RFLD
STRATEGIC PLAN
2023 - 2028
Réseau des Femmes Leaders pour le Développement can be reached on its various information and publication platforms.

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Today, it is with great honor that I take on the role of the first person in charge of the Réseau des Femmes Leaders pour le Développement (RFLD) to speak about the strategic plan for the next five years of the RFLD. First of all, on behalf of the members of the board, who have assisted me until now, I sincerely thank all our technical and financial partners, who have shown their confidence in the board so that all the activities we have carried out in different countries could be realized. It is an honor for me to write this introductory word to the Strategic Plan of the Réseau des Femmes Leaders pour le Développement for the period 2023-2028. As the RFLD embarks on a new strategic plan, our continent is faced with continental challenges of extreme magnitude.
Emergency measures such as those taken to combat the spread of the COVID-19 pandemic have not been without incident to women. Indeed, these measures have dangerously affected their ability to meet their needs and enforce their rights.

For example, the pandemic has negatively affected girls’ access to water for personal and domestic needs. On the other side of freedom of expression and assembly, the various measures taken have restricted and set in motion freedom of expression and consequently made it difficult for civil society actors to take action. The last decades have shown how respect for human rights has been disregarded by authorities in almost all African countries. Despite this, I remain optimistic about our collective African future. In the face of these challenges, I see so many inspiring examples of citizens and civil society organizations working in ways that effectively contribute to a more just, inclusive, and sustainable world.

This 2023-2028 strategic plan reflects our firm commitment to contribute to the transformation of our societies and effective application of regional, sub-regional and international obligations and therefore to assume our own destiny. It bears our ambition to sustain the flame of the rebirth of a new Africa initiated to definitively establish the foundations of our socio-economic development in order to improve the living and working conditions of women. The reforms, projects and programs contained therein are necessary, realistic and within our reach to achieve this ambition. I am convinced that the next five years will be those of the promotion of girls’ and women’s rights as well as of the achievements of well-being in which each woman will be proud to be an actor. Building a new, resilient Africa where it is good to live for the respect of human rights, requires efforts. Because we want to go further, as far as possible in our actions, we must continue on this path because there is no doubt, as I have already said: our efforts will inevitably pay off.

That is why I would like to thank once again our financial partners, through whom
we are continuing the fight. In formulating these new strategic ambitions and priorities, we have carefully considered the expectations, aspirations, and recommendations expressed by thousands of participants in our various activities across Africa. We hope that the strategic direction we are setting in this document will support and engage them. Today, a page has been turned and I would like to acknowledge the good work done by my team over the past five years. Your investment and dedication to the achievement of the RFLD’s objectives deserve and command consideration and respect. I will not be longer because time is short; we have tasks ahead of us in the next few days. Knowing that we are strong together, I invite you to join us as part of this army of activists ready for new changes.

AGUEH
Dossi Sekonnou Gloria
Chairperson of RFLD
It is a real pleasure for me to share my views on the strategic plan of the Réseau des Femmes Leaders pour le Développement for the year 2023-2028. It has been a real opportunity for me to be part of this team composed of young, dynamic, strong, and ready to do anything for Africa to regain its place in global development. During my experiences as Secretary General, I have had the privilege of meeting women’s rights activists who are a huge inspiration to us all: courageous colleagues who are fighting for women’s rights in West Africa in an increasingly difficult context for civil society organizations, human rights defenders, and media actors.

At the RFLD Secretariat, we are humbled to be a strong organization for these activists, our members and millions of others who are fighting for a more just, inclusive and sustainable world. After consulting with our members and partners to establish the strategic plan for 2023-2028, we recognize our responsibility to use precious resources in the most effective way possible to provide a safe and effective channel of expression for civil society and human rights defenders. Indeed,
a human rights defender is someone who defends any right on behalf of a person or group of people. Human rights defenders seek to promote civil and political rights as well as to protect and fulfill economic, social and cultural rights. Working actively with these groups, RFLD intervenes on a wide range of human rights issues, such as the shrinking of civic space, summary executions, access to sexual and reproductive health rights, economic/climate justice, employment issues, good governance, arbitrary arrests or detentions, harmful practices, lack of women’s representation in decision-making bodies, discrimination and forced evictions. They advocate for rights as diverse as the right to life, to food and water, to the highest attainable standard of health, to adequate housing, to a name and nationality, to education, to freedom of movement and to non-discrimination.

Over the next five years, we face several urgent challenges and opportunities. First, we must work to reverse disturbing trends in civil liberties before they become the new normal. Second, we must build a new economic system for rural women in our communities before inequality, insecurity, and climate change tear them apart in our societies. We must promote women’s participation in politics throughout Africa by advocating for the adoption of new measures that guarantee women equal access to political responsibilities, to strengthen women’s capacity to occupy decisions spheres and to organize elections in a way that promotes inclusion. Therefore, the Secretariat intends to pay special attention to the action plan over the next five years, especially on women’s participation in peacebuilding and on strengthening the contribution of citizen action and civil society to the achievement of a more just, inclusive, and sustainable world. Our network is a privileged instrument to exchange with all stakeholders on all these issues and to keep you continuously informed of developments and progress.

TABIYI Mariam G. M
Secretary General of RFLD
Countries of intervention

Benin
Burkina Faso
Congo Brazzaville
Ivory Coast
Gabon
Guinea Conakry
mali
Niger
Democratic Republic of Congo
Senegal
Togo
Gambia
Sierra Leone
Liberia
Ghana
Nigeria
Cameroon
Mauritania
Central African Republic
Chad
ABOUT

RFLD
RFLD is a regional organization based in West Africa that works with over forty (40) women-led organizations and whose vision is to build effective cooperation in partnership for development through the involvement of state and non-state actors to promote and protect the rights of youth and women and ensure their participation in decision-making spheres. RFLD has an extensive network of CSOs and government partners in the country as well as regional networks to influence the enabling environment for women’s rights. RFLD’s expertise is linked to specific approaches that include inclusive development through the application of rights-based approaches to gender mainstreaming, women’s political participation, promotion of civic space and human rights, gender equality, promotion of sexual and reproductive health rights, climate change, and economic justice.

RFLD VISION’S

The mission of the Réseau des Femmes Leaders pour le Développement (RFLD) is to empower people through awareness raising, training and education programs, and effective advocacy using communication technologies. RFLD is a non-profit organization whose vision is to build effective partnership development cooperation through the involvement of state and non-state actors to promote and protect the rights of youth and women, and to ensure their participation in decision-making spheres. RFLD’s overall objective is to promote sustainable development. Its specific objectives are to: promote gender equality; encourage civic engagement; raise awareness of the importance of peace through training; and encourage initiatives that promote quality education.
The RFLD’s areas of intervention are civic space, economic justice, the fight against harmful practices, human rights, advocacy for women’s political participation, peace, and security with a mission to build citizens’ capacities through research, awareness, training and education programs, and effective advocacy using communication technologies.

At RFLD

our identity is based on:

- The weight of our actions that provides a combination for Civil Society Organizations and the media, recognizing the lack of physical, legal, and other protection for these stakeholders on an immediate basis, through training, convening and coalition
building.

- Our mission as a catalyst for opinion leaders to mobilize around issues and trends that affect life in society enables us to draw the attention of decision makers or government officials to the respect of civic space, civic freedom, and human rights.

- Our interventions have improved the accessibility of national, regional, and international mechanisms for activists, women-led organizations, coalitions, and social movements through organizational strengthening.

- Advocacy for a strong, independent civil society that fully enjoys its rights.

- Our thirst is for systemic change to address the universal and interdependent nature of the most pressing challenges facing our world.

- RFLD is more than ever committed to African and even global solidarity, and we believe in development from the bottom up and across borders.

- We bring extensive experience in coalition and social movement building, strengthening CSO advocacy skills to press for policy reform on women’s rights.

- As a regional network, RFLD mobilizes a wide range of women’s rights organizations and, with many years of experience in generating action-oriented evidence, strengthening women’s movements and supporting locally-led advocacy for policy change and accountability in West Africa that serves as a model of influence for many CSOs.

- One of our strengths is our ability to amplify the voices of African people and enable activists and civil society actors to speak frankly to the authorities.

- We believe in a new Africa, in the restoration of justice and dignity for all, while giving priority to those in situations of exclusion.
Prior to the development of this strategic plan, careful and objective work was done by our research team. Indeed, it was based on the impressions, concerns, and suggestions of participants in our various workshops on economic justice, human rights, climate change, civil liberties, and media development that we developed this RFLD 2023-2028 strategic plan. During this consultation process, we gathered their deep concerns about the key challenges facing the African continent, their views on how civil society organizations and policy makers can best respond to these challenges, and their recommendations on how the Réseau des Femmes Leaders pour le Développement (RFLD) can be a response in their search for solutions and positive change.

From these critical feedbacks from participants and investigations, but also from the analysis of the RFLD secretariat and other resource persons, we have forged our understanding of the most pressing challenges facing our continent and how we, the RFLD, can support human rights defenders and other civil society actors in their efforts to address these challenges. This allows us to conclude that the most pressing issues that we must collectively and continentally address over the next five years are: inequality, insecurity and climate change, human rights violations, strained civic space, and threats to the credibility and legitimacy of civil society.
Access to quality, potable and microbe-free water is a fundamental human right. While it is primarily perceived as the continent of drought and shortages in all its forms, Africa has a significant water potential. Indeed, water is abundant on the continent, with seventeen major rivers and a hundred lakes, as well as large aquifers. For women, the lack of access to water is synonymous with an increase time and workload for activities such as cooking, cleaning, and cultivation of food, both in the domestic sphere as well as in the field of production. The reality of water shortage today directly affects African women and their communities. Given the violent realities of African women because of neoliberal water policies and practices, it is not surprising that African women, as the primary victims, are at the forefront of organizing for water justice.
Climate Change

Water-related hazards and water stress, such as devastating droughts and floods, are taking their toll on African communities, economies, and ecosystems. Rainfall patterns are being disrupted, glaciers are disappearing, and major lakes are shrinking. Increased demand for water, coupled with unpredictable and limited supplies, is likely to exacerbate conflict and displacement. Extreme weather events and climate change threaten human health and safety, food and water security, and socioeconomic development. At the same time, sea levels are rising faster along Africa’s coasts than the global average, contributing to increased salinity in low-lying cities and the frequency and severity of coastal flooding and erosion. Changes in continental water bodies have major impacts on ecosystems, the agricultural sector, and biodiversity. It is therefore necessary that actions with strong impacts are accentuated to make people aware of what to do.
Despite national, regional, and international efforts, the security situation in the African region remains complex and challenging. Despite the massive financial investment in weapons and security systems to combat violent extremism, violent extremist groups continue to expand their operations in Africa, targeting both civilians and security forces. In Nigeria, for example, increased crime and farmer-herder conflicts have diverted attention from extremist violence in the northeast, which nevertheless remains pervasive. Other incidents, albeit small, in northern Côte d'Ivoire, Togo, and Benin demonstrate that the much-touted threat of terrorist acts moving from the Sahel to the Gulf of Guinea coastal countries is a reality in Africa. Minorities demanding their rights are often met with particularly punitive measures. A variety of methods and tactics are used to muzzle the opposition, including measures that restrict the functioning of civil society organizations. Various kinds of sanctions are taken against demonstrators such as arbitrary detentions, biased legal proceedings to prevent activists and their organizations from fulfilling their mandate. In addition to all this, there are restrictions on movement and travel, and the use of force in the form of physical attacks and even assassinations. The consequences of the multiplication of terrorist attacks, whose major effect is the multiform humanitarian crisis that the regions are experiencing in terms of human rights violations, shows how much the continent needs strong actions and a consequent accompaniment of the actors of the civil society going in the direction of the promotion of good habits that root peace. The Covid-19 pandemic has had a negative impact characterized by rising food prices, increased poverty, and crop failure due to drought.
The civic space, the environment that enables civil society to play a role in political, economic, and social life, primarily by enabling individuals and groups to contribute to the development of policies that affect their lives, including accessing information, engaging in dialogue, expressing disagreement, and uniting to express their views, is always anything but open and pluralistic. In Africa today, this civic space is being challenged. Repressive laws are spreading, and with them increasing restrictions on freedoms of participation, expression, assembly, and association. Indeed, it is an open secret that new technologies have greatly helped civil society organizations grow, but they have also allowed some governments to gain control over civil society movements and media freedom, often under the guise of ensuring security. Across Africa, civil society actors are witnessing a real backlash. Online and offline attacks on human rights defenders, particularly journalists, continue and are increasing in many countries. In extreme cases, human rights defenders and media actors are subjected to torture, arbitrary detention, enforced disappearance and murder.
During the period 2023-2028, RFLD will work intensively to strengthen citizen and civil society action for a fairer, inclusive, and livable Africa by:

1. Further promoting women’s rights, sexual and reproductive health, and representation in decision-making bodies.

2. Promoting civil liberties and democratic values with a focus on human rights through our activities.

3. Continuing the struggle for economic justice for women.

4. Strengthening and consolidating the principle of participatory governance, the innovative capacity of civil society and the development of the media.
These four strategic objectives reflect our belief that collective action that draws its strength from the people is at the heart of transformative change. They are grounded in the recognition that RFLD and its partners have what it takes to respond effectively to the African emergency of civic space, media, addressing the growing democratic deficit, and improving civil society practices.

**STRATEGIC OBJECTIVE #1**

Promoting more women’s rights, sexual and reproductive health, and their representation in decision-making bodies.

Despite the significant progress that has been made, including tremendous scientific advances, the daily reality for women continues to be one of great inequality. For far too many women, the daily reality takes the form of physical violence, lack of education or unemployment, sex trafficking, underrepresentation in leadership positions, lack of access to sexual and reproductive health and prevention and care, violations of basic human rights, and political underrepresentation. They continue to face discrimination of all kinds, and disparities persist. Therefore, the RFLD as a women’s rights organization will continue to work for the promotion of women’s rights. Aware that the end of violence against women and the participation of women in the promotion of peace and security are fundamental to our future and to our collective well-being but cannot be achieved without strong actions, the RFLD will organize activities by calling on all women around the crucibles of exchange to raise awareness and empower them to become aware of their condition and to assert themselves in social life. We will do this by offering women’s groups and sexual minorities emergency and ongoing support to continue the struggle. We will monitor trends that affect women already in political leadership and seek to better understand when, how and why discriminatory actions against women continue to be taken and how best to respond.
STRATEGIC OBJECTIVE #2
Promoting civil liberties and democratic values with a focus on human rights through our activities.

Aware that information is a scarce commodity these days, we will work to ensure the availability of this information on human rights in each signatory state of the African Charter on Human and Peoples’ Rights to allow each citizen, poor or rich, to be aware of his or her rights and to enjoy them. We will also work in such a way as to make public the violations of human rights perpetrated by the States, in order to measure the effectiveness of these rights and especially to the other actors to react in order to stop these violations more quickly. Our ideal will therefore be to ensure that human rights are respected in times of crisis as in times of peace. Given the current threats to citizens’ rights, we will assess the progress made in the protection and promotion of human rights in Africa through the various mechanisms we will put in place over the next five years, with a view to identifying specific challenges to be addressed by the authorities for a better implementation of the provisions of the African Charter. We will focus on women’s civil and political rights, with an emphasis on human rights, while promoting and protecting economic, social, and cultural rights. Indeed, in justice, the main problem currently facing Africa is the issue of impunity and an independent judiciary. Many African judges are unable or unwilling to speak out against their governments because they are appointed by the parties in power and they risk, in some cases, being assaulted or imprisoned if they oppose the government’s action. Our work in this area over the next five years will be to pressure states to loosen their grip on the courts, which they use to commit widespread human rights violations throughout the region.
Continuing the fight for economic justice for women

Unemployment, the feminization of poverty, growing environmental fragility, the continuing violence against women, and the exclusion of half of humanity from the institutions of authority and power, all confirm and reinforce the need for the RFLD to continue to work for development, peace, security, and to find ways to achieve sustainable people-centered development. That is why we believe that strong action on the part of women, who make up more than half of the continent, is essential if this quest is to succeed. At RFLD we will work on this for the next five years with the collaboration of women of all categories. Poverty eradication, based on inclusive and sustainable economic growth, social development, environmental protection and social justice, requires the full and equal participation of women in economic, political and social decision-making processes. Recognizing that women’s autonomy and control over their own lives and bodies are essential to the achievement of this goal, we will work to promote women’s participation in the workforce. This is for us an important measure to guarantee the social and economic welfare of women. We will work for social and economic justice for women, focusing on the transformative factors of their work, such as the provision of funding and the organization of training on financial management. Finally, we will strengthen the capacity of women to take collective action to contribute to a more just, inclusive and sustainable world.
STRATEGIC OBJECTIVE #4
Strengthening and consolidating the principle of participatory governance, the innovative capacity of civil society and the development of the media.

We, at RFLD recognize that the management of a country by the people themselves and not a minority is a beginning of respect for human rights. Therefore, we believe that promoting the principles of good governance through the elaboration of consistent National Good Governance Policy programs is a very important condition for the liberation of the continent. This good governance policy will constitute the benchmark for governance in Africa. For it will encompass the mechanisms, processes and institutions through which citizens can express their interests, exercise their legal rights, assume their obligations and to which they can turn to settle their disputes. Of course, this will not happen without the observance of certain basic principles to be respected, defended, and promoted for the advent of good governance in Africa. These principles are:

- Citizen participation in decision-making, either directly or through legitimate and recognized institutions that articulate their interests, which implies freedom of expression, opinion and association.

- A primacy of law, which will be expressed through the existence of equitable legal frameworks, impartially voted and applied laws and an independent judiciary.

- Transparency through the free flow of information, which is essential for monitoring and understanding issues of public interest.

- Equity, which will consist of a healthy political, economic and social environment that allows everyone to improve or at least preserve their living conditions.
OUR TECHNIQUES AND PROCESSES FOR OPERATIONALIZING CHANGE

To achieve all the above objectives, we have several assets that constitute our strengths. The first asset we have is the years of experience we have in this field. Therefore, we will draw on the experiences we have as a pan-African women’s rights organization to implement our strategic plan. Recognizing that the new rope is woven from the old, we will continue to maintain the focus of the activities we have been doing well over the past few years and look for ways and processes to do even better. To change and eliminate discriminatory practices against women, gender-based violence and harmful practices, the social norms on which these practices and behaviors are based, we will need to find new ways of working, with a new determination. At the same time, we will consider the interactions between the structures and the economic context in which these norms are embedded. Changing these social norms also requires the initiation of a collective movement within civil society using different channels and the mobilization of activists, practitioners, and other influential individuals with decision-making power. Given the nature and scope of these challenges facing Africa, it is our responsibility to act boldly and courageously. And that is what we shall do.
WE WILL GIVE A PROMINENT PLACE TO GENDER ISSUES IN OUR POLICIES AND PROGRAMS

On the policy side, the network’s work on gender equality and the empowerment of women and adolescent girls will be guided by the Review Procedure which calls on all RFLD partner civil society organizations to continue to promote women’s and girls’ empowerment and gender equality by strengthening gender mainstreaming through the full implementation of the region-wide Strategic Plan for Gender Equality and Women’s Empowerment. We will continue to prioritize the implementation of the action plan, including in areas requiring more investment such as women’s economic empowerment, human rights advocacy, gender, leadership, and capacity development.

WE WILL BUILD LARGE-SCALE AND CROSS-BORDER SOLIDARITY BETWEEN CIVIL SOCIETY ORGANIZATIONS

Aware that it is the union that makes the strength, we think that these actions will have a great success if we give a big place to networking. That is why we will value solidarity with other civil society organizations on the continent. Through networking, we will establish connecting links between partner organizations for more innovation, integration, and impact to improve the quality of our interventions. We will ensure a strategic approach to partnerships by providing clear, focused, and mutually reinforcing efforts to increase awareness and communication and advocate for the rule of law.
WE WILL ADVOCATE FOR MORE OPEN CIVIC SPACE IN AFRICAN COUNTRIES

The right to freedom of association is essential to the free, safe and secure exercise of a multitude of other civil, political, cultural, social and economic rights. That is why we will work to make the civic space increasingly open. To do this, we will focus on advocacy, but we will also rely on information and communication technologies for greater impact. With the input and expertise of network members and partner organizations, we will find new ways to better influence African decision-makers for radical change. We will develop and strengthen legal actions to ensure the protection of the rights of journalists, independent media and human rights activists. We will also ensure that limits on freedom of expression in pursuit of legitimate objectives such as fighting cyber security and corruption are proportionate.

RFLD WILL BE THE VOICE OF THE VOICELESS

To establish strong protections for the investigation and prosecution of violence against journalists, women, and other civil society actors, to ensure access to justice, we will use independent media platforms that allow us to bring the voices of the voiceless to the fore. We will continue to fight misinformation and strengthen access to information frameworks, with legal safeguards against backlash in times of crisis: sending our dedicated reporters to countries that can respond immediately to misinformation trends by promoting the dissemination of accurate information, while avoiding punitive measures that could lead to censorship. RFLD will prioritize voices that are not usually heard. On occasion, we will speak on behalf of civil society, but increasingly we will seek to open spaces for activists and organizations to address the authorities themselves in an open manner. We will go to villages to listen to victims of violence and abuse and make them public so that these acts can be stopped.
WHAT ARE THE BAROMETERS OF OUR EFFECTIVENESS AND EFFICIENCY?
STRATEGIC OBJECTIVE #1

To further promote women’s rights, sexual and reproductive health, and their representation in decision-making bodies

Our goals would be achieved if and only if the barometers we have set for ourselves are observed. Thus, if we observe at the end of the next five years:

The elimination of discriminatory laws and practices in many areas, the removal of laws that restrict women’s freedom to act, such as excluding them from positions in public authorities and limiting their ability to own property and work in certain sectors. Eliminating these discriminatory laws or legal provisions is a tremendous tool for empowering and protecting women’s ability to fully enjoy their rights.

When we see the effective participation and leadership of women in the judicial sector and in the political arena as it is verified that women justice professionals contribute to improving women’s access to justice by strategically addressing their specific justice needs on various issues. When we see the increased participation of women in the judicial sector through programs that promote their inclusion and full participation as judges, prosecutors, lawyers, and police officers be fiercely defended.

When we see the alarming rise in violence resulting from the pandemic’s travel restrictions and the difficulties victims face in accessing protection and assistance services. When we see women being supported in the implementation of multidimensional approaches to address violence through the joint work of judicial, civil society, and medical actors to implement prevention measures, facilitate the investigation, prosecution, and conviction of cases of violence against women, and offer protection and assistance to victims.
When citizens can express themselves freely, organize into groups with a common purpose, and come together to make their voices heard. This goal would also be achieved if citizens can shape, define, and monitor government policies and programs, and are protected from unwarranted intrusions into their personal sphere, as the right to public participation and privacy is an essential element of civic space. An open civic space will enable civil society and a wide range of actors to act autonomously in the pursuit of democracy, inclusive participation, good governance, and human rights.

When legal frameworks that guarantee the protection of the rights of activists, journalists and independent media are robustly strengthened. When states ensure that limits on freedom of expression in pursuit of legitimate objectives, such as anti-corruption and cyber security, are proportionate and legal.

Where emergency powers that temporarily restrict rights are subject to limitations in accordance with international law and legislative oversight.
STRATEGIC OBJECTIVE #3
Continue the fight for economic justice for women

By 2028, Africa will contain many and varied examples of women organizing and mobilizing to create positive change, from influencing local actors to changing sub-regional policies. The changes that RFLD aspires to contribute to include:

Work for the development of rural women, for peace, security and to find ways to ensure sustainable development with economic justice for women. We will build a barrier against poverty, unemployment, the growing fragility of the economic environment, the continuing violence against women, and the exclusion of half of women from institutions of authority and power.

Poverty eradication through actions based on social development, inclusive and sustainable economic growth, environmental protection, and social justice. These actions are necessary for the full and equal participation of women in economic, political, and social decision-making. Women's autonomy and control over their own lives and bodies are also essential.
Pressure from an informed public influences policy makers in ways that lead them to act. Since development is never far from the media agenda in Africa, the opportunity to make sustainability understood is there. That is why we will work to ensure that:

The media can do the same for the Sustainable Development Goals (SDGs). Achieving these goals, and thus improving the lives of millions of Africans, depends heavily on public awareness and the targeted action and funding that awareness generates.

We will look to the media to promote discourse on violations of fundamental freedoms, which will help shape policy and have implications for the millions of people whose lives are affected.

By addressing the global quest for social justice and equality, the media can help galvanize civil society, international agencies, regional organizations, and individuals.
Réseau des Femmes Leaders pour le Développement can be reached on its various information and publication platforms.

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