



ACTION PLAN 2021



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I. INTRODUCTION

The Action Plan of 2021, that will orient our 9^o year of activity, combines projects already consolidated of the Foundation Women for Africa (FMxA) who execute every year with regularity, with new initiatives which they will allow us to expand the impact of our actions in in key areas for the sustainable development of the African continent through women.

Two distinguishing characteristics of our new Action Plan for 2021 are: on the one hand, expansion of projects that have been successful and constitute models with its own mark, to other countries of the continent; on the other hand, a greater internationalization of our presence in the continent with the increase of the activity of our Moroccan branch (Association Femmes pour l' Afrique) from the Nador Lighthouse and with the creation of a new one *Space Women by Africa-Senegal*, in the seat of the new Cervantes Institute of Dakar. In North Africa, the Nador Lighthouse will gradually be consolidated like a centre of formation for the empowerment and leadership of women. In 2021, two projects of qualification in cooperative management and commercialization and digital marketing will be culminated, and another one of digitalisation of university teaching, for teachers at the Mohamed I University and the Multidisciplinary Faculty of Nador. On the other hand, in Western Africa, the FMxA will play an important role in the promotion of the Spanish in Sub-Saharan Africa and will redouble its efforts like promoter of cultural bridges between our country, the Spanish-speaking world in general and the African continent, from the new space in a key country, Senegal, that will be inaugurated in 2021. Both the replication of MxA project models in different countries and the boosting of our institutional presence in the continent are important milestones that mark the success of almost a decade of intense work by the Foundation.

In the area of leadership, the experience of the project *Ghana Wins*, through as, from 2013, FMxA has been developing a network of African leaders in areas as relevant as politics, education or social activism, will take place this year in a key West African country: Nigeria and shall be called *Nigeria Wins*. Another project-model of empowerment and qualification of the bases and fortification of cooperatives for women of fishing zones that began in Senegal, *The Networks of Yemanyá* will be taken this year to Mozambique, a very important and dear country for the foundation, as it is there where its beginnings were conceived through the Encounters of African and Spanish women for a better world, promoted by our president in 2006. It is necessary to also indicate that a project of long trajectory in FMxA as it is *Learn Africa*, will expands its traditional operational range in 2021, thanks to the consolidation of its online offering that will be combined, if the pandemic allows it, with traditional scholarships, and through a new institutional agreement

with the Canary Islands Government. This last one will allow the educational offer to diversify and next to the official programs of post degree, scholarships for very useful short courses for women with professional profiles.

Throughout these years, FMxA has consolidated its work like impeller of the leaderships of the African women in many areas and social or professional sectors. We incorporate to this Action Plan 2021 a new a new initiative of great relevance in this line of action on leadership, governance and human rights: **Women's Alliance for Peace** in collaboration with the “United Nations Alliance of Civilisations” to scale up the Foundation's long-standing efforts to promote a Women, Peace and Security agenda. This important initiative has been conceived as an instrument for the advancement of equality and peace, a space for meeting and, above all, a platform for action in countries where there is or may be conflict, accompanying and making visible the extraordinary role that women play in mediation and peace-building processes. To this, it is necessary to add that, from its new position like a member of the Civil Society Advisory Panel of NATO, FMxA reinforces in 2021 its capacity of influence and impact in this essential and urgent area.

The Foundation has dedicated many efforts to develop educative programs, with the firm conviction of which the knowledge is the base of the empowerment of women and the education the essential instrument of social transformation. Our scope of intervention for excellence, the Education and Investigation, has allowed to bring to Spain 185 students of post degree and 56 African senior scientists through some projects of reference of FMxA, like *Learn Africa* or *Science by Women*. The new Action Plan 2021 reflects the exponential growth of these programs, which not only continue, but in recent years have seen a very significant increase in the number of universities (52) and research centres (21) receiving African female talent in Spain, and a great demand for female candidates. During year 2021, within the framework of the project **Science by Women**, a platform of NOWISAfrica scientists will start up, it will give greater international projection to the African scientists of our network; FMxA will work to contribute to implement the suggestions and emanated recommendations of the plenary session of the network celebrated in 2020, among others: to work of form to multidiscipline (ITC, economy and sciences, Psychology to study the impact of the confinement...), in different areas to find solutions that improve the life for everyone. Equally we will reinforce the use of the digital systems and the ITC, the data and the artificial intelligence also in the health, agriculture and in general, in the communities, in order to solve the problems of the communities. Finally, in the scientific area, in 2021 the first project of intra-African university scientific cooperation (Morocco-Senegal) that the foundation has started up will conclude: **STRONG**

One of the most important projects that we are going to begin in 2021, is a project of training for nurses in Ghana: **Training of Nurses in Ghana**, in collaboration with the General Council of Infirmary of Spain. The work of the nurses in all countries of Sub-Sahara Africa often replace the deficiency of doctors and have demonstrated to be absolutely essential for the health care. The current pandemic has once again highlighted this and the fact that the vast majority of this sector is made up of women.

In the area of the Economic Development, the directed initiative to fortify the capacities of enterprising industrialists of Kenya, **Launch & Grow** will fulfil its 6^a edition in 2021 and will be consolidated as an innovative program for the economic empowerment of Kenyan women entrepreneurs in the formal economy.

Finally, in the area of Culture, the 2021 will be the year of the relaunching of **Africa with an Ñ** with activities for the promotion of the culture in Spanish like the participation of the Foundation in the Congress of Spanish scholars organized by the Cervantes Institute, an activity for which the new Space MxA de Dakar will be key. The Action Plan 2021 also includes the celebration of the 9^a edition of the cycle **Women Make Movies** for the dissemination of feature films by African women filmmakers in Spain, a project that has already become a benchmark in Spain.

II. PROJECTS

1. LEADERSHIP, GOVERNANCE AND HUMAN RIGHTS

There can be no true democracy without equality; this motto guides the Foundation's projects and actions aimed at fostering African women's leadership at all levels, and in particular those aimed at promoting and supporting the incorporation of women into positions of power where major decisions are made. With this conviction, the Foundation Women for Africa has not stopped working from its birth in one of the most important scopes, the political, to impel true changes in the societies. FMxA continues constructing a strong and united network of political leaders of the African continent, in which almost all the countries are already represented; leaders committed to equality, to democracy, to good governance, to the public good and above all to citizenship and equality agendas. A lot of them, more than seventy politicians of first grade, more than 30 African countries, have participated in previous years in the ***Leadership and Governance Forum***, which we have been holding every year with Yale University since 2015, and which, in 2021, as stated in this Action Plan, will celebrate its 7th edition.

Next to him it returns to be ***Alliance of Women for Peace***, that in 2020 it was not possible to be unfolded because of the pandemic, but that we will retake throughout 2021. Closely related to this is the addition of the ***NATO for Women*** program to our list of projects, which follows the incorporation of the Women for Africa Foundation into NATO's Civil Society Advisory Panel. This panel was created in 2016 to promote a nearer collaboration with the civil society in the impulse of the Women Agenda, Peace and Security.

Finally, the project for primary school teachers ***Ghana Wins!*** that finalized in 2020, it is transferred in 2021 to Nigeria, with ***Nigeria Wins!*** where they will work with 14 female teachers from this country.

1

LEADERSHIP AND GOVERNANCE FORUM IN YALE

Country	United States
Duration	2 years (2019 – 2020)
Partners and contributors	University of Yale and Banco Santander - Santander Universities
Objectives of the Initiative	<p><u>General objective</u>: To promote the equality and the empowerment of the women in the political agendas of the participant African countries.</p> <p><u>Specific objective</u>: To reinforce the leadership of female African political leaders impelling a network of collaboration on a continental level and to guarantee the impact of the initiative by means of the organization of local forums.</p>
Addressers	12 female African leaders with positions of potential public responsibility and potential to influence in the political agenda of its country to promote the equality and empowerment of women.
Antecedents and context	<p>This initiative of the Foundation Women for Africa is carried out in Collaboration with the prestigious University of Yale and the support of Banco Santander, through Santander Universities. After the success of its first stage (2015-2018) in which four editions of the Strategic leadership Forum were celebrated, it was agreed to continue with the program during two years more: 2019 and 2020. Due to the problems arisen in 2020 by the COVID pandemic, the forum could not be celebrated in its habitual format and had to be done by the virtual route through different Webinars from which all participants had access up to date in this program. This has led to the decision to hold a further edition of this Forum in 2021, in which the cohort selected for 2020 will participate, hopefully the coronavirus will allow it.</p> <p>In the six-edition celebrated up to this 2020 a total of 55 participant from 34 African countries had participated: Angola, Algeria, Benin, Botswana, Burkina Ditch, Cameroun, Central African Republic, Democratic Republic of the Congo, the Ivory Coast, Egypt, Ethiopia, Gambia, Ghana, Guinea Conakry, Kenya, Liberia, Libya, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Mountain range Lioness, Somalia, South Africa, Sweat, Tanzania, Tunisia, Uganda, Zambia and Zimbabwe.</p> <p>Between the 55 female political leaders' participants in the forums, it is possible to emphasize the participation of an ex- Female leader of State, ex- Prime minister, a Vice Prime minister, 11 ministers in active-duty, 10 ex- ministers, 2 members of a board of judges, 2 ex- Secretaries of State, a Defender and an ex- ombudsman, 8 parliamentarians and senators, 2 mayoresses, a president of the Electoral Committee and 13 leaders of civil society. In the peculiar edition of 2020 13 leaders of Zimbabwe, Egypt participated, Madagascar, Gambia, Malawi, Mozambique, Nigeria, Senegal, Sierra Leona, Tanzania and South Sudan.</p>

Description

The Strategic Impact Forum reunites during one-week outstanding female African political leaders who occupy or have occupied positions of high responsibility in their respective governments, the board of judges, the legislative power, in the local structures, international organizations and organizations of the civil society, to debate about the subjects of greater relevance in the international agenda and of the specific women's agenda.

The format of the forum includes in the first part, of a duration of four days, an intensive and interactive academic program of seminars, debates, exhibitions and meetings, that are celebrated in the campus of the University of Yale. The second part of the program is developed in Washington or New York. During two days the participants maintain interviews and meetings with different authorities and representatives both politicians and economic. In the past, participants have met with, among others, then Secretary of State John Kerry, former General Attorney Loretta Lynch, Federal Reserve Chair Janet Yellen, Managing Director of the International Monetary Fund (IMF) Christine Lagarde, candidate Hillary Clinton and prominent representatives of the United Nations.

The Forum's program, which is developed in close collaboration with the Women for Africa Foundation, includes the analysis of key governance issues as well as the necessary policies that contribute to gender equality and the socio-political and economic development of the African continent. The central themes addressed in the different forums are: leadership and strategy from a historical and gender perspective, governance, inclusive growth and economic growth, globalisation and financial crisis, peacebuilding and violence, science, health and climate change. For this first part of the program, prestigious academics and representatives of the Yale faculty, experts from other universities and political representatives contribute to a broad and enriching debate.

To ensure the multiplier effect of this initiative and as a complement to the Leadership Forum, since 2018, Meetings in Africa have been organised with leaders who make up the network of political leaders participating in the Leadership Forum and new generations of leaders. The objective of these Encounters is to impel the leadership of the women and to reinforce the continental network. The first Encounter was celebrated in Accra in 2018 and in 2019 it was in Addis Ababa. Work is underway for a new Leaders' Meeting to be held in Nigeria in 2020.

Execution 2020

The 7th edition of the Forum will take place in spring 2021, and will bring together the leaders selected for 2020 who were unable to travel to Yale University.

2

NIGERIA WINS!

Reinforcing of the capacities of leadership of Professors

Country	Nigeria and United Kingdom
Duration	2020 - 2021
Partners and contributors	British university (that we must select), with the support of Banco Santander.
Objectives of the initiative	<p><u>General objective</u>: Fortify the capacities of the female Nigerian primary school teachers.</p> <p><u>Specific objective</u>: Fortification of the capacities of leadership of female teachers.</p> <p>Improvement of the operation of the schools.</p>
Addressees	14 Nigerians primary school teachers.
Antecedents context	<p>This initiative is constructed on the successful experience that Women for Africa has accumulated since 2013 with the Project Ghana Wins. We want to transfer this Project to Nigeria because it has been identified the necessity to fortify the educative system in that country. We want to obtain that objective encouraging the leadership of the teachers.</p>
Execution 2021	<p>In 2021 a British University will be selected with which we will develop the project and will be necessary to travel to Nigeria to reunite with the actors interested to determine thus what specific necessities have and to design a suitable formation.</p>

3

ALLIANCE OF WOMEN FOR PEACE

Mediating women in Mali and in the Central African Republic

Country	United States, Spain, Mali, Central African Republic
Duration	2020-2021
Partners and collaborators	United Nations Alliance of Civilizations (UNAOC)
Objectives of the initiative	<p><u>General objective:</u> To encourage an alliance of women leaders for peace.</p> <p><u>Specific objective:</u> Development of a specific project in Central African Republic and Mali.</p>
Addressees	Women leaders working for peace in Central African Republic and Mali.
Antecedents and context	<p>It is a project that is based on the experience of the Foundation Women for Africa and the Alliance of Civilizations in formation of women in the matter of mediation, in Mali and CAR respectively. Given the delicate situation in both countries, it is considered that an opportunity exists to encourage the participation of the women in the peace processes. Due to the circumstances derived from the pandemic we do not know if the project will be able to be made on the land (preferable) or if it will be due to resort to the formation online.</p> <p>A webinar with leaders from both countries is held in 2020 to identify needs and finalise the content of the project.</p>
Execution 2021	In 2021 a project will be executing the in the scope of the empowerment of mediating women in Mali and CAR, having promoted its participation in exercises of mediation in different levels.

4	NATO Civil Society Advisory Panel
Country	Belgium and Spain
Duration	2020 – 2021
Partners and collaborators	Special representative of NATO for women, peace and security
Objectives of the initiative	<p><u>General Objective:</u> To promote WPS Agenda in NATO.</p> <p><u>Specific Objective:</u> Participation like member of the Civil Society of NATO.</p>
Antecedents and context	<p>The Women for Africa Foundation has been granted membership of the NATO Civil Society Advisory Panel 2020.</p> <p>As part of this collaboration, the Women's Dialogues on Defence and Security were organised in November in collaboration with the Gutiérrez Mellado University Institute and the Ministry of Defence.</p>
Execution 2021	Various activities will take place in 2021, including a participation on the occasion of Women's Day on 8 March 2021.

2. EDUCATION AND INVESTIGATION

The role of the education is more important than ever in this period of social, sanitary, economic crisis, that we crossed, loaded of great tensions. Now, schools, colleges and universities have the enormous responsibility of transmitting to the new generations universally promoted values, such as peace, freedom and equality, which must be shared by all, as well as offering the girls and women of Africa the most valuable instrument for their future and for the future of the continent: knowledge. They are necessary policies of education and support to the generation of the knowledge from the independence that must govern the academic environment and the scientific method, and the rejection to all manipulation, to all limitation imposed to the universal knowledge.

From its beginnings, the Foundation supports the women, because they continue to lag behind both in the education and opportunities they receive and, in the research, support they provide. Generate opportunities for them is to impel the development. Two already iconic projects and very consolidated of FMxA will continue their successful walking in 2021: *Learn Africa*, scholarship program for African university students and *Science by Women*, program of stays of senior scientific research in Spanish research centres. Finally, the **STRONG** (Femmes Unies Ensemble dans la Recherche, la Technologie, l'Environnement et la Science) program will continue with its partners the OCP Foundation, an intra-African university collaboration program for postgraduate studies and research between the Senegalese University Sine Saloum El-Hâdj Ibrahima Niass (USSEIN) and the Moroccan Polytechnic University Mohammed VI (UM6P).

5	SCIENCE BY WOMEN
Country	Spain
Duration	Since 2014
Partners and collaborators	Spanish National Cancer Research Centre (CNIO), National Centre for Biotechnology (CNB), the Institute of Ciencias Matemáticas (ICMAT), the Institute of Health Carlos III, (ISCIH), the Institute of Photonic Sciences (ICFO), the Centre of Genomic Regulation, Barcelona Graduate School of Economics, Instituto de Neurociencia de Alicante, the Vall d'Hebron Institut de Recerca (VHIR), BioCruces, Kronikgune and Deusto Tech, REPSOL, Príncipe Felipe Research Centre Foundation (CIPF) Donostia International Physics Centre, Material Physics Centre (MPC), Institute of Sustainable Agriculture, Campus of International Agri-food Excellence (ceiA3).
Objectives of the initiative	<p><u>General objective:</u> Empower the African scientists so that they are protagonists of the process of transition of Africa towards an economy based in the knowledge and guided by the innovation.</p> <p><u>Specific objective:</u> Enhance the capacities of the female investigators by means of stays in research centres of excellence in Spain.</p>
Addressees	15 female African senior investigators.
Antecedents and context	<p>Science by Women is an initiative of the MxA Foundation that was launched in 2014 in collaboration with the Severo Ochoa Centres, which have been joined by other centres of excellence throughout Spain.</p> <p>The first step for its implementation was the constitution of a Scientific Committee chaired by the president of the FMxA, which agreed to launch a program aimed at senior African female researchers for 6-month stays at one of the Science by Women collaborating centres.</p> <p>A total of 56 African women scientists will have benefited from this program in the first five editions.</p>

Description

The "Science by Women" program is aimed at senior researchers who lead research teams in their respective countries, which facilitates the transfer of knowledge from the beneficiaries to students (bachelor's, master's or doctoral students) and young researchers in the centres of origin and guarantees their impact. The program of stays includes the dissemination of the call, the selection by the Scientific Committee of the candidates, according to criteria of academic excellence and impact of the projects presented, and integration in the associated centres.

Science by Women's priority areas of work are: Health and biomedicine, Energy, water and climate change, Agriculture and food security, Mathematics, Information and Communication Technologies, and Economics, Physics and Materials Science and Nanotechnology.

The Senior Research Stays program also aims to foster research cooperation in the areas described above and to generate greater exchange between Spanish and African researchers.

6	STRONG– AGRICULTURAL RESEARCH PROGRAM IN SENEGAL (Femmes Unies Ensemble pour la Recherche, la Technologie, l’Environnement et la Science)
Country	Senegal
Duration	2019-2021
Partners and collaborators	Mohamed VI University of Morocco, Sine Saloum El Hadj Ibrahima Niass University (USSEIN) and the OCP Foundation (FOCP).
Objectives of the initiative	<p><u>General Objective:</u> To promote agricultural research carried out by Senegalese women to contribute to reducing vulnerability to climate change and promote the resilience of populations.</p> <p><u>Specific Objective:</u> To train and empower Senegalese women researchers specializing in agriculture and nutrition for their integration into the USSEIN University.</p>
Addressees	10 senior women researchers and 10 Senegalese doctoral students.
Antecedents and context	This Initiative of the Foundation Women for Africa counts with the collaboration of the University Sine Saloum the Hadj Ibrahima Niass (USSEIN), a new one University specialized in agriculture, with which an Agreement has been signed Collaborative Framework The formation of Senegalese investigators will be carry out in Morocco, in collaboration with the University Mohamed I SAW.
Description	First cohort of 10 Senegalese investigators and 10 doctoral students already have been selected and, because of the pandemic, the first theoretical and interactive part of the formation in agriculture and nutrition has been planned in person in the prestigious university Mohamed VI has already been done online between August and October. After a six months formation the female investigators will be integrated into the teaching and research team of the newly released USSEIN. One second cohort of 5 female investigators and 5 female doctoral students will repeat the same scheme of formation in Morocco for, in the following year, integrate in the teaching and research team of USSEIN.

	<p>Women for Africa will contribute by providing training in leadership techniques and systems that will enable the researchers to be role-models for their teams and students. In a second phase, the project aims to support the most innovative female researchers in the creation of spin-offs in the agri-food sector.</p>
<p>Execution 2021</p>	<p>Throughout 2021 the following activities will be carried out:</p> <p>The selection of the 1st cohort of Senegalese women researchers will be carried out by the Evaluation Committee composed of representatives of the 4 partner organisations.</p> <p>It is expected that the first cohort will be able to move for research activities to the Mohamed VI Polytechnic University in the 2nd quarter of 2021 and will be integrated into the academic and research team of the USSEIN and the 2nd cohort in the 3rd quarter of 2021.</p> <p>The FMxA team with female external experts will distribute a specific module on gender and leadership in science.</p>

7	LEARN ÁFRICA - SCHOLARSHIPS PROGRAM
Country	Spain
Duration	Since 2013
Partners and collaborators	Conference of Spanish University Rectors (CRUE), University Alfonso X El Sabio, Complutense University of Madrid, University of Coruña, University of Alicante, University of Burgos, University of Castilla La Mancha, University of Córdoba, University of Granada, University of Huelva, University of Jaén, University of La Rioja, University of las Palmas de Gran Canaria, University of Leon, University of Murcia, University of Oviedo, University of Santiago de Compostela, University of Valencia, University of Vigo, University Jaime I, National University of remote Education, Polytechnical University of Madrid, Public university of Navarra, University of Coimbra (Portugal), University Rey Juan Carlos Ostelea (Morocco), ESLSCA (Morocco), EADA – Business School of Barcelona, GMV Innovating Solutions and Planet Formation and Universities.
Objectives of the initiative	<p><u>General objective:</u> Enhance the transfer of knowledge and training of African university and investigating students, so that once completed its formation they become protagonists of the progress of his respective societies.</p> <p><u>Specific objectives:</u> Facilitate the access to university studies of postgraduate degree in Spanish universities to female African students and to promote the experiences exchange between African and Spanish students and, favour a better mutual knowledge.</p>
Addressees	53 African university students from the academic course 2020-2021
Antecedents and context	<p>The MxA scholarship program began in 2013 with the University of La Rioja - the pioneer of this initiative - and new academic institutions have been joining it.</p> <p>In order to promote this program, MxA signed a framework collaboration agreement with the Conference of Rectors of Spanish Universities (CRUE) and a specific agreement with the aim of designing actions aimed at this group and facilitating the access of female students (undergraduate or postgraduate) in CRUE universities.</p> <p>For the academic year 2020-2021, the Program presents a different call than usual. In view of the travel restrictions established at global level due to the Covid-19 pandemic, all the studies offered for this academic year, except for those of Planeta Formación, will be offered for the 2020-2021 academic year.</p>

	<p>course, except those of Planeta Formación y Universidades and EADA, are of a online and have been specially designed by Spanish universities to avoid the impact of the coronavirus and travel constraints.</p> <p>The program currently has the participation of 26 university centres, of which 23 are Spanish, 2 are Moroccan (OSTELEA and ESLSCA) and one is Portuguese, as well as three entities that sponsor scholarships.</p> <p>Since the start of the program, 185 African women have benefited from a scholarship.</p>
<p>Description</p>	<p>Learn Africa is an initiative of the Women for Africa Foundation to provide scholarships to African students and junior researchers at mainly Spanish universities.</p> <p>This program is articulated through collaboration agreements signed with the Spanish universities that host the young beneficiaries. The scholarships currently cover tuition and academic fees and their duration depends on the study program offered by each university, varying from five months for some research stays, to 1 or 2 years for Master's programs and up to 5 years in the case of PhD scholarships. Women for Africa is in charge of coordinating the publication and dissemination of the call for applications and the management of applications and monitoring of the program. The call for applications is published on our website and is disseminated through the embassies (Spanish embassies in Africa and African embassies in Spain), African universities and the sectorial networks with which we have contact through other projects, both through mailing campaigns and through the Foundation's profiles on the main social networks.</p>
<p>Execution 2021</p>	<p>In 2021 MxA will work to consolidate and expand the number of participating universities and places available through specific agreements, after which the call for applications for the 2021-2022 academic year will be published in approximately April. Once the deadline for applications has passed, a pre-selection of the best candidates will be carried out and then, in coordination with each host university, the final beneficiaries will be chosen. The Foundation is also responsible for providing support and assistance to the selected candidates in the administrative aspects and for any doubts or queries they may have regarding their incorporation into the Spanish universities participating in the program. Finally, the African scholarship students are monitored and evaluated from an academic and integration point of view throughout the academic year.</p>

3. HEALTH

Health is the starting point for well-being. Since its beginnings, the Foundation has included specific projects in this field, such as the Stop Fistula project, which for six years has promoted surgical missions in Liberia to fight against obstetric fistula, which destroys the lives of many women in Sub-Saharan African countries.

The year 2020 marked by the global pandemic has exposed the shortcomings of the health system in sub-Saharan African countries, but also their heavy reliance on women nurses who provide the vast majority of health care services. Therefore, the 2021 Action Plan could not fail to include a project to support the efforts of this group. Within the framework of an important agreement signed by the Foundation and the Spanish General Council of Nurses, a major training project for nurses is to be launched: *Formation of nurses in Ghana*, that will serve as model for future similar projects of FMxA in other African countries.

8

TRAINING OF NURSES IN GHANA

Country	Ghana
Duration	2021
Partners and contributors	Government of the Canary Islands - General Nursing Council - Directorate of Nursing (Ghana)
Objectives of the initiative	<p><u>General objective</u>: Training of female trainers, Ghanaian nurses.</p> <p><u>Specific objective</u>: Improve the capacities of the nurses in the treatment of public health emergencies.</p>
Addressees	30 female Ghanaian nurses from all the country.
Antecedents and context	This project has been designed altogether with the General Nursing Council of Spain and at the moment we are confirming that can be developed in Ghana, working with the network of Ghanaian female nurses that had been beneficiary of our project Ghana Wins.
Description Execution 2021	The course, which will consist of an online training cycle, will be developed in 2021.

4. ECONOMIC DEVELOPMENT

The female population generates 37% of global GDP, despite being 50% of the world's working age population. Specifically, in Sub-Saharan Africa, activity in the informal economy, excluding agriculture, accounts for 66% of women's employment. And it is that economy the one that feeds and allows the great majority of homes in Africa to survive. But even in precarious and disadvantageous labour conditions, in the sectors of the informal economy, the women have demonstrated that they know to do it. For that reason, almost all the microcredits that are granted in the developing countries are granted to women.

According to a recent study by the organisation "No Ceilings", of the fifteen countries in the world with the most women entrepreneurs, five are in Sub-Saharan Africa. The country with the most women entrepreneurs in the world is Nigeria, where 41% of women are entrepreneurs. Third in the world is Ghana with 28%, followed by Uganda with 25% and Botswana with 20%. In 14th place in the world is South Africa with 9%. The United States appears in position 12 with a 10%.

A study of the "Peterson for Institute International Economics" adds that the companies with greater number of women in charge are more profitable. Companies with at least 30% female executives have 15% higher profits.

And yet 70% of companies worldwide are either owned or managed by men. This imbalance not only strikes the women, but the society in general. For that reason, the foundation Women for Africa works for the incorporation of women to the formal economy and its empowerment like businesswomen. The best example is our program *Launch*

& Grow, that will follow its course in 2021.

On the other hand, *The Networks of Yemayá – Mozambique* transfers to four locations in the country's Jangamo District: Madava, Paindane, Guinjata and Ligogo a program similar to the one completed in 2020 with Senegalese fisherwomen, for the empowerment of cooperatives, thanks to the support of "Guipuzcoa Coopera", the association of businesswomen "Aspegui" and the local company Duna Lodge.

9

LAUNCH & GROW

Training Women Business Leaders

Country	Kenia and U.S.A
Duration	2020- 2021
Partners and collaborators	Babson College with the support of the Banco Santander.
Objectives of the initiative	<p><u>General Objective:</u> To empower and train Kenyan women entrepreneurs to strengthen their empowerment and take leadership in business.</p> <p><u>Specific Objective:</u> To train Kenyan women entrepreneurs and strengthen their capacities for the consolidation and development of business lines, mentoring skills and design of social responsibility initiatives.</p>
Addressees	14 Kenyan businesswomen and entrepreneurs.
Antecedents and context	<p>This Women for Africa initiative are carried out with the prestigious US business school Babson College. The first step in the implementation of the project was the development of a specific report on the entrepreneurial ecosystem for women in Kenya prepared at the request of MxA by the Wangari Maathai Institute of the University of Nairobi. The report enabled the design of a curriculum tailored to the specific needs of Kenyan women entrepreneurs in collaboration with Babson College. In July 2016, a first group of 13 women entrepreneurs participated in the training program at Babson College and continued to develop their initiatives during a second six-month phase. In July 2017, 2018 and 2019 successive cohorts of 14 women entrepreneurs and entrepreneurs moved to Babson College to start their training. In 2020, due to circumstances arising from the pandemic, the face-to-face course has been replaced by a series of webinars. The cohort selected in 2020 will be offered the possibility of attending the face-to-face training in 2021.</p>

Description

Launch & Grow is aimed at senior women entrepreneurs and young female entrepreneurs. The selection of the beneficiaries is carried out by MxA. The program, which welcomes 14 beneficiaries each year, consists of a first training phase, which takes place during one week at Babson College. The course design, which is tailored to the needs of the beneficiaries, includes both joint sessions and sessions designed specifically for each of the two groups of beneficiaries. The training for senior women entrepreneurs emphasises mentoring skills and abilities, while the training for junior women focuses on the design and implementation of business plans and social responsibility initiatives.

At the end of the training, the second phase starts, in which the junior entrepreneurs will define and implement the social responsibility initiative designed in Babson in their respective companies. To this end, they are mentored by senior female entrepreneurs for a period of 6 months.

Execution 2021

In 2021, the fifth edition of Launch & Grow will continue to be developed, offering the 14 women entrepreneurs selected in 2020 the opportunity to attend face-to-face training at Babson College.

The content of the new course for senior and junior women entrepreneurs will be designed in collaboration with Babson College.

In June, if the circumstances arising from the pandemic allow it, the beneficiaries will travel to the USA to take part in the training.

10	THE NETWORKS OF YEMANYÁ - MOZAMBIQUE
Country	Mozambique
Duration	2020-2021
Partners and collaborators	DUNA LODGE
Objectives of the initiative	<p><u>General Objective:</u> To promote women's leadership and active participation in the sustainable artisanal fisheries and aquaculture sector in Mozambique.</p> <p><u>Specific Objective:</u> To start up the Janga women's cooperative through a training program in basic management and the promotion of empowerment and leadership.</p>
Addressees	30-40 direct beneficiaries and 400-500 indirect beneficiaries.
Antecedents and context	The Yemanyá-Senegal Networks - Thiayore sur mer 2019-2020
Description	Aims to promote women's leadership and active participation in sustainable artisanal fisheries in the Jangamo-Mozambique District. It has 30-40 women as direct beneficiaries and between 400-500 women as indirect beneficiaries, in addition to 200-300 men beneficiaries from four localities in the District of Jangamo: Madava, Paindane, Guinjata and Ligogo.
Execution 2021	<p>The implementation of the project is encompassed in the following lines of action:</p> <ol style="list-style-type: none"> 1. Online training program on leadership and gender. Training process: management of cooperatives, production techniques, processing and packaging of fishery products, shell fishing techniques and sustainable fishing. 2. Online transfer of knowledge on sustainable artisanal fishing and the environment. 3. Training program in basic cooperative management. 4. Distance mentoring for the 30-40 trainers. 5. Awareness-raising on the sustainability of the maritime environment and small-scale fishing. 6. 6. Equipment for infrastructures and fishing practices.

5. CULTURE

The Foundation Women for Africa supports from all the perspective the presence, the role, the autonomy and the leadership of the African women, making visible the enormous contribution that every day make to the development of their continent, and that today continues without being recognized nor being appreciated in its immense value.

But the Foundation is also very conscious of the importance which the contributions of the women have in the culture, the cinema, the arts, in our societies. If we want to improve the things, and if we want to impel the women so that they can live, decide and work in equality of rights and opportunities, the world of the culture is an essential ally. Because very few things have the capacity of influence of the culture, nor the power to transmit ideas and values, to preserve the native cultures, to draw up bridges, and to reinforce hopes of life projects.

For that reason, in a globalized world, in which the great wealth has to be the diversity, and in that the communication is the axis on which all turn, “Women for Africa” bets by the culture like great factor of change and vehicle of knowledge between different towns and communities.

Example of this is the program *Africa with a Ñ*, whose purpose is the promotion of the Spanish in Africa like a great tool for the personal and professional empowerment of the women. In 2021, we presented a newness of enormous relevance: after the signature of an agreement with the Cervantes Institute, we prepared the creation of *Space Women for Africa* in Dakar, in the seat of the Cervantes Institute that is going to open its doors in the capital of Senegal, from which we will send the first actions of *Africa with a Ñ*.

The MxA Space will ensure that women in Sub-Saharan Africa are given a leading role, and that African women are given the recognition and support they deserve in their mission as the main transmitters of our language and culture. Actions of collaboration with the Cervantes Institute, like the participation of the Foundation in 2^o Congress of Spanish scholars of Sub-Saharan Africa and in the development of Manual for the education and a learning of the Spanish adapting contained and methodologies to African contexts, will be ours first commitments impelled from Dakar in 2021.

Finally, to indicate that the Cycle *Women Make Movies* of African female directors will celebrate in 2021 its ninth edition, to continue spreading and raising awareness of the work of the female film directors of the continent in Spain. In addition, in 2021 FMxA will start to prepare the special edition of 2022 of this cycle to celebrate that one decade will be marked already.

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AFRICA WITH AN Ñ

Country	Spain - Senegal
Duration	2013 onward
Partners and collaborators	Cervantes Institute
Objectives of the initiative	<p><u>General Objective:</u> The objective of the Africa con Ñ project is to promote Spanish as an instrument of development for the continent through African women.</p> <p><u>Specific Objective:</u> To disseminate and raise the profile of the work of African women Hispanists in Spain.</p>
Addressees	African women Hispanists
Antecedents and context	In 2014, the Foundation organised the 1st Congress of African Hispanists held in 2014 in Abidjan (Ivory Coast), where we brought together around <u>half hundred</u> specialists from 20 countries, mostly African. Some 700 university students attended, most of them Spanish language students.
Description	<p>Spanish already ranks second in the international ranking of languages in terms of number of inhabitants, behind only Chinese and, for the first time, ahead of English. It is the mother tongue of almost 500 million people. The percentage of the world's population that speaks Spanish as a native language is increasing, while the proportion of Chinese and English speakers is falling.</p> <p>It is also the second most studied language after English. Some 21 million students study Spanish as a foreign language in different regions of the world.</p> <p>In sub-Saharan Africa alone there are more than 1.5 million learners of Spanish and five of the twelve countries with the highest number of Spanish learners in the world belong to this region: Benin, Ivory Coast, Senegal, Cameroon and Gabon.</p>
Execution 2021	In the 2021 edition, the Foundation will play an important active role in the Congress of Hispanists organised by the Cervantes Institute, as a guarantor of the participation of the African Hispanists of our network.

12	WOMEN IN THE AUDIO-VISUAL SCOPE Women Make Movies 9
Country	Spain
Duration	2013 onwards
Partners and collaborators	Foundation SGAE (Sala Berlanga)
Objectives of the initiative	<p><u>General objective</u>: Support and to promote the creation of African women film directors in Spain.</p> <p><u>Specific objective</u>: Spread and raise awareness of the work of African film directors in Spain.</p>
Addressees	African women film directors and public in general.
Antecedents and context	<p>In Women for Africa, we love cinema and we are aware of the importance of the audio-visual world in the transformation of societies and particularly in the breaking of models that are an obstacle to equality between men and women. With this conviction in MxA we started up the Project Women in the Audio-visual Scope that has, among other lines of performance, the cinema sample “Women Make Movies” a showcase in order to see African cinema done by women.</p> <p>Women Make Movies will celebrate his 9^a edition in 2021. Over the last few years, 42 feature films and 7 short films by filmmakers from 18 African countries have been screened, and we have had the presence of 6 female film directors and several experts in the different cycles. The exhibition will be screened at the Sala Berlanga.</p>
Description	Women Make Movies is a cycle of films directed only by African women. One of the directors or an expert is invited to open the exhibition, and a presentation of the exhibition and a debate on her work will take place around her and the screening of her film. The exhibition, which lasts five days, has already become one of the most eagerly awaited activities by the Foundation's followers.
Execution 2021	In the 2021 edition, we hope to keep the usual format of the showcase: screening of 5 feature films from Monday to Friday, starting with an opening by an expert or the director of the initial film.

6. INTERNATIONALIZATION

The Foundation is gradually strengthening its institutional presence on the African continent. In 2021, it will already have two African sites: one in North Africa: Morocco, and another one in West Africa: Senegal.

In North Africa, from our headquarters: the NADOR LIGHTHOUSE, activity is gradually increasing. From the success achieved with the project Connecting Seas, more projects have started that will culminate in 2021. From the Nador Lighthouse and the Moroccan branch of FMxA, Association Femmes pour l' Afrique, is working for the promotion of women's empowerment and the strengthening of the social and cooperative economy, in addition to promoting unity among women, and contributing to giving Moroccan women the place they deserve in the country's development processes. Faithful to these objectives, FMxA will culminate in 2021 the project *United and powerful I*, that it is developed with financing of the Spanish Agency of Cooperation and Development, and aims to strengthen the management and productivity of craft, agricultural and fishing cooperatives.

Also, we will culminate *United and powerful II - Marketing*, oriented to the specialization in marketing and commercialization of the cooperatives, including the formation in techniques of digital commercialization. In addition, a new project will start up: *Digitalization of University professors* in collaboration with the Complutense University of Madrid, *to* train professors of the University Mohamed I of Oujda, in methodologies of the formation online and to contribute to its visibility in the academic surroundings.

13.1	UNITED AND POWERFULL I
Country	Nador, Morocco
Duration	1 year Date of end: March 2021
Partners and collaborators	OFPPT – Direction Régional de l’Oriental CECODEL – Centre d’Études Coopératives pour le Développement Local IYF – International Youth Foundation – Maroc
Objectives of the initiative	<u>General Objective</u> : Contribute to the integration and socio-economic empowerment of women in the province of Nador through the development of entrepreneurial, managerial and leadership skills in the cooperative sphere. <u>Specific Objective 1</u> : Strengthen the female leadership capacities of 50 women cooperative members in the province of Nador. <u>Specific Objective 2</u> : Improve the administrative, business management and marketing skills of 50 women associated with cooperatives in the region. <u>Specific Objective 3</u> : To implement 4 business or cooperative acceleration projects aimed at the cooperatives supported by the project, and to strengthen meeting and communication spaces between stakeholders.
Addressees	54 women direct beneficiaries, 3,600 members of the cooperatives represented in the program who will see their productivity improved, and 2,310,392 people in vulnerable situations in the 8 provinces that make up the Eastern Region.
Antecedents and context	The Eastern Region, located in the north-east of the country, has historically been isolated from the rest of Morocco and from the country's main areas of development. This isolation has not only conditioned women's job opportunities, but has also led to an increase in gender inequality. The beneficiary population has a low level of qualification and a high percentage of illiteracy (80% of women).
Description	The project aims to reduce the socio-economic vulnerability of the rural population. To this end, it will work with small cooperatives in the agricultural, maritime fishing, handicraft and cooking sectors that want to improve this situation.

Execution 2021

The project will concentrate on three of these sectors, the most representative as they account for 77% of the total: agriculture and sea fishing (466 cooperatives), crafts (352) and cookery (210), according to data from the Development Cooperation Office.

The project will be developed around the following three areas of intervention:

1. training of trainer's program in cross-cutting life skills;
2. Program for the training of women in entrepreneurship and development of Cooperative Organisations;
Launching of projects for entrepreneurship or acceleration of Cooperative Organisations.

13.2	UNIDAS Y PODEROSAS II - MARKETING
Country	Morocco
Duration	September 2020 - May 2021
Partners and collaborators	CQT Water Technologies
Objectives of the initiative	<p>The <u>general objective</u> of the project is to promote the digitalisation for commercialisation of the products of women's handicraft and agricultural cooperatives in Nador.</p> <p><u>Specific objectives:</u></p> <ul style="list-style-type: none"> - To teach 20 women from 4 cooperatives market research techniques to expand their sales. - To improve their marketing skills. <p>To help the cooperatives to use new methods of electronic marketing techniques with the collaboration of 8 young university students.</p>
Addressees	20 women from 4 cooperatives / 8 university students from the Mohamed I University - Multidisciplinary Faculty of Nador.
Antecedents and context	Since 2019, the Foundation has been working intensively with women from various craft and agricultural cooperatives in the Province of Nador to strengthen their professional management skills and their personal leadership skills, with the project United and powerful, funded by AECID. In addition, since the implementation of the Connecting Seas project, in which numerous introductory workshops were given on the professional opportunities offered by the maritime-fishing sector, efforts are being made to promote the integration of women in the region in this sector.
Description	Course on marketing and commercialisation for cooperatives distributed between 6 SEPTEMBER and 30 MAY. The course includes guidelines for market research, key elements for marketing, market players, distribution and promotion channels, production and resources, digitalisation, etc.

Axis 1/Phase of prospection:

Selection of beneficiaries, visits to the headquarters of the selected co-operatives and interviews, preparation of the program of formation of the project with the 8 female university students (each two with a cooperative).

Axis 2/Feasibility study phase: start of the training with the studio and cooperatives:

Market studies:

- Identification of the market
- Marketing elements
- Market structure
- Cost analysis
- Profit analysis

Capacity and resource study:

- Capacities
- Resources

Conclusion:

- Competitive advantages
- Opportunities
- Threats

Axis 3/Product development phase:

- Prototypes
- Gamma version
- Strategy

Axis 4/Marketing strategy:

- Unique Value Proposition (UVP)
- The 4Ps of marketing

Axis 5/Project implementation phase:

- Season and year plan
- Operational guide
- Marketing content
- Visual identification system (VIS)
- Catalogue or brochures
- Promotional video
- Web pages
- Social media page design
- Online shop design
- Shop and showroom design
- Online promotion
- Traditional promotion
- Distribution channels

13.3	DIGITALIZATION OF THE UNIVERSITY PROFESSORS
Country	Morocco
Duration	December 2020 - February 2021
Partners and collaborators	Equality Unit/University Complutense of Madrid - University Mohamed I (UMP)-Multidisciplinary Faculty of Nador (FPN)
Objectives of the initiative	<p>The overall objective of this university teacher training project is to strengthen the capacity and motivation of female professors at the Mohamed the First University (UMP), Oujda and the Multidisciplinary Faculty of Nador (FPN) for online teaching, and to promote their leadership and visibility in the academic environment. The project aims to contribute to addressing the urgent demand for digitalisation of higher education and the UMP-FPN. The project consists of a five-week online course and a presentation on distance learning pedagogies and methodologies provided by the Complutense University of Madrid (UCM), Spain, as well as a series of sessions on women's leadership.</p> <p>Specific objectives:</p> <ol style="list-style-type: none"> 1. Design and deliver a training course for female lecturers at Mohamed I University (UMP) to strengthen their skills and capacities in online distance education. 2. Promote the empowerment of women professors through a series of activities on women's leadership in general and in the academic community in particular. 3. Increase the percentage of female professors at UMP offering online courses and reinforce its commitment to the university's priority digitalisation strategy for 2020 and 2021. 4. To increase the visibility and recognition of UMP women professors among their colleagues and students.

Addressees	25 UMP female professors
Antecedents and context	<p>This project focuses on the training of female teacher-researchers in the development and design of online courses, which is one of the priorities of the Mohammed Premier University (MPU) for the academic year 2020/2021. The project was born in order to address a challenge: the low percentage of female professors at UMP (less than 20%), the lack of visibility and the very low use of the e-learning platform by UMP-FPN female professors.</p> <p>The Covid-19 pandemic crisis has forced the UMP-FPN faculty to pursue distance learning and research. The professors have started to put their courses online, either through the institutional platform piloted by the e-learning centre or through other non-formal channels, due to lack of proficiency in online course development and design, and lack of knowledge in the UMP-FPN Moodle platform. Nevertheless, the number of educational resources deposited on the official UMP platform by women teachers does not exceed 14%; moreover, most of these resources are static and few women teachers regularly follow their courses due to lack of knowledge in the use of the different distance learning tools. This situation has led the president of the UMP-FPN and the deans to commit themselves to the institutional generalisation of the digitalisation of training and research, and to accelerate the establishment of the necessary infrastructure to develop teaching and research facilities through digitalisation.</p>
Description	<p>In order to meet the challenge of digitalisation, accelerated by the covid-19 crisis, at the two sites of the university (the campus in the city of Oujda - main campus - and the campus in the city of Nador - Nador Multidisciplinary Faculty), this project aims to strengthen women's skills in online teaching. The project will address the UMP's challenge of integrating, in a broad and equitable way, the distance education process; it will also highlight the often very low visibility of women professors' roles in the two academic sites of the UMP. This project will empower women faculty researchers by strengthening their leadership as a whole and more specifically in the context of e-learning and international North-South collaborations. Finally, the digitalisation of teaching would enable the UMP to solve the problem of growing student numbers, which overwhelm its logistical capacity for traditional face-to-face teaching.</p> <p>The project and the international consortium with the Complutense University of Madrid and the Women for Africa Foundation-AFA were created in response to a specific request from the UMP to promote knowledge transfer on:</p> <ol style="list-style-type: none"> 1) Issues related to how Spanish universities have recently adapted to the urgent digitalisation of higher education demands triggered by the pandemic;

	2) The urgent need to actively address gender equality as part of a UMP strategy for the university's faculty and students, and to increase the visibility of female professors on campus.
Execution 2021	<ul style="list-style-type: none"> A. A <u>basic e-learning course plus a practical course</u> (5 weeks) (to adapt participants' traditional courses to e-learning and the UMP e-learning platform), delivered by the Complutense University of Madrid. B. A <u>series of web-based training sessions on leadership</u> for women in academia, coordinated by FMxA-AFA.

SPACE WOMEN FOR AFRICA - DAKAR

Country	Senegal
Duration	2021 onwards
Partners and collaborators	Cervantes Institute
Objectives of the initiative	<p>General Objective: To promote the learning of Spanish among African women as a tool for their personal and professional empowerment.</p> <p>Specific Objectives:</p> <p>SO1: Create a School of translators and interpreters AFRICA CON Ñ. A need that is felt throughout Africa and that will increase with the progressively greater presence of Spanish companies and entities in Africa.</p> <p>SO2: Establish the Ellas lideran in Spanish program. A program of conferences by Spanish-speaking women, outstanding leaders in different areas of life and society.</p> <p>SO3: Promote the creation of African women who write in Spanish, as well as contribute to the dissemination of their talent among Spanish society and the Spanish-speaking world in general.</p> <p>SO4: To turn the space Women for Africa into a node of Afro-descent, through the promotion of thought, Hispanism and academic, cultural and artistic exchanges between African and Spanish-speaking Latin American women.</p> <p>SO5: To create a virtual library of Hispanism and Spanish literature written by women. A didactic and educational resource, but also a leisure resource available to university Spanish departments, students and people with knowledge of the language.</p> <p>SO6: To hold a biennial Congress of Women Hispanists.</p>
Addressees	Senegalese women, African women with Spanish language skills and Spanish-speaking women of African descent.

