



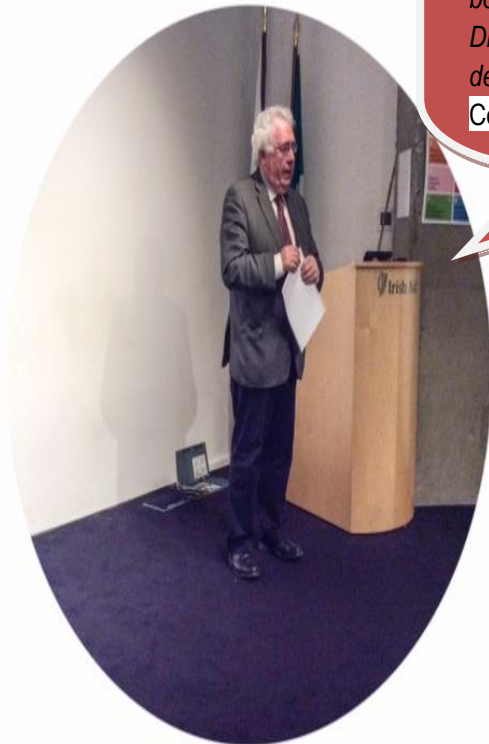
Strategic Plan

2015-2019

*Empowering **Women and Children** to Sustain **Health and Development***

ACKNOWLEDGEMENTS

The development of this plan started in 2012 with consultation with our stakeholders, partners and beneficiaries in Kenya, Democratic Republic of the Congo and Ireland. We would like to thank all of them for their contribution as well as those who participated in Wezesha conference and strategic meeting in 2014. We would also like to thank our interns and volunteers who have been supporting Wezesha work since 2010.



“Principles underlining Wezesha are very much in line with what my department does and I fully support them and the empowerment of people versus the charity model. It is time to look at the Diaspora as a strong tool, how members of the Diaspora communities can contribute to the development both here in Ireland and abroad. Lesson from the Irish Diaspora indicates that it is a powerful concept for development.” Minister for Trade and Development, Joe Costello, T.D, Wezesha Conference May 2014

Table of Contents

Foreword	3
Executive Summary.....	4
Section I	5
History and achievements	5
Vision and Mission	6
Values.....	7
Approach	8
Section II	9
Gender-Based Violence	10
Alleviation of Poverty	11
Migration and Development	12
Section III	13
Organisational Development	14
Raising Awareness	15
Community Development	17
Section IV: Organisation Structure and Operation.....	19
Current Structure	19
Future Plan	19
Operating Model.....	20
Budget.....	20
References	21

FOREWORD

In 2007 when we came up with the concept of working with women and children affected by conflict, violence and poverty in Africa, it was just a simple dream. The following years showed how such an idea could be a powerful reality that would positively transform human life. Wezesha was inspired by the work of members of the African Diaspora living in Ireland who believed that their gain capital would be a valuable resource for the development of their mother continent. Three years later, Wezesha began making ground connections with local groups in Africa and initial projects and interventions have now informed the direction that Wezesha is going to take for the next five years.

We take pride in our accomplishments in both Kenya and DR Congo, but also for the development of our organisation in Ireland. We also share a belief that we have even greater potential to realise. In thinking forward, our core challenge is to maintain continuity while simultaneously achieving transformation. This document sets out precisely how we plan to do this.

The plan outlines our main aims over the next five years as we seek to build on our organisational development, increase awareness on human rights issues faced by women and children in Africa, specifically in zones affected by conflicts and, finally, promote community development through partnership. We fully expect that in following this plan, by 2019 we will have furthered our objective of making a real difference in peoples' lives.



Flora Lamba, Egide Dhala & Salome Mbugua

Wezesha Board of Directors

Executive Summary

Established in 2010, Wezesha, Swahili for 'empower', is an international NGO initiated by members of the African Diaspora living in Ireland. The organisation's aim is to support, promote and empower African women and children who have been affected or are likely to be affected by conflict, violence and poverty. With a vision of enabling the African women and children to live in peace, with dignity, be in good health, and have access to essential resources, Wezesha strives to support and promote Human rights for this vulnerable population in Africa in order to achieve an equal and just society. The Organisation works in collaboration with local groups and other organisations through partnership in order to raise awareness on sexual and gender-based violence issues and improve people's livelihood. Currently, Wezesha has pilot programmes in two African Countries, the Democratic Republic of Congo (DRC) and Kenya.

Three main objectives underpin the work of Wezesha: **The eradication of gender-based violence (GBV)**, **alleviation of poverty**, and engagement in **migration and development**. It is actually striking to see that the current global landscape is at one of the distressing levels of gender inequality. Globally, indeed, one in three women experiences gender based violence, and beyond fearing for their physical safety, women must also shoulder most of the burden of financial hardships. The UNDP has found that women own only one percent of the world's wealth. In addition to this, three out of four women worldwide do not have access to loans, due to the precarious nature of their economic situations. This means that there is very little opportunity for women to escape cycles of poverty. These issues add a gendered component to the reasons why women migrate. Unfortunately, migration often creates other problems for women, leaving them vulnerable to physical, economic, and social uncertainty. It is against this backdrop that Wezesha began its work to establish gender equality and justice in the society.

Three strategic goals will support the expansion and the sustainability of Wezesha for the next five years:

- 1) Organizational development-** improve communication and profile Wezesha work through social media, increase staff and volunteer capacity, secure funding and ensure sustainability.
- 2) Raising awareness-** Address GBV, poverty alleviation, migration and development issues, as well as support those who are affected by these issues to find a voice at local, national, and global stage. It is also Wezesha goal to raise the profile of the organisation by becoming a critical agent in global development issues.
- 3) Community Development-** Through partnership, work with and provide support to projects designed by local communities to combat GBV, improve livelihoods, mobilise grassroots women within the community and facilitate them with capacity building and other strategies in order to address issues affecting them.

SECTION I

History and achievements

Wezesha concept was conceived in 2007 and, after consultation with key African Diaspora Communities in Ireland the Organisation was then established in 2010 as an International NGO that will support international development across Africa. In 2012 Wezesha became an Irish Company limited by guarantee without share capital and since 2014 the Organisation operates with a charitable status. Wezesha follows an empowerment model, which promotes capacity building, economic independence and sustainable development, with the goal of investing in small and medium business enterprises and facilitating access to investment opportunities and women engagement in social, civic, economic and political life.

Since 2010 Wezesha has been working by inspiring and supporting local initiatives and groups, mainly women, with an emphasis on establishing long-term solutions. Its achievements to date are:

- Holding focus group discussions (example: in 2010, Wezesha held focus group discussions with several diaspora groups in Ireland and also with women from the Majengo slums in Nairobi and the feedback has continued to inform the organisation's development and helped in the establishment of Okuda Kenya which is now registered as Wezesha Dada in Kenya).
- Research and engagement with local partner organisations in the identification and development of programmes (example: after undertaking a mapping exercise on existing female income generating activities in 2012, a joint follow-up conference with Okuda Kenya on Economic Empowerment of Women was held in Nairobi in May 2013)
- Establishing a framework for sustainable growth and community development (ex: in 2013, two Wezesha members relocated to the DR Congo for three months to mobilise women, assist in the establishment of Wezesha DR Congo, build organisational structure and set the groundwork for the planned women's peace and advancement centre)
- Holding fundraising activities to increase engagement and raise awareness (ex: three Fundraising and Charity Ball held in 2012, 2013 and in 2014);
- Supporting women with fistula in the DRC (ex: Support with small fund, group activity and Christmas celebration with two Wezesha directors in 2013, the proposal for the establishment of a women's advancement centre in (DRC) based on feedback for a larger recovery and resource centre)
- Mobilising members of the African Diaspora community in Ireland to build a cohesive platform on international development and undertaking a mapping exercise for organizations and groups of the African Diaspora as potential volunteers for projects in Africa (ex: several meetings held with the African Diaspora in 2012 and May 2014, a Diaspora for International Development Conference held in May 2014)
- Wezesha directors have made links and connections with organisations in Europe and Ireland (Irish Consortium on Gender Based Violence, Christian Aid, Irish Aid, TROCAIRE, Kimmage Manor, Concern Worldwide, Friends of Europe, Wales for Africa, Breakthrough Foundation);

- Conducting field visits to both DRC and Kenya to meet with community groups and organisations in order to gain a better understanding of the local situation (ex: to date, 4 field visits to Kenya and 4 to DRC).

Vision and Mission

Wezesha **Vision** is to empower African women and children so that they live in peace and dignity, are healthy and have access to necessary resources.

Wezesha **Mission** is to support and promote human rights for women and children in Africa in order to achieve an equal and just society.



Presentation to St Josephs
Fistula Clinic, by Wezesha
Directors, October 2012,
Kinshasa

19

Values

Wezesha work is guided by the following values and principles:

Respect for personal dignity- We believe in a non-judgemental approach that respects the dignity and rights of those whom we engage with: staff, volunteers, members, partners and targeted groups.

Integrity and honesty- We believe that our work should be undertaken with integrity, openness, honesty and professionalism.

Openness to learning- We believe in remaining open minded, continuing to learn from stakeholders and partners, while continuing to remain passionate and enthusiastic about our work.

Empowerment- We believe in independence and long-term solutions to problems through sustainable projects.

Solidarity and partnership- We believe in the strength of an international network, based particularly on the experiences of the African Diaspora community, and the global partnership.

Accountability and transparency- We believe we should be responsible to each other and to the people and organisations with whom we engage and strive to make our work transparent and accountable.

Equality, justice and human rights- We believe in an equal and just society where people live in peace and dignity and have access to the necessary resources and opportunities for sustainable growth.

Participation- We endeavour to ground our policy and advocacy work in the experiences of those in Africa and work towards building sustainable long-term solutions. We believe in incorporating the voices of those in the African Diaspora community, our partner organisations and those on the ground into our campaigns.



Wezesha Charity Ball

2013

Approach

Wezesha programs and projects are delivered through an empowerment model rather than simply a charity one. Such approach, we believe, is critical for a sustainable development. This is actually being well tested on our current projects in Africa while trying to support the independence of African women through investment in small business enterprises, providing access to the necessary medical, legal and economic resources and developing skills-based training programmes. The organisation is also involved in various awareness raising activities, women mobilisation through partnership with other organisations and local groups including Wezesha Dada (Kenya), Federation of Women Lawyers, Kenya, St. Joseph hospital Fistula clinic (DRC) and Wezesha DRC. Furthermore the Organisation continues to mobilise the African Diaspora community through conferences and forums, with a focus towards building a global network for collaboration, debate and engagement. In the next five years, the organisation will endeavour to expand and raise awareness, focus on establishing and supporting its community programmes, develop local organisational capacity and strengthen its partnership and membership base.

Wezesha mode of operation is twofold- **Prevention**, through economic independence and capacity building, and **Intervention**, through advocacy campaigns, emergency support, rehabilitation and integration.

Four key principles underpin the work of the Organisation:

- Africans empowering their brothers and sisters in Africa
- Africans as advocates for peace, security, equality and prosperity in Africa
- The African Diaspora being the most effective link for development work between those within and outside of the African Continent
- The African Diaspora being equal partners with Northern and Western benefactors committed to the advancement of Africa.



The Africa Diaspora Ireland
Wezesha strategic day July
2014

SECTION II

Organisation Objectives

Employing the empowerment approach, Wezesha strives to achieve three objectives:

1. Eradication of Gender-Based Violence

"I was forced into circumcision when I was 12 years, married off when I was 16 years, I was beaten and raped everyday by my husband, after 2 years I was left with a small baby, now I am 31 and HIV positive. I have no hope for life" Katheu, Kenya, 2010

2. Alleviation of Poverty

"We women are often victims of violence from men because we are poor, we don't have paying jobs and the small business that we run are very limited to provide for our families needs. We expect Wezesha to help us learn how to move forward" Maman Christine, DRC, 2013

3. Engagement in Migration and Development

"Diaspora is a vital instrument of making world connection and addressing development issues. In over a decade, Ireland has accommodated roughly 500.000 immigrants of which over 10% are from Africa. This is a considerable amount of African Diaspora living in Ireland. It is for this reason that we have to look at how we can make a difference in Africa, the role we as African Diaspora can play in the development of our mother continent" Egide Dhala, 2014

Eradicate Gender-Based Violence

Our aim: To address and combat any form of violence directed to women and children, with a particular focus on situations related to armed conflict and domestic violence.

Global Context: Statistics worldwide demonstrate that despite the legislation frameworks that have allowed the increase of women's representation in governments and institutions, their participation in decision making and political life however is still insignificant. As far as women continue to face economic, social and cultural obstacles, Gender inequality will remain difficult to overcome. Women are still under-represented in the overall Society life and discriminated against due to traditional beliefs and cultural attitudes. Corrupt and inefficient justice systems, the lack of available opportunities and resources would indeed not work favourably for women who therefore become increasingly vulnerable to acts of violence, especially in the context of armed conflict.

A recent cross-country study showed that worldwide, one in fourteen women is sexually assaulted by someone other than an intimate partner. A second study showed that, on average, thirty percent of women report a physical or sexual assault by an intimate partner. The same study showed that the highest rates of intimate partner violence are occurring in central sub-Saharan Africa and southern sub-Saharan Africa, with rates as high as forty percent. The study went on to explain that these figures are likely conservative because of a high level of under-reporting due to continued stigmatization.

To eradicate Gender-based violence and support those affected or likely to be affected by it represent an important area of interest for Wezesha. The impact of GBV normally affects whole community. Applying a community approach is therefore important. In the coming Strategic Plan Period, Wezesha will work with partner organisations to mobilise women on the ground, raise awareness, engage men and work with them in addressing GBV, advocate for justice and peace, support with social and economic resources necessary for fostering and sustaining independence, and work toward the establishment of a women's centre for peace and advancement in the DRC.



Rape has been used as a weapon of war, 1152 women are raped daily in DRC, Wezesha Board of Directors visit to DRC, December 2013

Alleviation of poverty

Our aim: To work with women and children in order to combat the cycle of poverty and indigence.

Global Context: Recent Statistics reveal that the population of Sub-Saharan Africa is approximately 935.28 million, which 47% living on \$1.25 or less a day. While growth in the region as a whole has continued to improve in recent years, that growth has not reached those most in need, they are still much more vulnerable to hunger and price fluctuations of basic goods.

The principal causes of poverty in the region have been and continue to be “harmful economic systems, conflicts, environmental factors such as drought and climate change, and population growth,” which naturally lead to constant instability, violence and massive population displacement that have decreased people’s livelihood. The World Bank states that poverty rates are 20 percent points higher in countries affected by repeated cycles of violence over the last three decades. Substantive regional economic progress has been slow because of the depth of the poverty experienced by many.

In terms of demographics, rates of poverty are three times higher in rural Africa than in cities, largely due to “the deplorable state of rural infrastructure, limited rural opportunities, high youth unemployment and limited access to quality education.” Rural populations continue to struggle as “low levels of productivity trap millions of farmers in poverty, act as a brake on growth, and weaken links between the farm and non-farm economy.” Furthermore the burden of poverty continues to fall disproportionately on women, whose work both in and outside of the home tends to be undervalued. Women tend to have lower wages and poorer working conditions with limited access to productive assets.

In the coming Strategic Plan Period, while continuing to support women income generating activities, Wezesha will strive, along with its partner organisations, to mobilise women for joint resources, support women entrepreneurship and work toward building manufacturing companies from local agriculture products in order to foster economic sustainability for women who will be the driving engine of these initiatives.



Wezesha Member
running vegetable and
fruits business, Githurai
44, Kenya, May 2013

Migration and Development

Our aim: To mobilize and work with the African Diaspora locally and internationally and become a strong network that will provide the African continent with skills, volunteering, support, investment, remittances and that will also contribute to the improvement of human rights issues through advocacy and awareness raising.

Global Context: Migration has become a key feature in international development discussions and the number of international migrants is forecast to increase to 405 million migrants in 2050, from 232 million. With its broad effects and linkages, migration is quickly becoming an important agent in poverty reduction, sustainable development and investment. In 2013 \$414 billion in remittances was sent to developing countries and this is expected to cross the half-trillion mark by 2016. With this, Migrants represent a strong potential force to be considered in undertaking international development initiatives.

Migrants have been able to demonstrate gains in skills and expertise through their professions and businesses, and more importantly, they have used these skills to create or develop businesses and projects in their countries of origin. Such initiatives allow migrants to improve their communities and situations in their countries of origin, using the technology and skills acquired through professions and successful businesses from abroad. For example social entrepreneurs have initiated and supported community projects in their countries of origin, medical doctors have set up successful practices and educators have contributed towards building or supporting schools in local communities. It is evident that many migrants continue to maintain links with their countries of origin and, as transnational citizens, provide networks that aid in the exchange of skills, expertise and the establishment of foreign investment. It is therefore necessary to safeguard migration and protect migrants throughout the migration process as an investment effort toward global development. Combating abusive forms and practices related to migration, such as trafficking, treatment at transit and country of destination must be addressed in order to capitalize on migrants as development agents.

Migration and development remains an important feature of Wezesha research and work. The Organisation has so far strived to gather members of the African Diaspora in Ireland through meetings, forum and roundtable discussions in order to engage them with its vision. In the coming Strategic Plan Period, Wezesha will carry out a mapping project that will identify and document African champions, list and profile of professionals Africans will be used to establish mentoring programme, volunteering and profile them as role models. The Organisation also hopes to support and strengthen the African Diaspora groups, help in establishing and partnering with other African Diaspora internationally in order to facilitate the channel of resources, enhance investment, draw on expertise, capitalize on remittances and address other issues affecting migration practices.

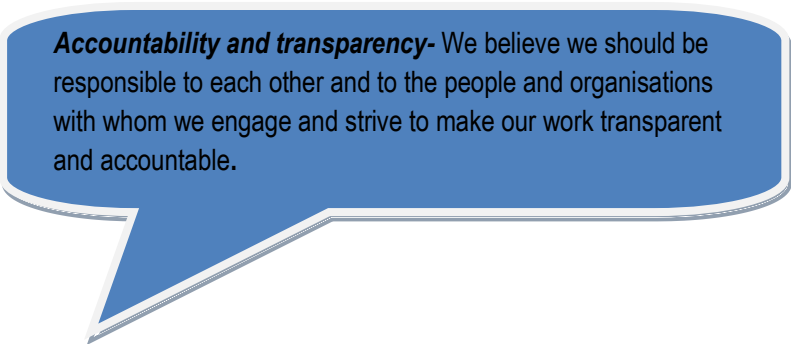


"African Diaspora contributes a lot through remittances; their role in international development needs to be more recognised and to be seen as capital" Mbemba Jabbi, 2014

SECTION III

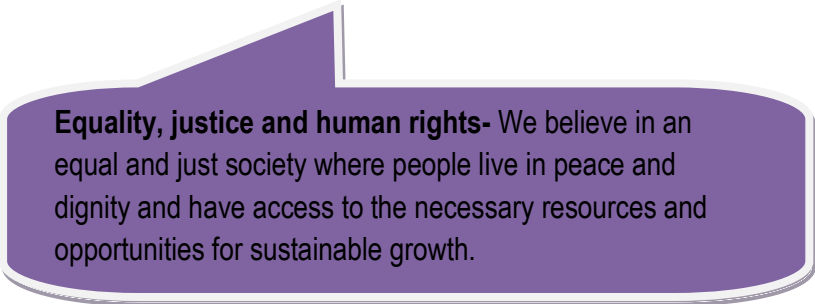
To achieve its three main objectives outlined above, Wezesha will focus on three strategic goals for the coming period 2015-2019:

Organisational Development




Accountability and transparency- We believe we should be responsible to each other and to the people and organisations with whom we engage and strive to make our work transparent and accountable.

Raising awareness



Equality, justice and human rights- We believe in an equal and just society where people live in peace and dignity and have access to the necessary resources and opportunities for sustainable growth.

Community Development



Empowerment- We believe in independence and long-term solutions to problems through sustainable projects.

Organisational Development

Why does Organisational Development matter? For Wezesha to establish its leadership within the development sector and to effectively support its local partner organisations, it is critical that it sustains a credible and well established organisational structure. Strengthening organisational capacity and technical support will indeed ensure the sustainability of local initiatives, which are focused on female empowerment within a community setting and small enterprise based framework. Ultimately, this will lead to a more efficient and lasting delivery of the organisation's intended objectives and support its efforts towards expanding its programmes and areas of expertise.

Drawing on a support base composed of policymakers, the African Diaspora community, relevant NGOs and community members, Wezesha has set targets to expand membership both across Europe and the African continent in the future, establish a women's centre in the DRC and increase investment and technical support towards local self-initiated projects. Regarding membership, the African Diaspora remains a core resource, hoping to establish a network for the share of ideas, information and skills in order to promote the accessible provision of services and investment opportunities. Wezesha is hoping to emerge as a key voice and authority on development activities with a visible and consistent strategy regarding issues of international development and the African Diaspora.

For the upcoming Strategic Plan Period, the current focus is on establishing a social media and communications presence, expanding outreach activities, gaining a solid fundraising and network base and continuing to support the efforts of local community initiated organisations. Expanding the scale and establishing the groundwork of the organisation through these objectives is crucial to sustaining the organisation's relevance within the international community and policymaking structures and extending its reach across various development topics. Aiming to continue to reinforce the organisational capacity of its local organisations will furthermore set the groundwork for membership growth within Africa and will contribute towards furthering the organisation's vision.

What are our strengths?

- An established organisational and community development framework, with a sustainable empowerment model;
- Experienced, skilled and engaged staff and Board of Management
- Established links within the local communities, African Diaspora and international NGOs
- Strong membership base (and rapidly growing), as well as existing social media and communication tools
- Already established role within the NGO sector, as well as participation in a wide variety of conferences, forums and community engagement activities.

What are we going to do?

- Develop an effective communications strategy and media presence regarding the organisation's activities and work.
- Establish professional structures and policy to advance the development of the organisation, its local community groups and the provision of its services.

- Increase membership within Wezesha and effectively mobilise and engage those with an interest in international development activities
- Ensure the financial stability and sustainability of the organisation

What are the expected outcomes?

Wezesha hopes to achieve the following outcomes through its organisational development activities:

- Increased traffic to its website, blog, Facebook and Twitter pages, which would be regularly maintained and updated
- Higher visibility of its services and projects among the public and policy-making structures
- A more effective communication system and educational material targeted at Wezesha supporters, with a view towards expanding the organisation and its services
- An effective and operational monitoring is in place at governance level, which oversees its partnerships, community development projects and independent initiatives
- Financial security through core funding as well as the continued development of a diversified funding base
- Stakeholders are mobilised and engaged, indicating satisfaction that their voices and concerns are being incorporated effectively into the work of the organisation.

Raising Awareness

Why does Raising Awareness matter? One of Wezesha primary goals is to raise awareness of the human rights issues that face African women and children, particularly in zones of conflict, violence, and poverty. With the onset of the post-2015 Development Agenda, as well as the 2015 European Year for Development, it is time to focus on ways to increase and sustain progress, promote human rights and slow population growth, which has been a major obstacle to sustainability, in order to instigate faster growth rates within the continent. In some parties of Africa, goals for development have not been met, particularly with regards to staggering rates of poverty.

Wezesha has currently two pilot programmes, in Kenya and the DRC, the later being affected by recurring periods of conflict and gender-based violence. While the legal framework has been established for gender equity, legislation has rarely been put into practice, and while the countries have experienced some economic growth, they remain still vulnerable like most African countries to global market fluctuations.

Because gender inequality is such an important issue, Wezesha has made efforts to engage the community and generate awareness through advocacy campaigns, providing accessible resources and establishing community frameworks, which work to encourage female independence with self-initiated projects, skills based training and small business enterprises. Through these activities and supports, the organisation hopes to gain the visibility, leadership and legitimacy necessary to insert itself into the development dialogue and the NGO sector. Through generating awareness, Wezesha hopes to educate the public, which is vital to setting the groundwork for future projects and encouraging community engagement. Wezesha recognises that empowerment begins when women are able to understand the

opportunities available to them and to easily access the services crucial to their political and socio-economic independence. Thus, involving ***the African Diaspora community to address gender issues and women development*** will continue to be a primary focus for Wezesha, as well as expanding the organisation's programmes and capabilities towards an international network for the exchange of skills, expertise and investment to benefit its target group.

What are our strengths?

- Wezesha unique role, empowerment model and African Diaspora focus within the NGO sector, allows it to capitalise on the connections, resources and expertise available within a larger community
- Wezesha partnerships, field visits, deep knowledge of the mother continent and on-going programmes within Africa provide access to the current individual needs and experiences of community and allows this to be integrated into its educational outreach programmes
- The reputation, credibility, expertise and knowledge of development issues within an empowerment framework provides a foundation on which to continue to increase representation and engagement of volunteers, staff and stakeholders within relevant forums
- An established organisational foundation with resources for advocacy campaigns, membership outreach and a communications presence.

What are we going to do?

- Develop structures which enable African women and children to identify, control and address their socioeconomic and political conditions
- Engage in projects which raise awareness for women and children in Africa affected by situations of violence, conflict and poverty
- Develop a higher profile and framework of Wezesha work with other organisations and in expanding the organisation's membership and initiatives
- Raise the profile of gender-based violence, poverty issues and international development in key international forums in Ireland, Europe, Africa and globally

What are the expected outcomes?

The Organisation expects the following outcomes through its awareness raising activities:

- More policy makers have an understanding and awareness of issues affecting African women and make policy and practice changes that take in account the views of the African Diaspora
- Relevant NGOs, who provide services or information to women, involve directly these targeted individuals in their planning and decision making structures
- The level of international involvement has become more focused, coherent and directly connected to the objectives, particularly in the development of an international African Diaspora network
- African women and children, who have used the services of Wezesha and other organisations, are provided with the means whereby they are able to make positive improvements in their socioeconomic conditions and civic participation
- More women are mobilised to engage with issues affecting them

- Higher visibility of the unique role and contribution of the organisation in its interactions with the African Diaspora community, the public and the larger policymaking institutions
- There are more culturally sensitive services, with women having a better understanding of their legal and reproductive rights as well as available opportunities regarding political and economic activities, with visible improvements in their status.

Community Development

Why does Community Development matter?

Wezesha aims to promote community development through partnership with and support of community initiated groups and projects and investment in skills based training. This is important because of our commitment to promoting the human rights of women and children in Africa, as supported by the UN Sustainable Development Goals and the European Year for Development 2015. Wezesha recognises the importance of developing partnerships for international development.

Experience in capacity building initiatives has indicated that Wezesha needs to promote a spirit of independent self-initiated community activities, taking the role of facilitator through support, training and investment. Through its community partnerships, the organisation will strive to enable greater self-representation and socioeconomic independence, with an emphasis on solidarity and empowerment. Through focus groups, mapping activities, field visits and referral services, Wezesha has been able to establish its presence and continues to tailor its services to demonstrated community requirements and needs, with a particular focus on advocacy and the provision of legal, health, social and economic resources. For the coming period, the organisation hopes to continue to engage stakeholders in discussion on key initiatives, contributing to international and national forums and supporting the efforts of its local groups.

What are our strengths?

- Expertise and established links within the international development sector
- Established membership base both within the African Diaspora community and abroad, with connections to on-going projects
- Current work with legislators and stakeholders (particularly the Diaspora community) to generate debate and host conferences, contributing publications towards government and international development forums
- Wezesha uses a human rights and empowerment focus in its work and incorporates the experiences of African women and children into its programmes.

What are we going to do?

- Support key capacity building initiatives by African women and children.
- Together with our partners develop and establish initiatives that lead to full empowerment of women in Africa.

- Engage with key stakeholders, particularly with the African Diaspora community and policymakers, regarding legislative reform, awareness raising activities and project opportunities within Wezesha areas of work.
- Engage with migrant women who have migrated to Ireland from armed conflict zones through workshops, seminars, trainings and meetings.
- Through local partners, mobilise women and gather resources for group projects and economic activities
- Research, map and document areas of interest that will inform and improve Wezesha's vision and mission.

What are the expected outcomes?

In the end of this Strategic Plan, the following outcomes are expected:

- Increased numbers of self-initiated and independent African women's led groups operating throughout the pilot countries, setting membership goals and programme benchmarks for the future
- The development of a cohesive African Diaspora network, which can facilitate the exchange of expertise and skills
- A strong and effective referral system in place, with an integrated delivery of services and educational support, and as a result, decreasing numbers of women returning for direct support and services
- Improved provision of targeted services by mainstreaming into other providers and encouraging a focus on empowerment, sustainable development and mentorship opportunities
- The creation of more local partnerships between NGOs and African women, with a view towards an improved standard of living and access to appropriate legal and reproductive information, socioeconomic resources and political representation
- African women who have been engaged with the organisation are taking an increasingly visible role in the planning and decision making of public forums and offer input into project development
- There is an increased representation of African women in civic, economic, social and political structures with a shift towards skills training and economic independence.

SECTION IV: ORGANISATION STRUCTURE AND OPERATION

1. Current Structure

Wezesha current structure comprises board of directors, an advisory group, volunteers, interns and supporters. It has various partner organisations in DRC and Kenya. The partners have their own organisational structures and monitoring system.

The Organisation has three directors with official roles, i.e. Chairperson, Treasurer and Secretary. The directors' role is to ensure that the organisation meets its legal duties and obligations. Partner Organisations in Ireland, Kenya and the DRC are involved in the planning, implementation and evaluation of projects in their respective countries. Wezesha has also been able to involve various volunteers and interns who currently carry out research, have designed programmes and supported the organisation's objectives.

2. Future Plan

The Organisation plans to establish the following structure for its operation:

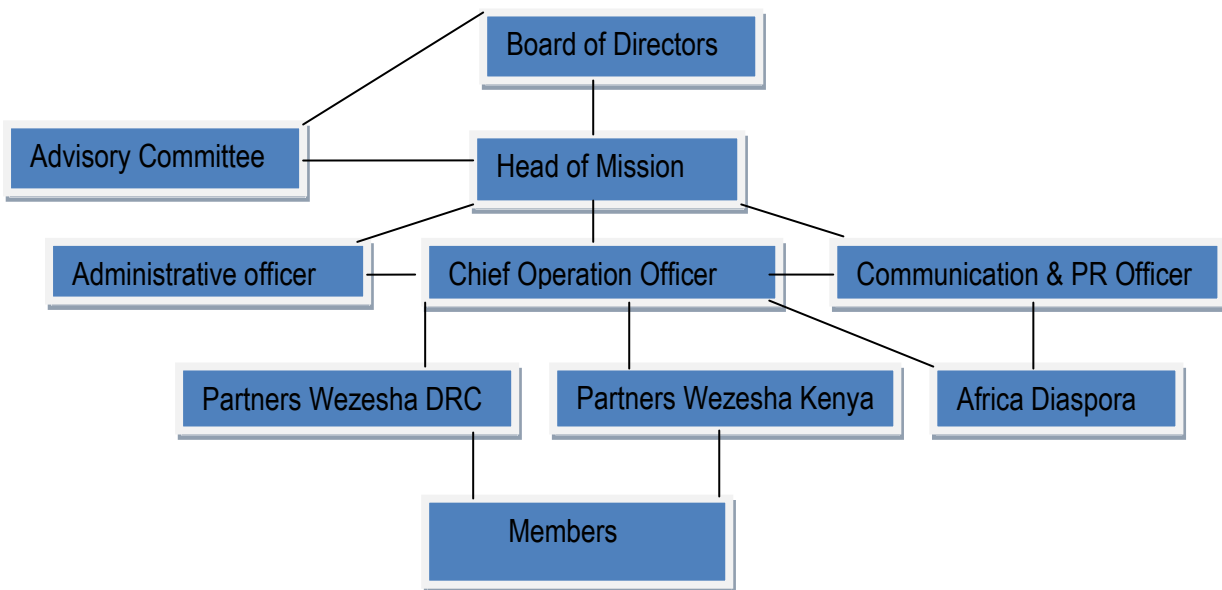
A board of directors: Wezesha will increase members of **its Board of directors** which will oversee the running and strategic direction of the organisation, provide managerial oversight and monitor the implementation of the Strategic Plan.

An Advisory group composed of experts in different domains who will support the board of directors and staff with technical advice. It is a joint working group that assists in strategic planning, policy development and fundraising. Areas of the Advisory group expertise will include research, international development, gender based violence and immigration.

Staff: In order to meet the goals proposed in this strategic plan, Wezesha needs to employ at least four staffs, i.e.

- Head of Mission
- Chief Operations Officer
- Administrator
- Communication and Public Relations Officer

3. Operating Model



4. Budget

To implement its strategic plan, Wezesha will require an estimated **income of 1.5 Million** over the Five years of the planned operations. This is to cover, staffing, overheads and programme costs.

References

- 1) <http://www.oneinthreewomen.com/index.cfm?action=page&page=14>
- 2) http://www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas
- 3) The World Bank, "African Diaspora Program", <http://web.worldbank.org/WBSITE/EXTER>
- 4) African Diaspora Policy Centre, "Mainstreaming Diaspora Initiatives into Development Cooperation Policy towards Africa", <http://www.diasporacentre.org/DOCS/2011/2011Mainstreaming%20Diaspora%20initiatives.pdf>
- 6) IFAD, "Gender and Rural Development Brief: East and Southern Africa", http://www.ifad.org/gender/pub/gender_esa.pdf.
- 7) South African Medical Research Council, "One in 14 women worldwide sexually assaulted by someone other than a partner", <http://www.mrc.ac.za/pressreleases/2014/3press2014.htm>
- 8) The World Bank, "Sub-Saharan Africa", <http://datatopics.worldbank.org/gender/region/sub-saharan-africa>
- 9) Brookings Institution, "Africa's Challenge to End Extreme Poverty by 2030: Too Slow or Too Far Behind?" <http://www.brookings.edu/blogs/up-front/posts/2013/05/29-africa-challenge-end-extreme-poverty-2030-chandy>
- 10) The World Bank, "Millennium Development Goals" http://www.worldbank.org/mdgs/poverty_hunger.html
- 11) World Hunger Education Services, "Africa Hunger and Poverty Facts", http://www.worldhunger.org/articles/Learn/africa_hunger_facts.htm
- 12) African Development Bank, "Grain Fish Money: Financing Africa's Green and Blue Revolutions (Africa Progress Report 2014)", http://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Africa_Progress_Report_2014.PDF
- 13) UNDP, "MDG Report 2013: Assessing Progress in Africa toward the Millennium Development Goals", http://www.undp.org/content/dam/undp/library/MDG/english/MDG%20Regional%20Reports/Africa/MDG%20report%202013%20summary_EN.pdf
- 14) European Commission, "2015 officially designated as European Year for Development", http://ec.europa.eu/europeaid/news/14-04-2014-development_en.htm
- 15) SRSG Working Group, "Why & How International Migration Should Be Included in the Global Partnership of the Post-2015 United Nations Development Agenda", http://www.un.org/esa/population/meetings/twelfthcoord2014/documents/backgrounddocs/SRSG_Informational_Reference_Document.pdf
- 16) World Bank, "Migrants From Developing Countries to Send Home \$414 Billion in Earnings in 2013", <http://www.worldbank.org/en/news/feature/2013/10/02/Migrants-from-developing-countries-to-send-home-414-billion-in-earnings-in-2013>



Wezeshadada LTD
Carmichael Centre
Coleraine House,
Coleraine Street,
Dublin 7

Email: info@wezeshadada.com

Website: www.wezeshadada.com