



WoMin gender and extractives alliance **FINAL, Annual Plan, 2016**

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1. Problem/context analysis

As a young alliance which came together in 2013, WoMin began its work by reaching broadly to understand the impacts of extractive industries on women in Africa. In undertaking its own extensive review of the available literature¹ and supporting research and solidarity exchanges in nine countries across Sub-Saharan Africa, WoMin has examined the gendered impacts of some of the oldest extractive industries in Africa – salt, gold, gemstones and coal – as well as the gendered impacts of the relatively more recent, mass extraction of oil. One of the principle findings resulting from this work is that the impact of extractive industries on land and water – the major communal resources from which women create livelihoods for families and communities – and on people's health and women's unpaid labour are so grave that the overall costs of mineral and oil extraction tend to outweigh the benefits, principally enjoyed by the local and ruling elite, corporates and investors.

Given the priority of minerals-based industrialisation set by sub-regional mining protocols and policies, the African Union in the Africa Mining Vision (2009) and further elaborated in Minerals and Africa's Development (2011) – all of which significantly understate the long term social and ecological impacts of mineral based development – WoMin's aim of exposing the negative impacts of mining and offering development alternatives remains relevant and urgent. This urgency is further reinforced by the fact that in elaborating the Africa Mining Vision and the accompanying policy framework, the AU has received full collaboration from the African Initiative on Mining, Environment and Society (AIMES), the only civil society coalition focusing on mining in the continent. Though quite clear on the need for state intervention in directing national development, an integration of gender in the development and economic justice analysis of AIMES is virtually non-existent.

¹ See <http://womin.org.za/papers.html>

An area of gendered impact greatly neglected in sub-regional and regional policy analysis and proposals, and also in the work of civil society, is the link between mining, extractivism and violence against women. WoMin's 2013 paper on extractivism's impacts on women's bodies, sexuality and autonomy (follow [link](#)) finds a prevalence rate of 65.6% of ever-partnered women having experienced intimate partner violence in central sub-Saharan Africa. All the regions (central, east, southern and west) of Sub-Saharan Africa sit above the global average of 26.4%.² The World Health Organisation finds that the highest prevalence rate for non-partner sexual violence in 2013 is in the central region of Sub-Saharan Africa (21%), followed by the Sub-Saharan Africa southern region at 17.4%.³

Extractivism is closely associated with conflict as corporates and states employ divide and rule tactics to force community decisions in favour of extraction, as communities are dispossessed of their lands and natural resources and contest for the scarce resources left for livelihoods, and as groups competing for state power seek out sources of income to sustain their positions. Women are impacted in particular ways by the resulting violence:

[They may be affected by the] general collapse in the social and moral order that accompanies war. Non-combatant men, emasculated by the conflict and displacement, may subject women to increased domestic violence. Sexual violence may also be more systematic, used by fighting forces to destabilise populations and "subjugate and humiliate" men where women are "idealized as the bearers of a cultural identity and their bodies perceived as 'territory' to be conquered" (WHO, 1997: 1). A further motivation, which is particularly relevant to the extractives industries, is where sexual violence is employed to "quell resistance by instilling fear in local communities [the perceived enemy] or in opposing armed groups" (Ward & Marsh, 2006: 4).⁴

WoMin's structural analysis is that extractivism is inherently violent against workers, communities, ecosystems, women and the planet, as a result of climate change, and hence the model of development must be challenged and overturned if we are to address the high levels of inter-personal and violence against women in families, communities and society more broadly.

If mineral-based industrialisation creates devastating social and economic impacts for a substantial proportion of Africa's communities, then climate change is the major ecological and planetary threat. Climate change is the cause of increased erosion, drought, and water scarcity – all of which have negative impacts on forest and land-based production. Agriculture in sub-Saharan Africa, for example, is 95 per cent rain-fed. Climate change is also the cause of rising sea levels which increase flooding in coastal areas. For those women and communities living within 100 km of the coasts of Africa, increased flooding is disrupting both sea and land-based production. Climate change has disproportionate impact in sub-Saharan Africa, and it is women, because of the division of labour and their greater responsibility for the work of agricultural production and social reproduction who carry and will continue to carry the climate change burden, a global burden which is not of their making.

Given all this, as well as the role of the global mining and oil industries in contributing to greenhouse gas emissions as producers and major consumers of fossil fuels – WoMin has moved to focus much of its work on drawing the links between fossil fuels, energy, climate justice and women. As is increasingly being

² World Health Organisation (WHO), 2013 "Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence"
http://apps.who.int/iris/bitstream/10665/85239/1/9789241564625_eng.pdf.

³ Ibid

⁴ In WoMin, 2013 'Paper 5: Extractivism's Impacts on Women's Bodies, Sexuality and Autonomy'
<http://womin.org.za/images/papers/6.%20Paper%20Five.pdf>

discussed, the multi-lateral climate negotiations platform (the United Nations Conference of the Parties, or COP) has failed to deliver binding agreements for emissions reduction on countries, and particularly the developed countries that carry historical liability for a looming climate change catastrophe. This has led the climate justice movement to conclude that it is people on the ground who, through their mobilisations, their demands and their solutions hold the only hope for the planet. In Africa, women's organisations have largely failed to articulate the need for climate justice, gender justice and the most necessary shifts in development globally. It is this gap which WoMin intends to fill through its work going forward.

In terms of energy, from the perspective of women in Africa and the global South, inequality is central. In 2011, the World Energy Council determined that the average American consumed 4,569 kWh of electricity in the home. In the same year, the combined residential electricity use per capita of Brazil, India, China and 21 other countries (including Nigeria, Tanzania, Niger, Chad, Cote D'Ivoire and the Congo) was 4,485 kWh. The struggle around energy and climate change is one that cannot be waged at the local or national levels only. Struggles must begin there – there is need for strong local organisations linked to national movements – but connections must be made globally to address the wider question of the disproportionate energy consumption of middle classes and the wealthy in the global North as well as the global South.

Renewable energy is presented by governments, multilateral bodies and even corporates as one of the solutions to the climate crisis. However, the market-based corporate-driven model of renewable energy research, development and implementation which has gained ascendancy will fail to overcome deep inequalities in energy access and use. The biofuels sector is one part of the renewable energy spectrum, and its record is one of mass land dispossession and the turning over of vast tracts of land from food to energy production. A 2011 study by the Centre for International Forestry Research (CIFOR) which examined 353 projects in 32 countries in sub-Saharan Africa, addressing an area of about 18.1 million hectares, concluded that biofuel production accounted for 63 per cent of land acquired in Africa since 2005.⁵ The so-called Green Economy is also resulting in displacements for solar plants, an early trend documented in the US, India and Italy. In our upcoming work on concretizing alternatives, WoMin aims to disseminate analysis and thinking around how to on the one hand, address the need for rural electrification through alternative energy sources, while on the other hand, undo the inequalities inherent in the corporate-driven Green Economy.

Communities, women and workers are engaged in ongoing resistance, in different forms and at different scales, to the devastating impacts of extractives and the wider development model of which it forms a part⁶. Some of these struggles are directed to gaining a greater proportion of the 'benefits' (royalties, development investment and jobs), others aim to expose corporate impacts on local environments and ensure greater state regulation and fair compensation for impacts, and many struggles are in defence of land, natural resources, and local eco-systems which form the basis of local livelihoods and development sovereignty. One tool employed by communities to defend their lands, natural resources, way of life and concept of development is that of consent, typically referred to as Free Prior and Informed Consent (FPIC). While FPIC has its challenges – establishing the legal basis for consent in law, the co-optation of the language by corporates, and the institutionalisation of consent processes under state purview – it remains a potentially powerful tool for community defence, and for the wider democratisation of decision-making processes related to development. Consent is, however, community-based and since women in traditional communities and under communal systems of tenure and governance are not regarded as full members of these units of community, securing the right of consent for women presents significant challenges. This question has been

⁵ http://www.cifor.org/publications/pdf_files/WPapers/WP85Schoneveld.pdf

⁶ See WoMin's resource library section 'Fighting destructive extractivism' <http://womin.org.za/fighting-destructive-extractivism.html>, the EJOLT Atlas of Environmental Justice <http://www.ejolt.org/maps/> and the La Via Campesina [website](http://www.laviacampesina.org/)

poorly explored in practice, theory, policy and law in the African context, a challenge which WoMin aims to redress through its work.

A final question for this analysis is how unequal relations of power and privilege are shifted in favour of those on the losing end, the majority of citizens of sub-Saharan Africa. And WoMin's specific interest is the question of how poor and working class women are empowered to claim and enjoy social and economic equity and justice. WoMin's theory of change, outlined in its five year strategy, is very explicit in its answer: "Lying at the centre of the theory is the commitment to impacted women organised in grassroots formations and movements powering the change. The central thrust of WoMin, therefore, is to work with national members for the empowerment of peasant and working class women_impacted by the extractives industries."⁷ This positioning is affirmed by a recent 2012 study by Htun and Weldon who conclude that "the mobilization of feminist movements is more important for change than the wealth of nations, left-wing political parties, or the number of women politicians... Social movements shape public and government agendas and create the political will to address issues. Government action, in turn, sends a signal about national priorities....The roots of change of progressive social policies lie in civil society."⁸

2. Major achievements and lessons learnt in 2015

Our **achievements** in 2015 have been as follows:

- WoMin's efforts have been very strategically guided by the outcomes of the research and solidarity exchanges we have supported, the major social and economic justice agendas that grow out of local struggles and global developments, and through the steer of our allies and partners. These processes have sharpened our analysis and deepened our strategy of work on three content areas (see section 6a).
- We have evolved an approach to our work that is inspired by feminist principles and practices, supports our theory of change, and assists us realise our goal and outcomes. The elements of WoMin's approach to change are: feminist political education; women's organising and movement-building; women's solidarity; feminist research; women-led, grassroots-driven campaigning; and cross-movement alliance-building. Our work with others to build an African post-extractivist, eco-feminist, climate-just development alternative is a critical feature of our approach.
- In a period of less than two years, WoMin is making important contributions in and issuing challenges to a sector which has substantially neglected a women's rights perspective, and forged an emergent network which has the support and membership of more than fifty organisations across the region. WoMin has influenced other civil society organisations and helped mobilise capacity and commitment to a transformative women's rights agenda on extractives.
- WoMin has achieved a threefold increase in the needed staff capacity between September 2014 and April 2015, and a significant year-on-year increase in the organisational budget from ZAR 1, 3 million in 2013 to ZAR 5, 8 million in 2015. The upward trajectory in income looks set to continue in 2016.

Lessons learnt in 2015 have thus far been as follows:

- Our greatest challenge has been to involve 'traditional' women's rights organisations and movements in extractives-focused work. Women's organisations are typically focused on VAW, political representation, girl's education, and some aspects of women's health. A land and natural resources, energy and climate justice, anti-privatisation and extractives focus is generally missing in their organizing efforts. For this reason, WoMin has decided to strengthen its work on three strategic fronts – energy, VAW and women's consent – which may be entry points to women's rights organisations and movements and allow for some powerful joined up movement-building.
- Political strategy has emerged with time through concrete work, organizing efforts with affected women, knowledge formation through participatory process, and alliance development. WoMin has been

⁷ WoMin, 2013 WoMin long-term strategy document

⁸ Htun, M and Weldon (2012) 'The Civic Origins of Progressive Policy Change: Combatting Violence against Women in Global Perspective, 1975-2005' in American Political Science Review, Volume 106: Issue 03

rigorous, creative and brave in its exploration of the fullest range of ‘issues’ and questions that emerge in relation to extractives, and making important choices to reach some of the deepest causalities for deep and sustained impact of our efforts.

- The building of partnership and alliance is complex and challenging, and requires an ongoing iterative and open process. Over time, WoMin has deepened partnerships where there has been an alignment in political interest and strategy. We have also dropped back from partnerships and opened up to bring new allies in to strengthen work in specific countries and content areas. This process of alliance development will be ongoing.

3. Goal/overall impact over five years

In five years (2014-2018), peasant and working class women impacted by extractives industries in at least twelve countries in the Africa region, as well as at the sub-regional and regional levels may benefit from minimum safeguards which they and their allies clearly locate in a transition towards a progressive post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.

This is WoMin’s **goal (impact)** for its overall programme over five years and frames our annual planning for 2016.

4. WoMin’s objectives, outcomes, and indicators (over five years)

These are the objectives and outcomes which contribute towards WoMin’s impact goal over the next five years. The outcomes presented below reflect the gains or changes which will be achieved as a result of multiple activities, and their various concrete outputs. The WoMin strategy includes a number of indicators per outcome.

Objectives	Outcomes	Topline Indicators
Objective 1 – Organise, support and build movement and solidarity, and advance alternatives to destructive natural resource extraction	Outcome 1: Women impacted by the extractives industries are defending their communities and their own gender-specific interests against rapacious extractives industries, including by developing, testing, piloting and replicating food, energy, and other livelihoods alternatives at the local level.	<ul style="list-style-type: none"> - Evidence of women organising at the local, intermediate and national levels in countries supported by WoMin - Mobilisation of support for projects and initiatives which are proposing real local alternatives to the extractives industries.
Objective 2 – Undertake research and knowledge construction ⁹ through activist-led writing and documentation that is, as far as is practicable, democratically-directed and participatory in orientation	Outcome 2: Impacted women and their allies have greater knowledge about the extractives industries, their structural location, their impacts (and in particular the differentiated effects upon women) and the existent or desired alternatives to dominant extractivism.	<ul style="list-style-type: none"> - Increased in-depth knowledge about extractivism and its specific impacts on women’s safety, livelihoods, health and other identified aspects in distinct locales - Grassroots women leaders and NGO support activists have deeper knowledge about the impacts of extractivism in other parts of the world, false solutions that are being pressed upon us, and ideas about the needed alternatives.
Objective 3 – Facilitate political education and awareness-raising work, linked to campaigns and	Outcome 3: Grassroots women, NGO support staff and women leaders from allied movements are empowered to	<ul style="list-style-type: none"> - Evidence of women benefiting from women’s political education and organising schools at different levels

⁹ The research WoMin supports aims to understand impacts, to document violations, to make visible resistance, to theorise and build knowledge, and to construct alternatives, always using methods and tools that support women’s organising and movement-building.

Objectives	Outcomes	Topline Indicators
movement-building support, targeting grassroots women leaders and women activists located in support organisations	deepen their struggles against destructive extractivism and for the alternatives.	- Evidence of strategy meetings and joint actions between formations of women impacted by the extractives industries and allied peasant, environmental, women's rights, sexual rights etc. movements and popular organisations
Objective 4 – In close alliance with others, target at least three corporates through advocacy and campaigns	Outcome 4: The violation of women's human rights by at least three offending extractives corporations has been exposed, and they have been shamed, penalised and held accountable for their actions and omissions.	- At least three corporates have been challenged through the law and other accountability mechanisms - Evidence of greater awareness on the part of the media, policy and law-makers of the gendered impacts of extractivism
Objective 5 – On the basis of research, and responding to the priorities of women on the ground lobby and advocate to national, sub-regional, regional and global institutions for policy and legislative reforms that are non-reformist in nature.	Outcome 5: Legislative and policy reforms at national, sub-regional and regional levels provide minimum safeguards and rights as part of a planned transition to a different model of development.	- Evidence of some reforms or reform efforts in regional, sub-regional and national (in countries supported by WoMin) that provide for some of these minimum safeguards - Grassroots mobilisation in support of minimum reforms.
New objective 6: Build and strengthen WoMin as a regional women's rights alliance Please note: an alliance building objective framing many of our ongoing concrete activities was not included in the 3-5 year strategy and so this omission is addressed in this annual plan	New outcome 6: A stronger, more democratic and accountable women-led alliance deeply linked to and supporting other progressive chapters of the women's movement, advancing women's movement building at all levels and proposing progressive feminist alternatives to dominant extractivism.	- Evidence of women's analysis and propositions being take up by other civil society organisations - A strong committed board of trustees, accountable to an oversight group that meets every eighteen months - Regional women's rights organisations and movements report an expanding progressive orientation within the wider movement and a close alliance with WoMin

5. Our theory of change and our emerging approach and tools for work (see also WoMin's long-term strategy document)

The ultimate long-term 'change' (or development impact) we are searching for (well beyond the scope of WoMin) is a post-extractivist, eco-feminist development alternative.

As a contribution to this ambitious structural change, our goal for the next five years is to see 'peasant and working class women impacted by extractives industries in at least twelve countries in the Africa region, as well as at the sub-regional and regional levels benefiting from minimum safeguards which they and their allies clearly locate in a transition towards a progressive post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.'

The first thrust, lying at the centre of the theory, is the commitment to impacted women organised in grassroots formations and movements powering the change. Our work is therefore deeply oriented to organising and movement building of peasant and working class women impacted by the extractives industries. What has become more obvious as our work has developed in 2015 is that, given the expansive nature of the change, this movement-building needs to be intersected and involve diverse constituencies.

The second thrust of the WoMin theory of change is to support reforms that are located within a wider strategy of transitioning to a post-extractivist society. We could call this approach transformative reformism

(or non-reformist reforms). The 'issues' that focus our work from this perspective is the question of consent (a significant piece of work conceptualised in 2015 and starting up in 2016), compensation, and environmental regulation and enforcement. The latter two foci will not be significant focus in 2016 for capacity and resource constraints but are critically important to force the internalisation of social, environmental and economic costs to corporates.

The final thrust of our work, shaped by our theory, is to identify, develop and advance the post-extractivist women-centred progressive and ecologically responsive African alternative to destructive extractivism. This work cuts across all of our research, training, organising and campaigning efforts and is also a specific project focus for the WoMin research programme. WoMin cannot advance an agenda of development alternatives on its own but instead must promote the deepest cross-sectoral and cross-movement collaboration, building on existent alternatives, and piloting with others.

Since the launch of WoMin in October 2013, our work with partners and allies has led us to some core focus areas, and our methodologies have evolved such that we can now start to speak of an evolving approach which may begin to satisfy a 'living' women-centered, women's empowerment, and women's movement building commitment. This approach is not fixed and will likely evolve as our insights about transformation deepen, but in mid-2015 we can confidently assert that we have an approach to build on.

WoMin approach and areas of focus

Approach

- Feminist political education
- Women's organising/movement building
- Women's solidarity
- Feminist research
- Women-led, grassroots-driven campaigning
- Cross movement alliance-building

Areas of focus

- Fossil fuels, energy and climate justice
- Consent and democratised socio-economic decision-making
- Extractivism, militarisation and Violence Against Women

***AFRICAN POST-EXTRACTIVIST, ECO-FEMINIST,
CLIMATE JUST ALTERNATIVES***

6. Areas of work and activities planned in 2016

6a. Summary of areas of work

<p>CONTENT AREA ONE: Fossil fuels, energy, climate justice and women’s rights</p>	<p>In 2013, WoMin made a clear choice to focus on minerals, oil and gas in the extractives terrain, but this still left an extremely wide and unmanageable agenda for work. Towards the end of 2014 and throughout 2015, WoMin has been led to a narrowing focus on minerals and natural resources linked to energy production. Our primary focus is to the extraction, processing/refining of, and combustion of conventional fossil fuels, with a secondary but deeply significant focus to the new renewable energies. In October 2015, the Niger Delta exchange and strategy meeting resolved the need to build an African women-led women’s rights campaign addressing fossil fuels, energy and climate justice. Since then consultative roundtables and bilateral discussions led to a very broad campaign concept being agreed by end-2015.</p> <p>In 2016, WoMin starts to build the campaign offering intensive support, training and financial resources to four priority countries: Nigeria, South Africa, Uganda and the Democratic Republic of Congo. In each country, an agreed national lead organisation will take the initiative, working with a national campaign coordination structure, to scope out policy and actors to collaborate with, undertake campaigns research, build capacity, support women in at least three localities build local campaign plans and undertake actions, and build a national campaigns strategy. All of this work will be guided by a regional campaigns framework to be informed by four national consultations and a regional campaigns training and strategy meeting in June 2016.</p> <p>At a regional level, WoMin will support national lead organisations, coordinate regional research, develop campaign materials, mobilise and manage campaign resources, undertake campaigns training, build the needed alliances, and support M&E and other accountability processes. All of this work will be undertaken with the steer of a regional campaigns steering group.</p> <p>Note: please see various campaigns documents agreed through regional meetings and roundtables in the last quarter of 2015: (a) a campaigns concept, (b) an approach and method to guide national consultations in priority countries and (c) proposal for the role of the national lead organisation.</p>
<p>CONTENT AREA TWO: Consent and democratised socio-economic decision-making</p>	<p>This area of work embraces a number of inter-linked foci. Firstly, consent from a women’s rights perspective. Free Prior and Informed Consent (FPIC) is a key tool some organisations are employing in their countries to safeguard communities and their lands/natural resources. However, since women in traditional communities are generally not regarded as full members of these communities, securing the right of consent for women presents significant challenges. The question is to be opened up through a roundtable of key thinkers and activists principally from the Africa region, with some participants from Asia and Latin America, which will determine an ‘agenda’ for work regionally. A paper or series of papers on the theme of consent (and related questions of women’s land and tenure rights, and status in traditional governance systems) will be written and launched in 2016. Consent is an extremely important tool to bolster community struggles against destructive development projects, and lay the basis (if these proceed) for fair and just compensation and benefit.</p>

	<p>However, consent cannot address the linked question of development paradigm and economic planning. Which brings us to the second major foci of this area of work: the deepening of development alternatives, which we have been working to conceptualise and construct for two years. Starting towards the end of 2016, WoMin will work with a wide range of allies and stakeholders in one country to arrive at ‘a blueprint’ of alternative national economic development plans. These plans would provide a 21st century, feminist vision of development, tackling unpaid labour, public services, agro-ecology and food sovereignty, energy, transport, infrastructure and other long standing development challenges in Africa. Methodologically, the work would be undertaken through formal research, and through grassroots dialogues with key collectives and movements of women. The work would involve environmental and climate justice organisations and movements, peasant and land organisations and federations, the wider women’s movement, and where feasible organised workers - drawing in their work and efforts on alternatives.</p>
<p>CONTENT AREA THREE: Extractivism, militarisation and violence against women</p>	<p>Violence against women has emerged as a consistent theme in WoMin’s work and that of our allies since 2013. In 2015 WoMin started to conceptualise, with its allies, how we might take up this question in a way that deeply links the dispossessions and deprivations linked to dominant extractivism to violence more generally, and VAW more specifically. Out of a broad range of foci WoMin has honed in on the gendered impacts of and gender-specific forms of violence associated with the repression of communities contesting the extractives and related industries. We have elected to focus on the latter as it lays bare the power relations and vested interests which come around the extractives industries, the same power which contributes to the structural conditions which result in the pandemic of violence in mining settlements. This work would be a ‘hook’ to draw ‘traditional’ women’s rights organisations and movements’ closer to economic justice struggles (land, natural resource rights, energy etc.) which they may generally consider quite peripheral to their political agenda. The VAW focus has been missed by most of the extractives organisations, other than those with a very explicit women’s rights focus, and no regional organisations have, at this time, developed a coordinated strategy to monitor, document, publicize and respond to repression associated with struggles of resistance against extractives and mega-infrastructure projects. Since this is such a ‘new’ agenda for WoMin and because knowledge on the relationship between extractivism, repression and VAW is so poorly understood, we feel it prudent to start off with an exploratory scoping and research effort in two countries in the region. The work will support the development/ strengthening of a national monitoring network in each country, a country-level legal analysis and case study research culminating in a regional synthesis report, and a regional strategy discussion. WoMin will also work with allies to ensure that women in ‘case areas’ are supported to organize, explore and act on options for redress and justice.</p>
<p>CONTENT SUPPORTING WORK</p>	<p>Under this broad umbrella of work that supports our political strategy, we have three projects or work areas:</p> <ol style="list-style-type: none"> 1. Feminist political education schools and general support for movement-building 2. WoMin film on devastating extractivism and women’s resistance in the Africa region 3. Building the alliance, deepening our independence and strengthening the secretariat <p>WoMin is partnering with the southern Africa programme of Just Associates to develop and pilot a feminist political education school which will target leading women’s rights activists in strong grassroots movements and support organisations. The school will run over ten days and aims to empower women’s rights activists with the tools they need to understand and respond to their own experiences and the world around them from a structural feminist standpoint. The first school will involve activists from organisations in seven countries all playing a leading role in WoMin’s regional work, with specific prioritisation of the Energy and Climate Justice Campaign. The second school in August 2016 will give equal priority to organisations and activists involved in our Campaign, VAW and Consent work.</p>

	<p>The WoMin film will be a critical support to our three content areas of work. Conceptualised in mid-2014, the film has challenged us for its cost and capacity demands. A working group was set up in May 2015 and, through an expansive recruitment process, selected a Ghanaian award-winning feminist filmmaker, Yaba Badoe, for WoMin to work with. In October 2014, Yaba, the WoMin film working group, and other WoMin allies, went on a study tour to Kenya with one of its objectives being exposing the film maker to women’s rights problems and questions arising in the extractives sector. Following a period of figuring out how to bring costs down, linking the film more closely to our content areas of work, and approaching the making of the film in a more sustainable fashion, we were able to start filming in January 2016, after further delays arising from the death of the filmmaker’s father. By May 2016, we will have a trailer in support of our emerging fossil fuels campaign and online fundraising for the film. The film will be concluded by end-2016, to be launched in the first half of 2017.</p> <p>Finally, building and sustaining the work of the alliance requires strong accountable governance; the participation and ownership of WoMin’s allies; an adequate and growing funding base; skilled staff in the secretariat adequately supported through management and staff development; and the necessary organizational and finance policies and systems. In 2015, WoMin has gone through a major and highly demanding transition out of the International Alliance on Natural Resources (IANRA), its host since the second half of 2013, to a place of full independence. This move was necessitated by our commitment to build as a women-led women’s rights alliance oriented to women’s movement building.</p>
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6b. Activities under each content area

Area of work/activities	Results by end-2016	Indicators to measure results	Contribution to outcomes
CONTENT AREA ONE: Fossil fuels, energy, climate justice and women's rights			
<ul style="list-style-type: none"> - Consultations with regional and national partners on the campaign concept - Research and consolidation of a discussion document on a feminist/ women's rights centred approach to campaigning - Eco feminist transformative analysis of energy in Africa: an exploratory paper, and follow on research (agenda to be established through first paper) - WoMin 'Building Energy Resilience' Resource – a series of resource sheets on the ABCs of energy, the political economy of energy in Africa, why energy is a women's rights question and a few select simple energy solutions which can be implemented now - National campaign consultation meetings (x 4) - Recruitment of WoMin regional campaign lead - Regional strategy meeting with regional, national and local partners/ allies to build a draft regional campaigns framework and architecture which will 'frame' the work ahead - Regional campaigns framework finalised - Intensive focus to building in country A – formalising partnerships, scoping research, local workshops in specific localities, national 'training' with national and local allies, building local and national campaign strategies etc. - Intensive focus to building in country B and C drawing on lessons and practice established in the work in country A - Start building in country D with an approach informed by practice in other countries - Implementation of coal research in Somkele/Fuleni as a continuation of work started in 2015 and in support of organising and grassroots-led campaigning by women in these communities - Launch of research, advocacy actions led by women in Somkele/Fuleni 	<ul style="list-style-type: none"> - Strengthened movement of women against fossil fuels and for socialized renewable energy, climate justice, women's rights, food sovereignty and freedom from violence in a minimum of four countries - Women are organizing against fossil fuels extraction, processing and combustion in a maximum of 8 sites across the four priority campaign countries - Lead campaigning organisations in each country are starting to build the necessary human resource capacity, knowledge and concrete skills to support local struggles of women against fossil fuels and for the alternatives - The women in Somkele and Fuleni in KwaZulu-Natal, South Africa, are increasingly leading struggles against coal and their perspectives are shaping the ideas and actions of the communities and other allies involved in anti-coal campaigning. 	<ul style="list-style-type: none"> - Women are meeting locally, starting to lead on local strategy, and taking action to bring about change - Each lead organization has an appropriately skilled and knowledgeable woman staffer assigning at least half of their time to the fossil fuels campaign - Women in Somkele and Fuleni are better organized, have researched key questions to inform their struggles, and have taken at least two key actions across the year. 	<p>Outcomes 1 through 4</p>

Area of work/activities	Results by end-2016	Indicators to measure results	Contribution to outcomes
CONTENT AREA TWO: Consent and democratised socio-economic decision-making			
<ul style="list-style-type: none"> - Africa-wide roundtable on consent, women’s land rights and the barriers to inclusion of extraction-affected women (July 2016) - Work with allies to undertake detailed design of exploratory work with collectives of women to establish an alternative practice for woman-centered grassroots led participation, in at least two countries over 2017-2018 (Aug-Nov 2016) - Initiate exploratory work on consent in at least two countries, resources permitting – identification of allies, partnership development, detailed planning (Nov-Dec 2016) - Writing two papers elaborating key issues arising from roundtable on consent and women’s rights (July-Nov for launch in Dec 2016) - Development alternatives working group (WG) formation and initial meetings with strategic allies in identified country (by end-Dec 2016) 	<ul style="list-style-type: none"> - A deeper conceptual and empirical feminist understanding of consent, the shortcomings of FPIC and other public participation processes - Two new papers addressing the linked questions of women’s consent, land rights and customary law launched. - An emerging practice of consent processes which are women-centered, highly democratic, transparent and grassroots controlled is being established and shared, and includes proposals for whether/how these may be advanced into law, customary practice and human rights frameworks - A conceptual and practical basis for establishing “ecofeminist alternatives to extractives” on a macroeconomic scale has been established in one country to be advanced further in 2017. 	<ul style="list-style-type: none"> - More CSOs are starting to speak about the gender barriers to women’s consent, and are building work that addresses the same. - Papers launched, available on the WoMin and other website, and being referenced by other efforts. - Minutes of development alternatives working group and outreach meetings in one country. 	<p>Outcomes 1, 2, 3 and 5</p>

Area of work/activities	Results by end-2016	Indicators to measure results	Contribution to outcomes
CONTENT AREA THREE: Extractivism, militarisation and violence against women			
<p>In two countries over one year:</p> <ul style="list-style-type: none"> - Build/deepen a network of CSOs, including women’s rights and legal organisations, with the commitment and capacity required to monitor and work on repression and violence, most specifically from a women’s rights position, and with a specific focus to mega-development projects, including extractives industries and related infrastructure and energy projects - Develop an analysis, with a clear gender orientation, which establishes trends around repression nationally (putting numbers to establish scale and scope where possible); reviews the law, and the state of the criminal justice system; identifies relevant case law; and reviews legal and other options for acting on and responding to repressive acts by the state and the private security of extractives industries - Document at least two cases of repression, and their gendered impacts/ dimensions in each of two countries in a way that recognises and carefully responds to the risks to informants and survivors and which enables them to determine the best course of action for restorative justice, which actions are supported by the national network - Write a synthesis report on extractivism, repression and VAW for launch at the regional level and in each country, if the context permits - Map out the next phase of work in each country and regionally, including the expansion of the work to new countries. 	<ul style="list-style-type: none"> - Greater knowledge and awareness (amongst CSOs) about militarization, extractivism and repression in two countries, how women are differently affected, and the different ways in which CSOs could be responding for redress and rights - At least 4 specific examples of gendered repression identified, documented and the offending actors clearly identified - A network of organisations in two countries and at the regional level consolidated and committed to take joint action - WoMin and its allies have a clear political strategy and plan for addressing repression’s gendered impacts and the question of extractivism and VAW more generally over the next 3 years - More ‘traditional’ women’s rights organisations and movements join WoMin and are active participants to this scoping, documentation and strategy development effort. 	<ul style="list-style-type: none"> - The network in each country is meeting and playing a more visible public role asserting a women’s rights perspective on matters of repression and violence pertaining to the extractives industries and related infrastructure and energy projects. - A clear, simple (non-legalistic) analysis exists and informs follow on actions by women in the case communities and the longer-term strategy work at national and regional levels. - Women survivors in some extractives-impacted communities have identified their experiences as a rights violation, and elected to pursue legal and/or other options for redress, which options are supported by adequate documentation. - Reports launched in countries (where it is safe to do so) and regionally. - Written national and regional strategies for a second phase of work. 	<p>2, 3 and part contribution to 4</p>

AREA OF WORK 4: CONTENT SUPPORTING WORK

Area of work/activities	Results	Indicators	Contribution to outcomes
<p>Support area 1: Feminist political education schools</p> <ul style="list-style-type: none"> - Pilot feminist political education school (FPES) (March 2016) - Review, re-planning and adjustment of approach and methodology with JASS (April-June 2016) - Second FPES (August 2016) - Review, re-planning and adjustment of approach and methodology with JASS (September to December 2016) 	<ul style="list-style-type: none"> - At least 84 women activists have deepened consciousness about women's oppression under a system of neo-liberal capitalism, have greater knowledge and skill to act with others to change their contexts, have extended their ability to support women's organizing whilst addressing risk, and have more confidence and a sense of being part of a greater movement struggling for the same changes in often hostile contexts. - Activists from support NGOs will build a common analysis with and have the perspective of peasant and working class women shape their own thinking about the changes needed at a systemic (patriarchy and economic system) level. - An approach to and methodology for political education work that is feminist, strongly oriented to organizing and movement-building, and addressing the typical conditions and experiences which characterise the extractives contexts will have been built, tested and modified. - Women's organizing and actions in specific localities has been strengthened. - Women are acting in solidarity with one another across localities in support of a wider change agenda. - The experiences and perspectives of women affected by extractives industries gain greater visibility and challenge the thinking of civil society organisations and different arms of the state. 	<ul style="list-style-type: none"> - Signs of women activists leading organizing efforts and actions in and across specific localities in their countries. - Support organisations are investing more time and resources to women's organizing. - Programme, methodology and materials available for other political education processes, including at national level. - Support organisations report more confidence and visibility of women's struggles. 	<p>Outcomes 1, 2, 3, 5 and 6</p>

<p>Support area 2: WoMin film on women, devastating extractivism and women’s resistance in the Africa region</p> <ul style="list-style-type: none"> - Filming part one of WoMin Film (January 2016) - Finalising WoMin film trailer (April 2016) - In-depth planning of the launch of the online fundraising campaign, May 2016 - Filming parts 2 and 3 of the film (second half of 2016) 	<ul style="list-style-type: none"> - The needed funds have been raised to make the film and in the process WoMin has raised the profile of itself and the ‘issues’ we organize around. - A powerful three story film, in support of our fossil fuels campaign and our work on VAW, has been made and is ready for launch in the first quarter/half of 2017. - All of WoMin’s closest allies have given input to the film and feel a deep ownership and commitment to use the film in their work. 	<ul style="list-style-type: none"> - Visible fundraising through an online platform. - Funder commitments and money in bank. - A powerful, moving, beautiful film is ready for launch. 	<p>Will contribute to outcome 6 in the making of the film. Once concluded, launched and in use in our work will contribute towards all our outcomes.</p>
<p>Support area 3: Building the alliance, deepening our independence and strengthening the secretariat</p> <ul style="list-style-type: none"> - Staff – recruitment, management and staff development - Board teleconferences (quarterly) and annual meeting - WoMin assembly/oversight forum - Maintaining communications platforms and capacity - Alliance-building and fundraising - Building an M& E framework and deepening Human Resource policies 	<ul style="list-style-type: none"> - WoMin’s board will have clarified its role and purpose, its relationship to the oversight forum and the secretariat, and will be performing a strong oversight role. - WoMin’s funders remain with us for the long-term and WoMin expands the resource base available to it. - WoMin recruits, retains and strengthens the skills base of its staff. - The WoMin oversight forum will have met to review WoMin’s work, confirm the Board of Trustees, and mandate a broad strategic direction for WoMin’s work over the next two years that builds on directions established by the WoMin 5-year strategy. 	<ul style="list-style-type: none"> - The annual income for 2017 is an increase on 2016. - Board minutes, notes of supervision sessions with WoMin director, evidence of Board input to operational plan and quarterly financial accounts. - Notes/minutes of WoMin oversight forum. - Increased numbers on staff payroll, no staff resignations, and WoMin’s work is advanced without delay or problem. 	<p>Outcome 6</p>

7. Monitoring and evaluation framework

WoMin does not, at this time, have a monitoring and evaluation framework and baseline, despite promises in our five-year strategy that this would be delivered by the end of 2014. Our major challenge has been human capacity. In the first quarter of 2016, we still do not have adequate staff numbers to develop and support a comprehensive M&E plan. The alliance and its work is beginning to consolidate after an intensive two year start-up, and by mid-year will be in a position to build a simple M&E framework, with a very basic baseline.

WoMin defines an M&E framework as *an accountability, learning and quality improvement tool that informs and guides the WoMin Board of Trustees, staff and working groups about **what** is to be monitored and evaluated, and **how** to ensure we can track whether we are making progress, make the needed adjustments to our work, assess impact, and promote learning.*¹⁰

An M&E framework covers the following elements:

- ✓ Key changes we are working towards – impact, outcomes and intermediate outcomes
- ✓ Key indicators (quantitative and qualitative)
- ✓ Baseline data
- ✓ Numbers of people reached
- ✓ Data collection methods and tools to support the indicators and questions prioritised

This framework would need to be constructed through a participatory process involving some of our key allies in prioritised countries, and give us the tools to monitor the impact of our collective work over time. We will need to be very careful about defining what we mean by alliance work and how we will measure this impact so that we do not bring into range work that comes under the purview of our national allies, and inundate allies with additional demands that do not serve their needs.

Our plan is to contract a specialist in M&E, with particular expertise in women’s rights work, to help us conceptualise and build an appropriate signed of framework in 2016.

8. Media and communications plan

In advance of its launch in October 2013, WoMin contracted in a media and communications specialist, who has expertly accompanied WoMin’s work for two years. In this period, we have developed a number of social networking platforms – FaceBook, twitter and more recently, Youtube – which have enabled WoMin to communicate its work and interact with a diversity of audiences. In February 2014, WoMin launched a powerful website, with its collection of papers and a library of hundreds of references. WoMin also maintains a google group with more than 300 members. For all of its major activities, WoMin has developed a media plan. We have been extremely successful in our media coverage, with each event being subject to a thorough media assessment on its conclusion. WoMin staff and consultants have usually also written targeted editorials post major events. WoMin has started a collection of short video clip interviews of alliance members which we will grow in the coming years on our Youtube platform.

Our general reflection after two years is that we have done extremely well with very limited staff capacity, but that we now need a creative but realistic media and communications plan to support a growing agenda of work. Our plan is to build on an existent media and communications draft strategy and refine this through a process of consultation of our allies and partners on their needs, interests and own strategies. WoMin will have a draft plan ready in the second half of 2016.

¹⁰ Thanks to ActionAid International for this definition.

9. Funding plan (*Please refer to accompanying operational budget*)

The WoMin annual plan and budget is based on confirmed and expected funding commitments, totalling more than ZAR 11,700,000 (USD 770,330). Beyond the funders listed in the budget, WoMin is also in contact with OSISA, American Jewish World Service, Friedrich Ebert Stiftung, and a US foundation which operates on an anonymous basis. The Global Fund for Women has also indicated an interest to support WoMin's work. We hope that some of these relationships might develop for 2017 support or even earlier.