

**Convene
Engage
Influence**



Gender is my Agenda Campaign (GIMAC)

Handbook

ACRONYMS

AAPI	African Artists Peace Initiative
ABANTU	ABANTU for Development.
ACBF	African Capacity Building Foundation
ACCORD	African Centre for Constitutive Resolution of Disputes
ACDHRS	African Centre for Democracy and Human Rights
AFAO-WAWA	Association des Femmes de l’Afrique de l’Ouest West African Women Association
AGFA	African Gender Forum Award
ALF	African Leadership Forum
AU	African Union
AUC	African Union Commission
AWCPD	The African Women’s Committee on Peace and Development
AWDF	African Women Development Fund
AWPA	African Woman Pioneer Award
CSOS	Civil Society Organizations
EBWA	Egyptian Business Women Association
EWA	Empowering Women in Agriculture
FAS	Femmes Africa Solidarité
FAW	Fund for African Women
FAWE	Forum for African Women Educationalists
FDC	Foundation for Community Development
GIMAC	Gender is My Agenda Campaign
IPAS	IPAS Africa Alliance
ISF	Institute for Social Transformation
ISIS-WICCE	Isis-Women’s International Cross-Cultural Exchange
MAPUTO PROTOCOL	Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa
MCPMR	Mechanism for Conflict Prevention, Management and Resolution
NEPAD	New Partnership for Africa Development
NGOS	Non-Governmental Organizations
OAU	Organization of African Unity
PAWO	Pan- African Women Organization

RMT	Rozaria Memorial Trust
SDGEA	Solemn Declaration on Gender Equality in Africa
SDI	Solemn Declaration Index
SWOT	Strengths Weaknesses Opportunities and Threats Analysis
UNECA	United Nations Economic Commission for Africa
UNDP	United Nations Development Programme
UNFPA	The United Nations Population Fund
UNICEF	United Nations Children’s Fund
UNSCR	United Nations Security Council Resolution
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WGDD	Women, Gender and Development Directorate
WILDAF	Women in Law and Development in Africa
YWCA	The World Young Women’s Christian Association

PREFACE



Bineta DIOP

GIMAC was born at the time that the Organisation of African Unity (OAU) was being disbanded and replaced by the African Union (AU) and I have witnessed the evolution of this network in its commitment to contribute to The Africa We Want. GIMAC has over the years demonstrated its resilience despite the myriad of challenges faced by its members both collectively and individually, taking into consideration the unfavourable environment and shrinking space that the African Civil Society finds itself operating in.

In spite of many obstacles, GIMAC has joined forces with women's groups, CSOs, the youth movement and women working in urban and

rural areas. All these actors have been effective agents of change in their own communities and in their various areas of competence such as education, health, finance, environment, agriculture, women's rights, governance, peace and security all within the African development strategy of Agenda 2063. Together they challenged the status quo and effectively contributed to the debate of the African Union with their wide expertise and various experiences. They are part and parcel of the continental transformation for The Africa We Want.

Building a platform for various groups with varied expectations and seeing to its sustainability is a daunt-

ing task. As I have continued witnessing the growth of this platform, I am filled with profound humility since the road ahead is full of obstacles and the peace, security and development agenda is yet to be fulfilled. I am also filled with the satisfaction of having witnessed, during my lifetime, the growth of this platform and the perseverance of many of the leaders in the network who believed that 'United we stand, divided we fall'.

Today, it is very evident that GIMAC is now more relevant than ever before having faced various challenges such as violent extremism, women's leadership in the political spheres, access to resources, youth empowerment in sciences and technologies and the eradication of all forms of violence against women and girls. The platform will continue to advocate for effective implementation of the peace and security agenda.

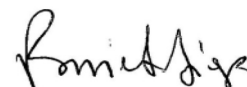
As the Chairperson of the Board of FAS which has served as the coordinating body of GIMAC since inception in June 2006, I thank all GIMAC members for the confidence be-

stowed on us, particularly the Steering Committee which has added a lot of value in the conduct of the operations of the platform.

On behalf of the members of this platform, I would like to thank our institutional partner: the AU Commission and AU organs and programs;

AUC Women, Gender and Development Directorate (WGDD); UN Women; United Nations Economic Commission for Africa (UNECA); New Partnership for Africa's Development (NEPAD), African Commission on Human and People's Rights (ACHPR), the United Nations and the UN-Women; and, all development

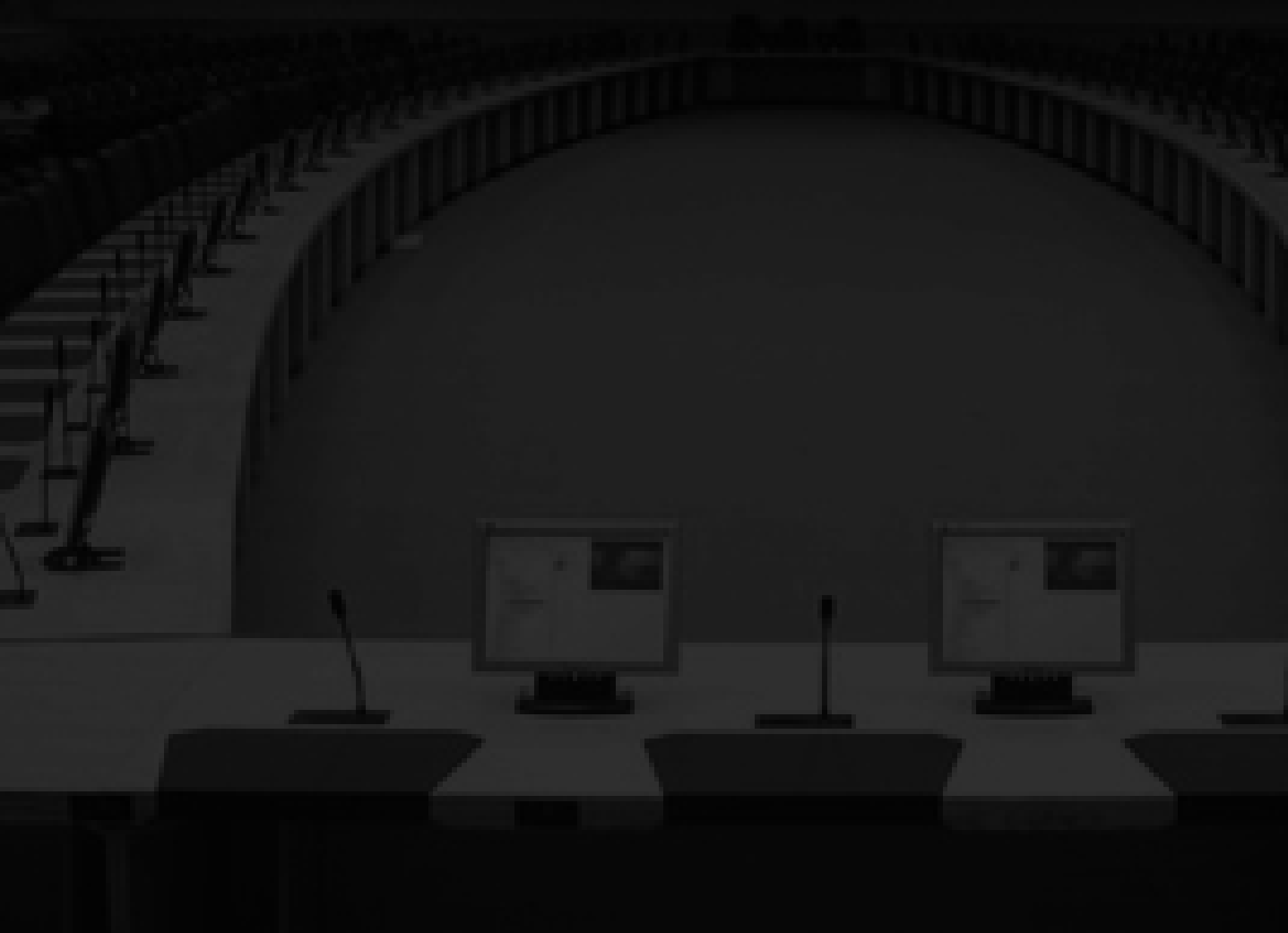
partners who contributed to building the women's agenda in Africa.



Bineta Diop

*Chair of the Board
Femmes Africa Solidarité
GIMAC Coordinator*

TABLE OF CONTENTS



02	Acronyms
04	Foreword
05	Preface
08	1: Introduction
08	1.1: About Gimac
	Supporting The Participation Of Young Women From Across The Continent In Gimac
09	1.2: Purpose Of The Handbook
10	2: The History Of Gimac
10	2.1: Historical Background
11	2.2: The Formulation Of Sdgea
13	2.3: Conceptualization And Launch Of Gimac
15	3: The Gimac Network
15	3.1: Vision, Mission, Goals, Strategies And Core Values
17	4: Membership
17	4.1: Gimac Exists As A Membership Entity
18	5: Gimac Structure
18	5.1: Governance
18	5.2: Thematic Focal Points
18	5.3: Partners
20	5.4: Steering Committee
21	6: Operations
21	6.1: Strategic Plan
21	6.2: Management
22	6.3: Secretariat
22	6.4: Standard Operating Procedures (Sops)
22	7: Achievements
22	7.1: Influencing Policy Of The African Union
24	7.2: Create Space And Platform Next To The Au Summit For Csos
25	Appendix I: Gallery
27	Appendix II: Gimac Membership Application Form
28	Bibliography

1: INTRODUCTION



1.1 ABOUT GIMAC

GIMAC is a leading network of African women's and civil society organizations working toward empowerment of women and girls in Africa particularly through the implementation of **key major regional and international gender equality** instruments. The network has been in existence for more than 15 years, meeting biannually on the margins of the African

Union Summit. The network regularly engages the African Union and other international organizations in the promotion of gender equality and protection of the rights of women in all realms of peace, security and development. GIMAC uses the Solemn Declaration on Gender Equality in Africa (SDGEA) as its guiding principle.

“We commit to systematic data gathering, regular review and progress monitoring of the implementation of Agenda 2063 and its 10-year Action Plan using the Solemn Declaration Index (SDI) developed by GIMAC and United Nations Economic Commission (UNECA)” (Assembly/AU/Decl.1 (XXV, Page 6).

Over the years, GIMAC has progressively grown as a pillar in the African Women's movement. Many of its members are strong feminist organizations. Right from the beginning, the goal of the women's movement was to agitate for a society where the woman is:

- no longer regarded as a second-class citizen;
- no longer denied the right to participate in decision making processes;
 - ▶ at the national level where she has a right to vote and be elected;
 - ▶ at the family level where she has access and control of the resources;
 - ▶ at the personal level where she can decide and have control of herself;
- no longer exposed to violence in the home and in conflict.

GIMAC strives to have policies in place that would alleviate these discriminations against women if not eradicate them altogether. Therefore, the campaign's biannual pre-summit consultations have served as:

- A space for regular appraisal and evaluation of performance of the Member States and civil society in the implementation of SDGEA;
- An opportunity to **consider and adjust strategies** related to gender mainstreaming across the continent;
- A forum to explore emerging issues affecting women across Africa.
- Policy Advocacy Platform to strengthen the advancement of women and youths
- A platform to deliberate the issues of women and girls living in the rural areas



Young women participants at 29th GIMAC



1.2 PURPOSE OF THE HANDBOOK

Over the past years, the GIMAC network has operated on a loosely defined structure, which has yielded successes in securing advocacy commitments at the African Union and in the Member States. However, a properly defined structure will increase the impact of the growing network and secure the sustainability of the entity into the future.

The GIMAC network has therefore resolved to produce a handbook that details its history, vision, mission, membership framework, governance and operational structure. The network members have decided to establish a sustainable structure that will be strong enough to deliver on its mandate.

2: THE HISTORY OF GIMAC



2.1 HISTORICAL BACKGROUND

Founded in 1963, the Organization of African Unity (OAU) was conceptualized as the continental entity that supported the African countries as they gained their independence and liberated the continent. This was the focus of this body and which was guided in her operations by principles of territorial integrity and non-interference of domestic issues. The OAU's role as a promoter and maker of peace led to the creation of a Mechanism for Conflict Prevention, Management and Resolution (MCPMR) in 1993. The OAU leadership was thus largely a “male club” and women's issues as well as the women themselves were marginalized to the periphery. Then, the African women recognized the need for inclusion of African women's voices in the newly established peace mechanism. Prior to this time, the Pan African Women's Organization (PAWO) had been established in 1962 to organise for the political freedom of Africa and advance the social and economic status of African women. At this point in time, gender was regarded as a private and domestic issue that was best governed by the social and cultural norms of each individual country and this tended to subjugate women

under men. Despite this hostile environment, the African women's desire to strengthen their solidarity on the continent called for the establishment of the African Women Committee on Peace and Development (AWCPD).

The AWCPD was launched in November 1998 in Addis Ababa under the leadership of the Secretary General of the OAU, His Excellency Dr. Salim Ahmed Salim and the United Nations Economic Commission for Africa (UNECA). The AWCPD worked in close collaboration with the MCPMR as well as with Non-Governmental Organizations (NGOs) like Femmes Africa Solidaire (FAS) in its operational activities.

In 2000, the African women perceived the OAU transformation into AU as an opportunity to achieve their desire for gender equality and women's empowerment on the continent. Several consultative meetings aimed at pushing forward the agenda of increasing the inclusion of women at the decision-making level were held by FAS in collaboration with AWCPD and other women's networks.



2.2 THE FORMATION OF SDGEA

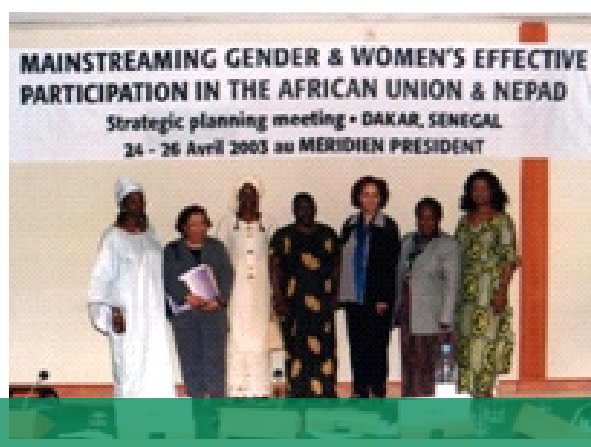
Initiated by FAS, AWCPD and other networks and hosted by ACCORD, a “Strategic Consultative Meeting on Mainstreaming Gender and Women’s Effective participation in the African Union” was held on the eve of the inauguration of the African Union. As a result of this vigo-

rous campaign by these networks, the gender parity principle was adopted by African Union Heads of State in Durban, South Africa in 2002 and gender equality was accepted as the basic legal framework for the African Union Commission (AUC).



July 2002, Durban South Africa

The Dakar consultation organized in April 2003 by the network and the Special Rapporteur on Women’s Rights in Africa and attended by the then Minister for Foreign Affairs of South Africa, Mme. Nkosazana Dhlamini Zuma, strategized on how best to implement the Gender Parity Principle, to adopt the Protocol on Women’s Rights in Africa and to bring African women’s voices to the Durban Conference on Racism which was to be hosted by South Africa. As a follow-up, Foundation for Community Development (FCD) led by Mrs. Graca Machel in collaboration with FAS organized a consultation to prepare for the AU Heads of State Summit in July 2003 on the Implementation of the Gender Parity Principle. At the Maputo Summit of July 2003, the Heads of State elected five (5) female Commissioners out of ten (10). Moreover, the AU adopted the Maputo Protocol



For the first time in history, a continental organization took ownership of gender mainstreaming and women participation at the highest level, calling for the continued implementation of gender parity in the Continental level institutions, Regional Economic Communities (RECs) and at national level. The adoption of the **Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in 2003**, is another milestone that has liberalized the space for the demand for and protection of women rights in Africa.

In July 2004, FAS in collaboration with the AU organized a 2-day consultative meeting in preparation for the gender debate at the upcoming Heads of State Summit. The AU embarked on a new chapter of moving forward the gender equality agenda in Africa, representing another milestone for women's effective participation: The AU adopted the **Solemn Declaration on Gender Equality in Africa (SDGEA)** at its Summit meeting in Addis Ababa, Ethiopia.





2.3 CONCEPTUALIZATION AND LAUNCH OF GIMAC

To consolidate the gains and advances made in the gender agenda, FAS together with the Africa Leadership Forum (ALF) and the Women Gender and Development Directorate (WGDD) jointly organized a 2-day consultative meeting in Abuja in January 2005 prior to the summit to discuss the civil society guidelines and mechanisms for implementation, monitoring and evaluation on SDGEA.

In July 2005, FAS organized another consultation in Tripoli prior to the summit where the guidelines were adopted, and Gender is My Agenda Campaign was created. GIMAC members committed themselves among others “to assume the responsibility to mainstream activities around the Solemn Declaration by each participating organization into its existing organizational work.” In June 2006, FAS and ACDHRS launched the GIMAC campaign prior to the 7th Heads of State Summit. The Banjul Call for Action adopted by GIMAC formed part of the AU Resolutions on Gender adopted by the Heads of State.

In Dakar during the first AU Conference of Ministers responsible for Women and Gender in October 2005, WGDD and GIMAC had the opportunity to share their respective guide-

lines for reporting on SDGEA. Consequently, WGDD organized a consultation with CSOs in November 2006 to work out modalities of cooperation between CSOs in the annual monitoring and reporting on the implementation of the Solemn Declaration. FAS as GIMAC coordinator was also tasked to coordinate the activities of CSOs during the AU Summit.

GIMAC organized the 9th Consultative Meeting hosted by ECA and presented their first shadow report on the implementation of the SDGEA in Addis in January 2007 during the AU Summit. The GIMAC Consultative Meetings have since been held prior to each AU Summit and are one of the key platforms to advocate for gender equality and women’s empowerment.

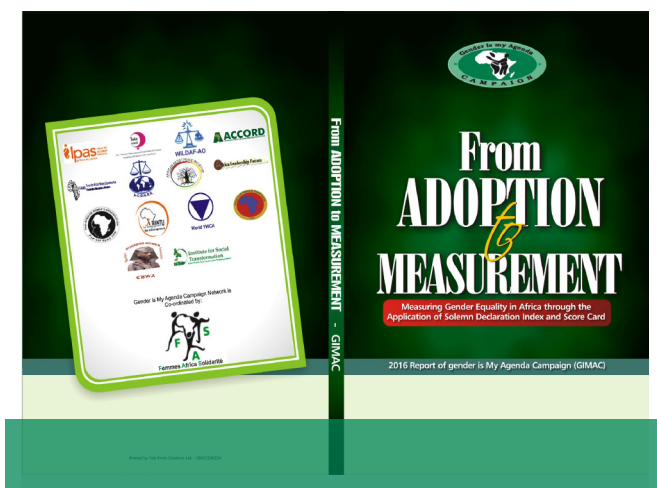
In order to strengthen her reporting mechanism relating to the implementation of the SDGEA, GIMAC with the support of UNECA in 2012 developed a monitoring index called the Solemn Declaration Index (SDI) which was later adopted by the Assembly of the Union through a declaration made during their 25th Ordinary Session, 14-15 June, 2015, Johannesburg, South Africa (Assembly/AU/Decl.1 (XXV, Page 6). The Declaration States inter-alia:



GIMAC in Banjul June 2006



January 2007, Addis Ababa. 9th Pre-Summit Consultation



The GIMAC produced the first SDI report in 2016 and had since used the indicators in this instrument to identify countries that have performed well in the implementation of the Gender Agenda and recognize them through the African Gender Forum Award (AGFA).

GIMAC has worked closely with AU in various initiatives such as to the January 2010 launching of a mechanism for the implementation and mobilization of resources for programs and projects dedicated to the African Women's Decade by the AU Heads of State and Government and the Fund for African Women (FAW). The African Decade was launched in Nairobi on 15th October 2010 with the aim of advancing gender equality through the acceleration of the implementation of global and regional decisions and commitments on gender equality and women's empowerment.

GIMAC was part of the evaluation the African Union's 50 Years' Anniversary in June 2013 in Addis Ababa and contributed to the 'Agenda 2063.

The Africa We Want' adopted by Heads of State. Furthermore, GIMAC has supported the adoption of the AU Score Card that recognizes Member States to accelerate the implementation of their commitments in Africa as spelled out in Agenda 2063 and other commitments;

provided Member States with an easy and quick instrument to assess their progress in achieving equitable growth and transformative development; and, taken comprehensive steps and actions towards a transformational change in the lives of women and girls.

Since 2002, GIMAC has contributed to the AU Theme of the year by issuing civil society statement to the AU Summit. Most of GIMAC recommendations have been adopted in the final Head of States Declarations and recommendations regarding gender in Africa.

In October 2017, the GIMAC Network in partnership with WGDD and Action Aid International organized the African Union Commission Consultative Meeting on the New Gender Strategy 2017-2021 in Addis Ababa, Ethiopia.

The 33rd GIMAC to be held in January 2019 will adapt itself to the Africa Union reforms that put the participation of women at the core of its mandate.

3 : THE GIMAC NETWORK



3.1 VISION, MISSION, GOALS, STRATEGIES AND CORE VALUES

Several international and regional legal instruments which concern women have been adopted at various levels. **The Solemn Declaration for on Gender Equality in Africa** is a first binding tool adopted by the Heads of State as they commit themselves “... to report annually on progress made in terms of gender mainstreaming and to support and champion all issues raised in this declaration, both at the national and regional levels, and regularly provide each other with updates on progress made during our ordinary sessions...” in order to promote women’s rights and their legitimacy to participate in decision-making processes. They also request the Chairperson of the AUC to submit for their consideration an annual report in the implementation of the principle of

gender equality and gender mainstreaming as well as all issues raised in the SDGEA.

The adoption of the Declaration marked an important stage at the AU, however, GIMAC has gone beyond contributing to the drafting of the “implementation framework and guidelines for reporting” and acknowledges that African women can only benefit from the instrument if they are actively involved in advocacy, monitoring, evaluation and reporting on the implementation of SDGEA at both continental and national level.

It is against this background that the vision and mission of GIMAC were articulated as encapsulated below:

▶ 3.1.1 - VISION

An Africa where gender equality and women’s empowerment are fully entrenched, promoted, supported and implemented in every State and institution.

▶ 3.1.2 - MISSION

To create a platform for the promotion of gender equality, the protection of women’s rights and the participation of women in all decision-making process through engagement with state actors, policy makers, CSOs and influencers across the globe.

▶ 3.1.3 - CORE VALUES

GIMAC believes and practices the core values of **Equality; Equity; Peace; Diversity; Dignity, Transparency and Solidarity.**

3.1.1 - STRATEGIES

The key strategies of the GIMAC are to:

- ▶ Unite civil society and mobilize its advocacy efforts for full implementation of gender equality by the African States and other stakeholders;
- ▶ Organize regular Pre-Summit consultative meetings, held on the margins of every Assembly of Heads of State and Government of the African Union;
- ▶ Contribute to AU debates regarding various issues affecting women;
- ▶ Monitor, evaluate and report on the implementation of the Gender Agenda by the network of NGOs across the continent;
- ▶ Identify Heads of State who will be designated as champions for specific themes and organize high level strategic events in the margins of the Summit spearheaded by the champions;
- ▶ Establish and grant a gender award (AGFA) to Member States who best exemplify progress in meeting the standards of gender equality as set out in the SDGEA as well as civil society African Woman Pioneer Award (AWPA);



African Woman Pioneer Award: Mme Aïssata Touré Kane, Former Minister for the Protection of the Family & Social Affairs, Mauritania



Namibian President Hage Geingob receives the African Gender Award from the 'Gender Is My Agenda Campaign'

- ▶ Launch advocacy campaigns focusing on the various aspects and themes of the Solemn Declaration;
- ▶ Undertake solidarity missions to conflict zones and community affected areas;
- ▶ Establish partnership to mobilize human and financial resources with organizations concerned with the integration of gender perspectives into the African Union's agenda;
- ▶ Document the network's initiatives and engage with the media to disseminate and amplify key messages; and,
- ▶ Initiate innovative projects and convene strategic partners with potential capacity to implement them in different countries.

4 : MEMBERSHIP



4.1 GIMAC EXISTS AS A MEMBERSHIP ENTITY

GIMAC is an informal mechanism of collaboration of more than fifty-five (55) organizations across Africa working on the same objective of gender equality and women empowerment in the continent.

▶ 4.1.1 - MEMBERSHIP CRITERIA

GIMAC derives her membership from all organizations operating in Africa which are committed to the promotion of gender equality and women empowerment. They are eligible as they acknowledge their collective responsibility to campaign through the Gender Is my Agenda Campaign with the aim of advocating, monitoring and evaluating the SDGEA.

However, a membership criterion, an application process and well-articulated terms of reference will be the new mode of operation in the interest of greater effectiveness and efficiency. These tools will also help the network manage expectations and avoid duplication of roles.

It is desirable if an organization wanting to join GIMAC could be referred by an already existing GIMAC member organization.

▶ 4.1.2 - TYPES OF MEMBERSHIP

GIMAC is an organizational membership. The platform can designate individuals as **Champions, Ambassadors and Honorary** members.

▶ 4.1.3 - MEMBERSHIP APPLICATION PROCESS

Organizations desiring to be members of GIMAC are expected to fill an application form for consideration. After review of the application form and if approved by the Steering Committee, a membership certificate and terms of reference will be issued.

▶ 4.1.4 - MEMBERSHIP FEE

Payment of membership fee is considered a gesture of commitment and may contribute significantly to the sustainability of the network. Annual membership fee of USD100.00 per organization is proposed by the Steering Committee and this amount could be reviewed.

▶ 4.1.5 - MEMBERS ROLES, RESPONSIBILITIES AND EXPECTATIONS

Members should abide to the implementation of the ToRs to ensure effective and efficient running of the various activities. GIMAC members will collectively use the platform to advocate, monitor, evaluate and report on the Gender Agenda in Africa. GIMAC members should support and reinforce each other's agendas.

5 : GIMAC STRUCTURE



5.1 GOVERNANCE

GIMAC form of governance is based on a democratic platform, share of responsibilities and transparent working methods. The network is governed by a Steering Committee derived from all Thematic Focal Point members. GI-

MAC's legal and constitutional entity is housed in the auspices of the coordinating agency, FAS. In the future, GIMAC might consider registration as a legal entity.



5.2 THEMATIC FOCAL POINTS

The GIMAC network tracks and monitors the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) for the advancement of women's rights. GIMAC members use the bi-annual consultative Pre-Summit meetings on the margins of the AU Summit to examine crosscutting issues in line with the summit's theme and to develop strategies to advocate for effective gender mainstreaming at national, regional and international levels. GIMAC is organized around **six (6) thematic clusters** reflecting the main themes addressed

in the SDGEA: **Governance, Peace and Security, Human Rights, Health, Education, Economic Empowerment.**

Each of these clusters, have 1 to 3 organizations designated as focal points depending on the organizations' area of interest and/or expertise including Youth, Women and Girls Living in Rural Areas and the Elders. GIMAC also has regional focal points to ensure that the interests of all the areas in Africa are represented.



5.3 PARTNERS

The network has over the years established relationships with partners such as the AU, UNWomen and UNECA that form part of the network. In addition, the platform has signed Memoranda of Understanding with strategic

partners interested in the Gender Agenda. Other partners include Foundations, NGOs, government institutions and other UN agencies.

CLUSTER	Governance	Peace and Security	Human Rights	Health	Education	Economic Empowerment
SDGEA ARTICLE	Art. 5	Art. 2	Art. 3,4,9	Art. 1,10	Art. 8	Art. 6,7,11
GIMAC FOCAL POINTS	Africa Leadership Forum	Femmes Africa Solidarite; ACCORD; ISIS-WICCE; African Artists Peace Initiative	Women in Law and Development in Africa; African Centre for Democracy and Human Rights Studies	Ipas Africa Alliance	Forum for African Women Educationalists (FAWE)	Egyptian Business Women Association
YOUTH	Rozaria Memorial Trust World Young Women's Christian Association (YWCA) African Youth Initiative (AYI)					
RURAL	Institute For Social Transformation (ISF)					
ELDERS	Pan-African Women Organization (PAWO)					
CHAMPIONS	Mme Nkosazana Dlamini-Zuma; H.E. Ellen Johnson Sirleaf					
REGIONAL FOCAL POINTS	Western Africa: Association des Femmes de l'Afrique l'Ouest- AFAO-WAWA Northern Africa: Association of Tunisian Mothers - ATM Southern Africa: Foundation for Community Development - FDC Eastern Africa: Advocacy for Women in Africa Central Africa: Congolese Association to Fight Women Based Violence - ACOLVF					
KEY MEMBER ORGANIZATIONS	AWORD; ABANTU for Development; Akina Mama Wa Africa; ANSEDI; CAFOB; Center For Human Rights (CHR) ; Commission for Gender Equality (CGE); Equality Now; FEMNET; International Federation of Woman Lawyers (FIDA); MARWOPNET; Nairobi Peace Initiative (NPI); Pan African Movement; ProFemmes, SSWC; Tunisian Mothers Association (ATM); Association Congolaise de Lutte contre les Violence faites aux Femmes (ACOLVF); Advocacy for Women Africa (AWA); Foundation for Development Community (FDC); WREPA Kenya, ROOTS, SWOFON, Fondation Internationale de la Femme Africaine pour le Developpement; Pro-Femmes / Twese Hamwe; Girls Not Brides; SOFEPADI/Bunia. Le Centre KARIBUNI WA MAMA; Women International League for Peace and Freedom; COCAFEM/GL; Jeunesse Africaine pour le Développement (JADE); African Diaspora Youth Network in Europe; Women's Rights and Empowerment Partnership in Kenya; African Women's Rights Caucus; Pan African Centre for Social Development and Accountability; Moremi Initiative for Women's Leadership in Africa; Planète Femmes pour la Paix et la Solidarité; Fonds pour les Femmes Congolaises; Borno Women; Burundi Women and Girls' Movement for Peace and Security; South Sudan Women's Network for Peace Alliance Citoyenne pour la Démocratie et le Développement; IGAD Women and Peace Forum; Peace Journalism Foundation of East Africa; Mano River Women's Peace Network; Voice for Libyan Women; Somali Women's Studies Centre					
STRATEGIC PARTNERS	AU Commission; AUC Women, Gender and Development Directorate (WGDD); AU organs; UN Women; United Nations Economic Commission for Africa (UNECA); African Commission on Human and People's Rights (ACHPR); African Development Bank (ADB), AUC Office of Special Envoy on Women, Peace and Security					
KEY PARTNERS	United Nations Programme on HIV/AIDS (UNAIDS); Office of the High Commissioner for Human Rights (OHCHR); United Nations Population Fund (UNFPA); United Nations Development Program (UNDP); Training for Peace; African Women's Development Fund (AWDF); Urgent Action Fund-Africa; African Capacity Building Foundation (ACBF); Mo Ibrahim Foundation; Rockefeller Foundation; Nobel Women's Initiative; Mary Robinson Foundation for Climate Justice; Food and Agriculture Organization (FAO); Government of Norway; Government of Finland; United Kingdom's Department for International Development (DFID); Swedish International Development Agency (SIDA); Training for Peace, ActionAid International; Oxfam; Plan International					
SECRETARIAT	Femmes Africa Solidarité (FAS) hosted by ECA in Addis Ababa, Ethiopia					
STAFF	With the support of UN Women and FAS					



5.4 STEERING COMMITTEE

For many years, FAS, the coordinator of GIMAC and its Secretariat has been responsible for organizing the network's activities in particular, the pre-summit meetings. However, in the recent past, some of the thematic and focal points which were acting as Interim Steering Committee have shared in this responsibility to lead the network's agenda.

The Steering Committee composed of all fifteen (15) Thematic and Regional Focal Points has been established and a Chairperson and Vice Chairperson were elected for a period of one (1) year renewable. The committee meets twice a year at the margins of the GIMAC Pre-Summit Consultations to discuss their policies and provide guidance and orientation to the network. They are accountable to the network.



GIMAC Steering Committee members

6 : OPERATIONS



6.1 STRATEGIC PLAN

The Steering Committee in consultation with member organizations develops a five-year strategic plan, analyses the network's internal and external environment, spells out the network's vision, mission, strategies, specific objectives, activities, resources and how all this will be monitored and evaluated. This would be broad enough to enable the members to fit it into their respective strategic plans. This plan

will be supported by advocacy, communication and fundraising strategies and a monitoring and evaluation plan.

The Operation Plan is derived from the strategic plan. It identifies the specific objectives with focus actions and desired outcomes as well as roles and responsibilities and the needed resources.



6.2 MANAGEMENT

The Steering Committee has the responsibility to oversee the implementation of the strategic plan. Under the supervision of the Chair of the SC, the Secretariat manages the daily activities with support from the coordinating agency. GIMAC members will provide effective and

professional representation and participation in key partners' activities. The Network will depend on its members to provide such services and support as need arises in their respective portfolio.



6.3 SECRETARIAT

The Secretariat is hosted by ECA in Addis Ababa, Ethiopia and works directly with the AU and UN agencies. FAS has served as the coordinating agency since its inception. An Advocacy Assistant Officer with the support of UN

Women has been leading the implementation of the program with the support of FAS offices in Dakar and Geneva. As more resources are mobilized, GIMAC will engage more professionals for the administration of its work.



6.4 STANDARD OPERATING PROCEDURES (SOPS)

The institutional method of operation to guarantee the quality of the work is currently defined through the manual of procedures of the coordinating agency. However, GIMAC will in

the future, establish itself as a legal entity and develop, its own processes and procedures for its sustainability.

7 : ACHIEVEMENTS

The GIMAC network has recorded several achievements over the years. The following is a snapshot of the key achievements in relation to policy influencing; tools and resources and institutional capacities.



7.1 INFLUENCING POLICY OF THE AFRICAN UNION

- ▶ **7.1.1** - Strong advocacy for the achievement of the gender parity principle at the highest level of the AU and its organs which resulted in the appointment of 5 women as Commissioners during the Maputo Summit of July 2003;
- ▶ **7.1.2** - Contributed to the adoption of the SDGEA by the Heads of State at their July 2004 Summit and has remained the most strategic reporting instrument deployed by the AU in the promotion of Gender Equality and Women's Empowerment in Africa;
- ▶ **7.1.3** - Participated in the drafting, monitoring and evaluation of the Maputo Protocol adopted on 11th July 2003 by the AU to confront the continual discrimination, abuse and marginalization of women;
- ▶ **7.1.4** - Contributed to the adoption of the African Union Gender Policy in 2009, by African leaders; the launching of the African Women's Decade 2010-2020 and the Fund for African Women to accelerate the implementation of all commitments on gender equality and women's empowerment on the continent;
- ▶ **7.1.5** - Strongly lobbied for the appointment of the first female chair of the African Union Commission in 2013 and the appointment of the Special Envoy on Women, Peace and Security (2014) and AU Envoy for the Youth (2018);
- ▶ **7.1.6** - Produced over 32 civil society statements on issues discussed by the Heads of State Summit which have influenced the outcome of the AU Heads of State decisions and resolutions over the years;
- ▶ **7.1.7** - Supported the special mandates for gender and women-specific issues within the AU and its organs such as the AUC Commissioners Mandate, the Goodwill Ambassador on Ending Child Marriage and Special Rapporteur on Women's Human Rights;
- ▶ **7.1.8** - Supported the AU key initiatives directly impacting women and girls through significant voice of civil society and women's networks, such as the rural women and women in agriculture i.e. The Empowering of Women in Agriculture Initiative, Kilimanjaro initiative; a pool of women mediators (FEMWISE);

- ▶ **7.1.9** - Conducted successful campaigns with GIMAC thematic leads and partners such ending child marriage; safe abortion; retire the hoe to the museum; education and ending violence against women;
- ▶ **7.1.10** - Established together with AU Commission-WGDD the High-Level Ministerial meeting on Gender as a multi-stakeholder platform for sharing information, creating strategy and Monitoring together the continental agenda on gender;
- ▶ **7.1.11** - Undertook peace and solidarity missions to share experiences and assess the role of women in conflict resolution and peacebuilding in conflict-torn regions. It has undertaken such missions to Burundi, the Democratic Republic of the Congo, Eritrea, Ethiopia, Guinea, Liberia; Sierra Leone and Zimbabwe;
- ▶ **7.1.12** - Recognized the model of the Women Situation Room holding elections in many African countries to promote UN Resolution 1325 as a Best Practice of the AU to be replicated in all African countries holding elections and contributed to the election of H. E. Johnson Sirleaf as the champion of the Women's Situation Room;
- ▶ **7.1.13** - GIMAC continues to establish knowledge platforms and disseminate relevant information at various levels. To date the network has:
 - ▶ produced the first civil society shadow report in Addis, January 2010, on the SDGEA and deliberated on how best to continue the monitoring of the reporting and the national implementation of this important instrument;
 - ▶ the Solemn Declaration on Gender Equality in Africa was produced in 2007 with the aim of monitoring, evaluating and reporting on the progress of the SDGEA;
 - ▶ successfully developed a guideline for reporting on the AU Solemn Declaration on Gender Equality in Africa in 2005, which was adopted by the African Union; and,
 - ▶ developed the Solemn Declaration Index (SDI) to monitor the SDGEA based on the thematic indicators of health, education, women's rights, gender parity, land and housing rights, peace and security and reporting.
- ▶ **7.1.14** - In over 15 years, GIMAC has made significant progress towards the integration of gender into national processes and hosted over 16 biannual meetings, creating an interface for civil society and women's groups in Africa to systematically inform and contribute to the continental theme of the year;
- ▶ **7.1.15** - Using the Solemn Declaration Gender Index to measure progress of countries on agreed indicators, trained GIMAC members and produce shadow reports covering issues on women in Africa, profiling success stories and personalities in advancing women's right at a national and continental level;
- ▶ **7.1.16** - In July 2012, the network launched the "Empowering Women in Agriculture" (EWA) initiative in partnership with FAS and the Africa Capacity Building Foundation (ACBF) to promote inclusive livelihoods development and to address the constraints faced by African Women in Agricultural production;

- ▶ **7.1.17** - Initiated the African Gender Forum and Award (AGFA) to reward African Heads of States who implement the SGDEA and demonstrate outstanding achievements in gender equality and women's advancement in their country; To date Senegal, South Africa, Mozambique, Rwanda and Namibia have been awarded the AGFA.
- ▶ **7.1.18** - Organized of press briefings, press releases and statements to keep the network and members regularly informed;
- ▶ **7.1.19** - The Steering Committee has been meeting twice a year face to face and online to discuss on issues that include GIMAC advocacy, fundraising and Gender Pre-Summit Meetings;
- ▶ **7.1.20** - So far Secretariat has successfully organized 32 pre-consultative meetings, mobilizing gender focused development partners, women and girls living in the rural areas and women and representatives from various sectors and organizations within the continent and in the diaspora.



7.2 CREATING SPACE AND A PLATFORM NEXT TO THE AU SUMMIT FOR CSOS

- ▶ **7.2.1** - Produced advocacy newsletters on GIMAC programs, events and news about our partners and donors, and ways to support our mission;
- ▶ **7.2.2** - Employed social media such as Facebook and Twitter to update members and all interested parties on its ongoing activities. Furthermore, it also communicates via its website to share important documents such as reports and communiqués with the public;
- ▶ **7.2.3** - Facilitated a knowledge platform in partnership with ECA to establish knowledge platforms and disseminate relevant information at various levels such as civil society shadow report on SDGEA and guidelines for reporting on the AU SDGEA adopted by the AU in 2005;
- ▶ **7.2.4** - Developed Solemn Declaration Index (SDI) to monitor the SDGEA based on the thematic indicators of health, education, women's right, gender parity, land and housing rights, peace and security and reporting;
- ▶ **7.2.5** - Produced civil society shadow report on the Solemn Declaration on Gender Equality in Africa with the aim of monitoring, evaluating and reporting on the progress of the SDGEA;
- ▶ **7.2.6** - Documented the GIMAC process, achievements, research, engagement and governance to provide the necessary insights and baseline information for the next phase of the campaign.

APPENDIX I: GALLERY





H.E. Moussa Faki Mahamat
Chairperson
African Union Commission (AUC)



Dr Nkosazana Dlamini Zuma
with kilimanjaro women



Mrs. Hendrina Doroba
Chairperson, GIMAC and Executive Director,
Forum for African Women Educationalist



Mme Afiwa Kafui KUWONU
Chargée de Programme en Chef,
Women in Law & Development in Africa



Dr Butera,
AUC Office of Special Envoy on Women,
Peace and Security



Dr. Olumide Ajayi
Executive Director
African Leadership Forum



Dr. Amany Asfour
President of Egyptian Business
Women Association



Mrs. Constance Okeke
Project Manager Public Finance for
Agriculture ActionAid International



Mrs. Letty Chiwara,
UN Women Regional Representative, Ethiopia, African Union and UNECA



H.E. Mary Robinson,
President Mary Robinson Foundation, Climate Justice



H.E. Ambassador Andreas Gaarder,
Ambassador of Norway to the African Union



Honorable Commissioner Lucy Asuagbor,
Special Rapporteur on the Rights of Women in Africa



Hon. Chantal Safou Lopusa
Ministre chargée du Genre, Enfant et Famille Democratic Republic of the Congo



Ms. Thokozile Ruzvidzo
Director, African Centre for Gender and Social Development United Nations Economic Commission for Africa



Ms. Helen Kezie-Nwoha
Executive Director, Isis-Women's International Cross-Cultural Exchange



Ms. Adwoa Kufuor,
Regional Adviser on Gender and Women's Rights OHCHR

APPENDIX II: GIMAC MEMBERSHIP APPLICATION FORM

If your organization is interested in contributing to the advancement of the African women’s agenda in supporting the campaign in one way or another, please answer the following simple questions and send them to us. We will be happy to receive your request, and we will get back to you as quickly as possible.

Organization Name:

Contact Person (Name and Title/Position in the organization)
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.....

Reason(s) for becoming a member of GIMAC
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Map your activities against GIMAC's and how they contribute to the network
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.....

How do you see GIMAC contributing to your organization?
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Reference from a GIMAC Member or partner (if any)

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Comment/question (s) to add to this membership application

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