state University of Tamale willing to collaborate by providing technical support for the project and establishing new areas of research into irrigation and horticultural techniques.

Lines of action

Once a cooperative of women farmers on 5-10 ha of crops has been identified, the project will develop three types of activity:

- **Training**

Supporting the cooperative in its technical, social and productive management through training so as to ensure profits.

- **Infrastructure**

Introducing the infrastructure and tools necessary to achieve quality produce in quantity.

- **Sales**

To support the end products throughout the cycle of trade and marketing.

- **Collaboration with the University of Tamale**

In collaboration with the research team from the university and other local partners, specific activities can be designed to adapt to and mitigate climate change, as well as specific research into irrigation and its impact on agriculture in Ghana.

To be implemented in 2015

Throughout 2015, the preparatory phase of “The Women’s Green Yard” project will start in Tamale. To his purpose, the following activities are planned:

- Activities to identify the project.
- Structure of agreements.
- Drafting of the final proposal for the intervention.

2.The “Wise Women for Africa” Project

Aware as we are of the need to improve the quality of education, this initiative is intended to promote training and quality learning procedures by recruiting and training teachers and promoting teaching as a profession of prestige. When the quality of the education received is good, the presence of teachers in schools is both a role model and an incentive to encourage girls to stay in education. The project is distinctive because it includes new technologies as tools and channels for training development.

The title of this initiative, "Wise Women for Africa", refers explicitly to WISE (the World Innovation Summit for Education), an initiative from the Qatar Foundation launched in 2009 as an international, multi-industry platform to encourage creative thinking, debate and action. WISE has become a global example to follow in promoting new approaches to education—and this project suits its agenda perfectly.

The initiative will be carried out in collaboration with the Qatar Foundation and WISE.

Context

The eleventh monitoring report from UNESCO, "Teaching and Learning: Achieving quality for all", published in 2014, states that the increase in the proportion of female teachers in rural districts increases girls' access to education and improves school achievement. However, it has also confirmed that there are numerous factors limiting the recruitment of women in education, especially in disadvantaged areas, rural communities and indigenous and minority populations. To remedy this situation, it is essential for Sub-Saharan governments to increase education budgets and improve teachers' salaries and incentives.

The region in the world facing the greatest difficulties is Sub-Saharan Africa, which accounts for over 60% of the estimated number of teachers needed worldwide to achieve universal primary education by 2015, or two-thirds for this to be achieved by 2030. This shortage of teachers affects the poorest areas more directly, where illiteracy rates are higher, especially among women. The lack of teachers is becoming more serious due to the high rates of population growth in these countries where, consequently, the ratios of students per teacher are very high, making it very difficult for learning processes to go smoothly. Added to all of this, there is a lack of training for many teachers, which also undermines the quality of teaching.

Description

The aim of this initiative is to improve the scope and quality of education in Sub-Saharan Africa, promoting the role of women in primary and secondary education and fostering education for girls. This would mean developing and implementing a pilot project which, in its second phase, would have great scope and be replicated in countries with greater problems of schooling, up to a total of 10 countries.

The activity's specific aims include the following:

- Empowering women and strengthening their role in quality education.
- Lending prestige to the task of educators in general and the role of women in particular.
- Fostering women's access to teaching duties in rural areas, thereby becoming an attractive example for girls.
- Promoting access for girls to primary education and their continuity.
- A decrease in the rate of illiteracy affecting young women.

- Introduction of new technologies as resources for teacher training.
- Involving Spanish and African universities in teacher training.
- Creating a network of "WISE teacherssi

To be implemented in 2015

To implement this ambitious initiative, the first step will be to carry out a pilot activity in Mali. The actions planned for the coming year are:

- Collaboration agreement with the Qatar Foundation and WISE to launch the project.
- Identification mission in Mali: institutional and academic contacts.
- Agreement with the University of Qatar, a Spanish university and a Malian University, both yet to be identified, which will be partners in the project.
- Agreements with the Malian Ministry of Education and identification of the university responsible for the training.
- Planning of an awareness campaign to bestow prestige on the work of female teachers.
- Planning of the training programme.

3."Green Homes" Project | KENYA

Description

This project involves designing new sustainable models for social housing for women in rural areas, using traditional architecture as a base while providing new solutions to improve the quality of the housing, and introducing individual sanitation and renewable energy systems to bring electricity to households.

To implement this initiative, conversations are being held with the company INDRA, which has extensive experience in innovative projects and which is currently present in Kenya.

To be implemented in 2015

- Identification activities for the project.
- Structure of agreements.
- Drafting of the proposal for the intervention.

4.Specialization Programme in Spanish Universities

The FMxA's knowledge area is introducing a new initiative in which Spanish universities are the protagonists. This initiative's aim is for different Spanish universities to grant scholarships for senior African women academics and PhD students from the continent, which would bolster relations between Spanish and African universities.

The FMxA plans to sign a collaboration agreement with CRUE (Conference of Spanish University Rectors) to implement this initiative, which intends to provide scholarships for specialization in different disciplines with the participation of various universities. In 2015, this programme will kick off with two scholarships awarded by the University of Málaga and two by the University of Salamanca.

5. Women for Africa and “Afrodescendants”

The 3.0 Afro-Colombian Women

Context

The 3.0 Afro-Colombian Women project is part of the overall programme for “Afrodescendants”. It is one of the lines of work of the Women for Africa Foundation (FMxA).

The FMxA Afrodescendants project has the theoretical goal of minimizing the effect of the African Diaspora, which was the result of the trans-oceanic slave trade, by strengthening the cultural identity and roots of Latin American women of African descent. We understand that this empowerment should be the basis for combating a double discrimination against women of African descent: racism and sexism, the combination of which not only doubles the effects but multiplies them exponentially. This is why the FMxA humbly but staunchly joins the effort to combat racism and xenophobia and their related forms of intolerance indicated by the goals of the UN when it declared 2015-2024 to be the Decade of Afrodescendants. It must be the ethical and political responsibility of all parties to help this UN mandate to achieve a place for peoples of African descent on the global agenda and thereby establish their intellectual sovereignty in terms of identity.

In 2014, the FMxA01 Afrodescendants programme revolved around academic training and an exchange of experience in the field of health, specifically in the area of maternal and children’s health. The Afrodescendants programme is now proposing to focus on Latin America, which while not being the poorest area itself is probably the one with the biggest social differences, coupled with a lack of dialogue between different cultural groups.

The Afro-Colombian population represents 10.6% of the country and an estimated 2.5 million of these are women. Their socio-economic situation shows clear

inequalities and a need for a definitive quest for the empowerment of women of African descent as a factor for improvement and social cohesion.

Description

After considering different options, the FMxA has drawn up a new initiative in the area of tor for improvement and social cohesion.c situation shows clear with a lack of dialogue between different cultural group

The digital revolution is now a reality and the new global paradigm. Information and communication technologies (ICTs) play a large part in our lives and define the structures of power and management. They also determine modern production logic; without them, there is no competition and those who do not master them are excluded from the market. In today's world, digital illiterates are simply doomed to unemployment or worse jobs.

For these reasons, this initiative aims to provide training in new information and communication technologies oriented towards their use as job skills.

The goal is to create a digital platform aimed at young Colombian women of African descent to serve as a "laboratory or digital agora" where projects are promoted for acquiring digital skills that boost employment opportunities for women of African descent in Colombia.

It is known that when women are in charge, management is simply better in terms of production and social cohesion. Thus, providing women with the tools of labour needed in the 21st century not only increases their possibilities but also those of their families and communities.

This initiative will be carried out in collaboration with the Iberoamerican General Secretariat (SEGIB).

To be implemented in 2015

The activities planned are:

- Signing an agreement with SEGIB.
- Designing a digital platform.
- Drafting the online training content.
- Selection of participants.

6.HIV Programme in Collaboration with Yale University

Yale University is developing a training and research programme on the control, transmission and treatment of HIV/AIDS in Ghana which has the support of the government. This programme also includes long visits by researchers. The FMxA, with a significant presence in Ghana, is interested in participating in this initiative and eventually selecting a woman researcher to form part of it.

IV. ACTIVITIES PLANNED FOR 2015

There are significant events on the international agenda in 2015, and the President of the FMxA plans to participate, among others, in the following:

- The Paris Conference on Climate Change.
- Post-2015 Agenda Summit: Sustainable Development Goals.
- Beijing +20.

