Putting results first in Africa
Changing the lives of people

GENDER FOR RESULTS LEARNING AND NETWORKING EVENT REPORT

AFRICA FOR RESULTS INITIATIVE

August 24-26, 2016 – Grand Bassam, Côte d’Ivoire
Gender and Managing for Development Results (MfDR)

Gender for Results Report to African Community of Practice on Managing for Development Results (AfCoP-MfDR)
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# Abbreviation and Acronyms

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<tr>
<td>AfCoP</td>
<td>African Community of Practice</td>
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<tr>
<td>AFRIK4R</td>
<td>Africa for Results Initiative</td>
</tr>
<tr>
<td>AR</td>
<td>Annual Review</td>
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<tr>
<td>CIDT</td>
<td>Centre for International Development and Training</td>
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<td>G4R</td>
<td>Gender for Results</td>
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<tr>
<td>GBV</td>
<td>Gender-based Violence</td>
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<td>IGA</td>
<td>Income Generation Activity</td>
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<td>LFA</td>
<td>Logical Framework Approach</td>
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<td>LOP</td>
<td>Life of Project</td>
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<td>MDGs</td>
<td>Millennium Development Goals</td>
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<tr>
<td>M&amp;E</td>
<td>Monitoring and Evaluation</td>
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<td>MfDR</td>
<td>Managing for Development Results</td>
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<td>MfR</td>
<td>Managing for Results</td>
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<tr>
<td>MoV</td>
<td>Means of Verification</td>
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<tr>
<td>PLWD</td>
<td>People Living with Disability</td>
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<td>PLWHA</td>
<td>People Living with HIV/AIDS</td>
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<tr>
<td>RBM</td>
<td>Results-Based Management</td>
</tr>
<tr>
<td>RRI</td>
<td>Rapid Response Initiatives</td>
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<tr>
<td>SDGs</td>
<td>Sustainable Development Goals</td>
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<td>VfM</td>
<td>Value for Money</td>
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GENDER FOR RESULTS EVENT REPORT

‘It is impossible to realise our goals while discriminating against half the human race’ – Kofi Annan 2006
(Secretary-General, United Nations, 1997 – 2006)

1. INTRODUCTION

The African Development Bank (AfDB), in partnership with the African Capacity Building Foundation (ACBF), provides support to AfCoP members to strengthen development processes in countries and regional economic communities. It partners with the Common Market for Eastern and Southern Africa (COMESA) and the Western African Economic and Monetary Union (WAEMU) to accelerate regional policy implementation through MfDR tools and principles.

The African Community of Practice on Managing for Development Results (AfCoP-MfDR) has established three thematic groups to support the Africa for Results Initiative (AfriK4R) which are Gender for Results (G4R), Youth for Results (Y4R) and Natural Resources for Results (NR4R).

This document reports on the G4R Knowledge and Training Event held on August 24-26, 2016 in Abidjan, Cote D’Ivoire and particularly on the first day, which provided participants with practical exercises on MfDR to help them develop a results culture in their groups and communities.

The aim of the workshop was to inform, dialogue with and empower African gender leaders, by enhancing their abilities and roles as change agents to help trigger and accelerate Africa’s transformation.

The three main objectives of the workshop were to:

- Train G4R members on MfDR in the context of gender
- Foster discussions on GESI and on achieving results within the AfriK4R
- Propose networking opportunities among G4R and funding organisations

36 women leaders and approximately 11 AfDB/AfCoP personnel attended the event. The participants came from 25 different countries in COMESA and WAEMU.

2. PLANNING AND MATERIALS DEVELOPMENT

Two handbooks were developed for the workshop: a generic MfDR one that takes the reader through the whole process of managing for development results and associated tools; and the second one which provides examples of how MfDR tools can be used to increase gender equality (entitled the “Gender and MfDR Hanbook”).

Because the training programme was only for one day of the workshop, a small number of tools, which would provide the strongest focus on gender and results, were selected. These were the gender (situational) analysis, problem identification (briefly), results chain, gender indicators and a short session on resource mobilisation.

The main example used throughout the Gender and MfDR handbook is a Water and Sanitation Project designed to benefit all members of a community: women and men and girls and boys. This is used as the main example, rather than a women-specific one, to illustrate how gender can be mainstreamed in a generic programme. It was however, emphasised that there may also be issues that need to be addressed in women focused programmes. For example, if income generation projects for women do not address some of the gender relations and control over resources in the home, even if a woman earn an income, her husband may take control of it, thereby reducing the value to the woman and her children, and reinforcing gender inequality.
3 DAY ONE: TRAINING ON MFDR IN THE CONTEXT OF GENDER

The workshop began with introductory statements by Simon Mizrahi, Director of the Quality and Results Department, Africa Development Bank and Nigest Haile Goshu, representing the AfCoP G4R Thematic Group Coordinator.

3.1 Session One: Introductions and MfDR and Gender Responsive Projects

After the introductory speeches, Mary Surridge, the trainer from CIDT, introduced herself and the timetable for the training day. The trainer explained how, despite commitments to end gender discrimination in Africa, there has been insufficient progress to date. Some of the contributory factors presented included:

- Unwillingness to take action to address unequal gender relations because it can be contentious
- Insufficient awareness of the depth of the challenge involved
- Discrimination masked/excused as culture
- Women’s empowerment programmes that do not involve men and fail to address gender relations
- Lack of budget allocation/resource mobilisation to sufficiently address gender inequality
- Women categorised as another ‘vulnerable group’ rather than mainstream (half the population)

A more comprehensive list was provided in the handbook. It was also emphasised that if projects and programmes do not effectively take account of the different interests, needs and concerns of women as well as men’s, they can inadvertently exacerbate existing gender inequalities and further widen the gender gap.

Participants in groups were then asked to discuss and feed back on any additional issues they have found. Points provided by the groups included:

- Lack of government commitment to implementing policies
- Where governments establish a law that states the 30% of all management positions be filled by women, 30% becomes the target (usually unmet) rather than the minimum
- Not enough women in parliament
- No budget allocation to address gender inequality
- Funders refuse to fund if men are not also beneficiaries

The facilitator then presented on the ways that MfDR can help to transform gender relations and increase gender equality. These included:

- Sets clear objectives which can and should include contribution to gender equality
- Provides a structure/management strategy to track how its operations contribute to the attainment of clearly defined gender results
- Makes women visible in all development efforts
- Structured monitoring provides evidence and data that can not be ignored
- Ensures that gender issues are addressed from design through to evaluation of any project or programme.

The session concluded with a discussion about the different MfDR tools and strategies for contributing to gender inclusion at various stages of the project cycle.

3.2 Session Two: Gender Analysis

This session focused on conducting a gender analysis for a particularly project or programme. The value of conducting such an analysis was described as essential to:
- Better understand the context in which the programme will operate
- Identify roles and responsibilities of women and men so that the programme can be tailored to reach those who most need it
- Identify potential barriers to access decision-making
- Implement the Programme in a way that closes any gender inequality gaps so that both women and men benefit
- Understand how gender roles, responsibilities and inequalities affect the project’s effectiveness and the sustainability of its results.

Each group was asked to agree on one area of need or project idea that would contribute to transforming gender relations. It could be either a woman-focused programme or, as in the example in the handbook, a generic project in which gender can and should be mainstreamed. The project idea did not need to be precise at this stage. In order for the groups to apply the full gender analysis, they were asked to focus the project on one of their member’s country (even though the project might easily be replicated in other countries). The gender analysis provided an opportunity for all participants to analyse the current situation in relation to the national context and the project/programme as well as those relevant to the specific location(s) of the project. Even at this early stage, the analysis begins to draw attention to the gender issues that might impact on the project/programme and the early identification of possible actions that could contribute to transforming gender relations.

3.3 Session Three: Gender in the Results Chain

This session began with the trainer referring participants to the G4R and Generic Handbooks and providing a brief explanation of the Problem Tree for clarifying the precise problem the project intends to address, and translating the problem tree into a results tree. The different levels of the results chain were described and the groups were then challenged to clearly define their project objective and place this at outcome level on a sheet of flipchart paper. They then defined the impact to which the project contributed and the outputs that would be required to achieve the outcome. Finally they identified key activities that would need to be implemented to achieve each of the outputs.
They checked the logic to ensure that the results at each level would successfully achieve or contribute to the one above and made amendments as necessary. The feedback was undertaken as a market stall methodology. This feedback mechanism generated a significant amount of energy and debate.

One of the ‘Stall-holders’ in the Market Place

3.4 Session Four: Indicators, Monitoring and Resource Allocation

This final session of the training day began with an introduction to gender and gender sensitive indicators as well as qualitative indicators, which chart the process of change in relation to women’s empowerment and gender equality. The groups then formulated indicators for their outcome and at least one output. The market stall process was then repeated, with a different ‘stall holder’.

The session ended with a short discussion on resource mobilisation, particularly emphasising the importance of allocating sufficient funds to take positive action to address gender inequalities. Participants were informed that they would be able to learn about possible funding sources over the following two days. Examples of the group work can be found at Annex A.

3.5 Feedback from participants

Roseline Yeboua, from Côte d’Ivoire, appreciated the interactivity and methodology of the training, the usefulness of MfDR tools particularly in the context of Gender. As civil society, calls for proposals are the main resource mobilization activity. Currently, donors require a MfDR approach to be used. Also, disaggregation of data by gender is a main challenge in Côte d’Ivoire. Lack of data limits the possibility of undertaking gender analyses. Now, she wants to aim at development results, at a real change after a project she will implement. She indicated that National CoPs should integrate more Gender aspects in the activities and not only women.
Peace Darko, from Ghana, noted that main challenges were in the understanding of what gender means among women and men. At the end of the three days, she believes the G4R event participants will use the tools learnt and change their mentality and orient it towards results.

Thérèse Akakpo responded to the question on how the methodologies will be used after the event. She recommended that men be integrated also in the gender equality activities. Also, she understood that changing mentalities would be the scope of future activities and would use MfDr to bridge the gap among women and men.

4. DAY TWO: DISCUSSION ON GENDER EQUALITY AND SOCIAL INCLUSION

Geraldine Fraser Moleketi, the AfDB Special Envoy on Gender, presented a keynote on “Financial inclusion and private equity funds in the context of Gender equality”. More than just achieving basic equality, increasing women’s access to financial services is crucial for economic development and improving household welfare. There is evidence of how financial inclusion projects of different type can, if properly designed and implemented enhance women’s economic empowerment. First, having access to resources on their own account and to the tools that help them earn a living can increase women’s bargaining power within households and their influence over how money and other resources are used. Secondly, financial inclusion can help increase women’s opportunities to earn an income or control assets outside the household. Thirdly, it can reduce women’s vulnerability by allowing them to insure against risk or borrow to meet unexpected expenses, such as medical treatments. These are all key factors for economic empowerment and they can also help to empower women more broadly. She presented few barriers, some ways of overcoming them and few innovations in improving access to financial services for women. She then introduced AfDB’s investment in financial inclusion through various programmes: African Women in Business (the AWIB) Initiative, Africa SME Program, Boost Africa, Alitheia Identity Fund, 50 Million Women Speak and the recently launched Affirmative Finance Action for Women in Africa (AFAWA) programme. AFAWA is a pan African-wide program with an overarching objective of broadly addressing the access to finance challenges faced by women in business, specifically women industrialist, women entrepreneurs and women small-scale farmers (commercial) in Africa, through the mobilization of financial and other non-financial resources.
After this inspiring talk by the AfDB Special Envoy on Gender, three very interesting panel discussions were held on Day Two:

- Contribution of women and social inclusion in development projects
- Gender equality at the workplace
- Resources mobilisation on Gender Equality and Social Inclusion

4. DAY THREE: NETWORKING

Dieynaba Baila Dia, General Treasurer, Senegal Association of Evaluation (SENEVAL) & G4R member, presented SENEVAL and gave a perspective on how the two first days contributed to solving the concerns of the G4R Thematic Group members.

Day Three focused mostly on funding opportunities. This, and the third panel discussion on Day Two, were extremely valuable for participants. They were especially important because funding for addressing gender issues and women’s empowerment is extremely difficult to come by, in spite of it being a priority of various governments and funding agencies. The resource mobilization session provided some strong examples of how funding has been gained and utilised: the presentations by the funding organisations (AWDF, EU, UN-Women and AfDB/AFAWA) provided the details of existing funding opportunities for women’s organisations. Later on Day Three, participants were given the opportunity to meet the funding agencies’ representatives on a one-to-one basis to find out more about applying for funding for their particular area of work and context.

A session on the future of the G4R network alerted participants to the fact that the funding for the AfCoP project will end in May 2017 and began the discussion of whether the network should continue and if so, in what form. The majority of participants thought the network should continue but no conclusions about its working mechanisms were reached at this stage. This will be the basis of on going discussion and debate over the next few months. During the meeting, the discussion highlighted the achievements so far, the issues and the next steps for the “Gender for Results” or G4R Thematic Group.

5. NEXT STEPS

It is clear that together the women gain significant strength. In the session on the future of the G4R the interest in maintaining after May 2017 was unanimous. However, little thought has yet been given to how to achieve this without funding. Clearly this needs further thought but it is suggested that a next step might involve a small group of representatives putting together a proposal based on the skills they learned on Day One for funding at least two or three more years of the network, at the very least to fund one meeting per year.

Over the past year, individual members and their organisations reported on some excellent achievements. It is recommended that more of these are captured on the AfCoP website, through ACBF support as required by the G4R Thematic Group Coordinator.
## EXAMPLES OF GROUPWORK: INITIAL DRAFTS OF RESULTS CHAIN/LOGFRAME OUTLINES

<table>
<thead>
<tr>
<th>Results chain</th>
<th>Indicators</th>
<th>Evidence (Means of Verification)</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Impact</strong></td>
<td>Improvement of maternal and child health in rural communities in Togo</td>
<td>Health indices of women and children</td>
<td>Government reports</td>
</tr>
<tr>
<td><strong>Outcome</strong></td>
<td>Reduction of maternal and child mortality in rural communities</td>
<td>Maternal and infant mortality rate</td>
<td>National records</td>
</tr>
<tr>
<td><strong>Outputs</strong></td>
<td>Output 1: Improved access to health care for women</td>
<td>•ANC attendance&lt;br&gt; •% of women giving birth in health facility&lt;br&gt; •Proportion of trained health professional&lt;br&gt; Proportion of facilities achieving minimum standards</td>
<td>Facility records&lt;br&gt; Facility records&lt;br&gt; MoH records&lt;br&gt; Civil engineer sign-off reports</td>
</tr>
<tr>
<td>Output 2: Professionalisation of health personnel</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Output 3: Improvement of infrastructure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Activities</strong></td>
<td>1.1: Accessibility of medical supplies&lt;br&gt; 1.2: Availability of products&lt;br&gt; 1.3: Sensitisation of population</td>
<td>No. of active drug revolving funds&lt;br&gt; No of active community health committees</td>
<td>Pharmacy records&lt;br&gt; Supply chain records&lt;br&gt; Community monitoring reports</td>
</tr>
<tr>
<td>1.2: Availability of products</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3: Sensitisation of population</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.1: Training of health personnel</td>
<td>No of health professionals trained&lt;br&gt; No of professionals trained</td>
<td>• Training records and reports&lt;br&gt; • Training records and reports&lt;br&gt; • Research/tracker study report</td>
<td></td>
</tr>
<tr>
<td>2.2: Gender awareness training of professional</td>
<td>% of women and men able to identify most marginalised in their community</td>
<td></td>
<td></td>
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<tr>
<td>2.3: Social inclusion awareness raising</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1 Building/rehabilitation of health centres&lt;br&gt; 3.2: Building/rehabilitation of transport infrastructures</td>
<td>Infrastructure costs&lt;br&gt; Cost of reconstruction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results chain</td>
<td>Indicators</td>
<td>Evidence (Means of Verification)</td>
<td>Assumptions</td>
</tr>
<tr>
<td>---------------</td>
<td>------------</td>
<td>---------------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td><strong>Impact</strong></td>
<td>Increased proportion of women in decision making positions</td>
<td>National employment statistics (disaggregated by gender)</td>
<td>National Statistical records</td>
</tr>
</tbody>
</table>
| **Outcome**   | Operational gender disaggregated data bank | • No of times data-based is used  
• Increase in no of women with positive job applications | Database records  
Annual reports |
| **Outputs**   | Output 1: Tangible data available | No of human resource personnel who use the database | Survey report |
|               | Output 2: Trained personnel  
Output 3: Public awareness and engagement | % of personnel trained  
% of women who state they are aware of data base | |
| **Activities**| 1.1: Conduct Research  
1.2: Collect data  
1.3: Conduct census | Cost of research and data collection | |
|               | 2.1 Activity 2.1: Stakeholder training  
2.2: Activity 2.2: Engagement with businesses | Plot cost of all human and other resources | |
|               | 3.1: Advocacy campaign  
3.2: Sensitisation/awareness raising with companies  
3.3: Conduct online petition | Plot cost of all human and other resources | |
Putting results first in Africa
Changing the lives of people

GENDER FOR RESULTS LEARNING AND NETWORKING EVENT

AFRICA FOR RESULTS INITIATIVE

August 24-26, 2016 – Bassam
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In partnership with:
INTRODUCTION
The African Development Bank (AfDB), in partnership with the African Capacity Building Foundation (ACBF), provides support to AfCoP members to strengthen development processes in countries and regional economic communities. It partners with the Common Market for Eastern and Southern Africa (COMESA) and the Western African Monetary Union (WAEMU) to accelerate regional policy implementation through MfDR tools and principles.

The African Community of Practice on Managing for Development Results (AfCoP-MfDR) has established three thematic groups to support the Africa for Results Initiative (AfriK4R) which are Gender for Results (G4R), Youth for Results (Y4R) and Natural Resources for Results (NR4R).

AFRIK4R AND GENDER FOR RESULTS EVENT
This event will strengthen Gender Representatives in being the voice of achievement of development results in Africa using a Managing for Development Results (MfDR) approach and through Gender Equality and Social Inclusion (GESI).

The Gender for Results Knowledge and Training Event will gather Gender representatives, women group leaders in particular, on August 24-26, 2016 in Abidjan for exchanging good results practices of MfDR and GESI among them. Practical exercises will strengthen women group leaders’ ability to develop a results culture in their groups and communities.

The AfCoP has established three Thematic Groups including Gender for Results. During the event, the African Development Bank Gender Strategy 2014-2018 will be presented and gender issues regarding development of Africa will be addressed before sharing the benefits of gender equality and social inclusion (GESI) results with the audience.

“The Gender Strategy 2014-2018 represents a major milestone for the Bank as it puts in place one of the critical foundations for realizing the ‘Africa at 50’ and ‘post-2015’ development agendas. It is closely aligned with the Bank’s overarching 2013-2022 Strategy, and its core objective of promoting inclusive growth which will broaden the opportunities for both women and men.” said the African Development Bank’s Special Envoy on Gender, Geraldine Fraser-Moleketi.

This event will build on the findings of the AfCoP Gender for Results event held in Tunis in 2014 which led to exchanges on good results practices and MfDR tools available. The 2016 edition of the event is an opportunity to learn, share ideas and agree on an annual work plan for the G4R Thematic Group within the AfCoP. In the future, improving gender equality and social inclusion in Africa would become a reality for the African societies.

AFRIK4R GENDER FOR RESULTS THEMATIC GROUP
In order to contribute to the mainstreaming of gender in the development agenda, the AfCoP launched the Gender for Results (G4R) Thematic Group during its 2013 AfCoP Annual Meeting in Harare, Zimbabwe. The G4R Thematic Group represents a culmination of efforts made by gender representatives at previous regional events in exchanging good results practices in gender development and mainstreaming. The G4R Thematic Group aims to contribute to gender mainstreaming through policy formulation and promoting accountability in governance. Finally, the G4R Thematic Group puts a focus on strengthening regional integration efforts.
Gender mainstreaming aims at changing the way governments and organisations work so that the differences between men’s and women’s experiences, needs and priorities are equally valued, institutionalized and addressed from the outset. It focuses on transforming unequal social and institutional structures into equitable and just structures for both genders. In the end, women and men will equally influence, participate in, and benefit equally from all development interventions. The strategy focuses on making concerns of gender equality central to policy formulation, legislation, resource allocation, planning and monitoring – essentially all facets of MfDR. Without mainstreaming gender, MfDR will have limited impact as it would not lead to balanced and sustained development. This year, the topic chosen by the Gender for Results Thematic Group for the G4R event is “Gender Equality and Social Inclusion (GESI)”. Three sub-topics have been selected for discussion:

- Gender equality at the workplace
- Contribution of women in development projects
- Resources mobilisation on gender equality

**GENDER EQUALITY AND SOCIAL INCLUSION (GESI)**

Despite commitments to end gender discrimination in Africa, gender-responsive policies and legislation are yet to be translated into action. Deeply ingrained cultural norms and practices continue to undermine progress in gender equality as women are primarily viewed in their activities of wives and mothers and family subsistence providers. Usually, women are involved in informal economic activities which are not recognised and have difficulties in accessing loans and develop their business. Social inclusion can be achieved through MfDR tools and principles and Rapid Results Initiative (RRI) methodology.

Discussions in the field indicate that gender is often equated with activities for girls and women rather than address the relations between men and women. Many people understand gender integration to mean a focus on women as a target group, rather than to be a process of carrying out a gender analysis and identifying gender-specific activities and areas of gender inequalities, whether of men or of women, that can be redressed through appropriate programming.

GESI can be addressed from a professional or private sphere point of view. Inequalities in terms of salaries and career opportunities are the main discrimination found against women hampering their professional life advancement. However, in the private sphere also, be it in the family or community, women activities tend to be limited to domestic activities and bringing up children with most of the time a limited economic activity outside of the home. In most African countries also, illiteracy is more acute with women than men, and especially in rural areas.

The implementation of the Convention on the Elimination of all forms of discrimination against women (CEDAW) and ILO standards dealing with equal remuneration, equality of opportunity and treatment of men and women in employment and maternity protection are key to the success of reducing gender inequalities in the continent and will be discussed during the event.

**OBJECTIVES**

The event’s objective is to inform, dialogue with, and empower African gender leaders, by enhancing their abilities and role as change agents who can help trigger and accelerate Africa’s transformation. Specifically, the Gender for Results event has four key objectives:

- Train G4R members on MfDR in the context of Gender,
- Foster discussions on GESI and on achieving results within the AfriK4R,
- Propose networking opportunities among G4R and with funding organisations, and
- Discuss the content and the implementation of the Gender for Results Action Plan.
EXPECTED OUTCOMES

The expected outcomes of the G4R event are the following:

- Better ownership of MfDR tools for Gender-responsive projects,
- Better understanding on Managing for Gender Equality Results, and
- Better community building for the G4R members.

DATE AND VENUE

The event will be held in Abidjan from August 24 to August 26, 2016.

FORMAT AND MODE OF DELIVERY

The event will be organised in 3 days with a first day for Training, a second day for Discussion and a third day for Networking. Translations will be provided in English and French.

PARTICIPANTS

Gender representatives interested in the results and regional integration agendas will participate in the meeting. It is expected that the meeting will gather around forty participants, primarily from WAEMU and COMESA member states, with a balance between Anglophone and Francophone participants.

PREPARATION OF PARTICIPANTS

G4R Members will send a summary to the AfCoP Secretariat (afcop-mfdr@afdb.org). They will send a 2 page-summary of their organisation name, website and activities, their ideas on how to use MfDR tools and principles and knowledge gained on the event theme, experiences and expectations from the Event.
## B. AGENDA

### GENDER FOR RESULTS KNOWLEDGE AND NETWORKING EVENT

**DAY 1:** WEDNESDAY, AUGUST 24, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>09:00-09:20</td>
<td><strong>Opening Statements</strong>&lt;br&gt;Simon Mizrahi, Director, Quality and Results Department, African Development Bank&lt;br&gt;Nigest Haile Goshu, AfCoP Gender for Results Network Coordinator representative</td>
</tr>
<tr>
<td>09:20-09:30</td>
<td><strong>Presentation of the Workshop</strong> — Introduction of participants; Workshop objectives; Brainstorm on rules of the game and agenda</td>
</tr>
<tr>
<td>09:30-11:00</td>
<td><strong>MfDR in the context of Gender-responsive projects</strong> — The MfDR Trainer in the context of Gender will present the potential of MfDR for transforming gender relations and identify opportunities for enhancing gender equality.</td>
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<tr>
<td>11:00-11:30</td>
<td>Break</td>
</tr>
<tr>
<td>11:30-12:30</td>
<td><strong>Participatory gender analysis</strong>&lt;br&gt;The participants will define gender groups, undertake a participatory gender analysis, differentiate groups and identify unequal gender relations</td>
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<tr>
<td>12:30-13:30</td>
<td>Lunch and Networking</td>
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<td>13:30-15:00</td>
<td><strong>Gender in the causal chain</strong>&lt;br&gt;Participants will identify gendered barriers to participation, resource allocation and benefits; and will identify potential of the project for addressing gender inequalities and balancing unequal gender relations</td>
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<td>15:00-15:30</td>
<td>Break</td>
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<td>15:30-17:00</td>
<td><strong>Mainstreaming gender throughout the project</strong> — Identification of interim results in stage of the process of change, identification (and costing) of gender specific activities, Mainstreaming gender throughout the project, including analysis of risks; Formulating gender responsive and gender sensitive indicators and results; Gender in the monitoring and reporting processes</td>
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<td>17:00-17:30</td>
<td><strong>Practitioners’ perspective</strong> — Two participants will reflect on the AfCoP challenges and provide feedback based on their experiences&lt;br&gt;Roseline Yeboua, GFM3, G4R, Côte d’Ivoire&lt;br&gt;Peace Akua Darko, Researcher on Gender and social inclusion affairs &amp; G4R, Ghana</td>
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<tr>
<td>18:00-19:00</td>
<td><strong>Cocktail</strong></td>
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# GENDER FOR RESULTS KNOWLEDGE AND NETWORKING EVENT

**DAY 2: THURSDAY, AUGUST 25, 2016**

## Gender Equality in Achieving Development Results

<table>
<thead>
<tr>
<th>Time</th>
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| 09:15-09:30| **Keynote** — Financial inclusion and private equity fund in the context of Gender equality  
Mrs Geraldine Fraser-Moleketi, Special Envoy on Gender, African Development Bank |
| 09:30-10:00| **G4R Coordinator’s perspective** — The AfCoP Gender for Results Thematic Group Coordinator will reflect on the first day and provide feedback based on her experiences of the AfCoP  
Nigest Haile Goshu, AfCoP Gender for Results Network Coordinator representative |
| 10:00-10:15| Break |
| 10:15-11:20| **Panel 1** — Contribution of women and social inclusion in development projects  
Women from UN agencies and African governments and parliament as well as from civil society will share on their experience of the impact of women and social inclusion in development projects and politics in Africa.  
**Moderator**  
Simon Mizrahi, Director, Quality Assurance and Results Department, African Development Bank  
**Panelist**  
Geraldine Fraser-Moleketi, Special Envoy on Gender, African Development Bank  
Eveline Taly Kponh, in charge of Gender issues, Ministry of Planning and Development, Côte d’Ivoire  
Emmily Koiti, South Sudan |
| 11:20-12:30| **Panel 2** — Gender equality at the workplace  
Representatives from institutions and legal sector will share on their experience of gender inequalities at the workplace and of gender equality progress in Africa.  
**Moderator**  
Anna Bossman, Director, Integrity and Anti-Corruption Department, African Development Bank  
**Panelist**  
Chioma N. Duru, Employment Law Barrister and Solicitor, Nigeria  
Aimtonga Makawia, AfCoP Secretariat Knowledge and Learning Officer, African Capacity Building Foundation  
Rudo Chakwera, Executive Director, Professional Women Network, Malawi  
Jacqueline Odula, Training Coordinator, African Development Bank |
| 12:30-14:00| Lunch and Networking |
| 14:00-15:00| **Panel 3** — Resources mobilization on Gender Equality and Social Inclusion  
Representatives from funding institutions and organisations will share on their experience of gender equality funds, social enterprises, impact investment and private equity funds in Africa.  
**Moderator**  
Julie Ladel, AfCoP Facilitator, African Development Bank |
C. OUTLINE OF SESSIONS

Panelist
- Nicolas Betsi, UN Women, Côte d’Ivoire
- Hadeye Maiga, CEO & Founder - Yellen Africa & G4R, Mali
- Shaaban Amina, G4R, Tanzania
- Wamai Njoki, Gates Cambridge Scholar & Gender Issues Researcher - University of Cambridge, United Kingdom & G4R, Kenya

15:00-15:30 Break and Registration for B-to-B meetings
15:30-16:00 Talk – “Women as development actors” by Bongiwe Njobe
16:00-17:30 Consultation on Mid-Term Review of the AfDB Gender Strategy by MTR Team
17:30-18:00 Preparation of Day 3 Trade Fair
18:30-21:00 Dinner

DAY 3: FRIDAY, AUGUST 26, 2016

Networking with funding organisations
09:00-09:30 Practitioner’s perspective – One participant will reflect on the second day and provide feedback based on her experience
- Dieynaba Baila Dia, General Treasurer, Senegal Association of Evaluation & G4R
09:30-10:30 Presentation of funding organisations
- UN-Women
- African Women Development Fund
- Delegation of the European Union in Côte d’Ivoire
- African Development Bank
10:30-11:00 Break
11:00-12:00 G4R internal networking
12:00-12:30 G4R internal discussion on how to organise the Thematic Group
12:30-13:30 Lunch and Networking
13:30-16:30 B-to-B meetings – Gender for results networking with funding organisations
16:30-17:00 Workshop Evaluation
17:00-17:15 Closing
- Nigest Haile Goshu, AfCoP Gender for Results Network Coordinator representative
- Pierre-Justin Kouka, AfCoP Project Manager, Quality and Results Department, African Development Bank
CAPACITY BUILDING: From Impressions to Knowledge

Participants will be trained by a trainer:

- Gender equality results in development sectors
- Contribution of women to development projects
- Resources mobilisation on gender equality and social inclusion

This training session will provide an update on the progress and challenges of the use of MfDR in the context of Gender Equality and Social Inclusion.
PANEL 1: Contribution of women in development projects

Women from UN agencies and African governments and parliament as well as from civil society will share on their experience of the impact of women and social inclusion in development projects in Africa. To better understand the impact of women and social inclusion in development, one should first know from the development agencies, learn about their goals and instruments used to that effect. Once a common understanding of each player is made, the achievements of the women and social workers will be questioned.

Guiding Questions

- What is the purpose of your organisation or network and what are its goals?
- How far can you assess the impact of women and social inclusion in development projects?
- What is the impact of women and social inclusion in politics?

Moderator

- Simon Mizrahi, Director, Quality Assurance and Results Department, African Development Bank

Panelist

- Geraldine Fraser-Moleketi, Special Envoy on Gender, African Development Bank
- Eveline Taly Kponh, in charge of Gender issues, Ministry of Planning and Development, Côte d’Ivoire
- Emmily Koiti, South Sudan
PANEL 2: Gender equality at the workplace

Representatives from institutions and legal sector will share on their experience of gender inequalities at the workplace in Africa and of gender equality progress in the African employment area. To initiate the discussion, the panelists will introduce themselves and their link to the topic in 5 minutes each. Then, the moderator will pose few questions to the panelists. After their answers, she will open the floor to the participants and then summarize the discussions.

Guiding Questions

- What forms of gender inequalities are found at the workplace?
- What measures are proposed by employers to mitigate these inequalities?
- How governments or companies are promoting gender equality?

Moderator

- Anna Bossman, Director, Integrity and Anti-Corruption Department, African Development Bank

Panelist

- Chioma N. Duru, Employment Law Barrister and Solicitor, Nigeria
- Rudo Chakwera, Executive Director, Professional Women Network & G4R, Malawi
- Aimtonga Makawia, AfCoP Secretariat Knowledge and Learning Officer, African Capacity Building Foundation
- Jacqueline Odula, Training Coordinator, African Development Bank
THURSDAY, AUGUST 25, 2016 14:00-15:00

PANEL 3: Resources mobilization on Gender Equality and Social Inclusion

Representatives from funding institutions and organisations will share on their experience of gender equality funds, social enterprises, impact investment and private equity funds in Africa. To better understand the ins and outs of the funding opportunities, one should first know from its partnering networks, learn about their goals and instruments used to that effect. Once a common understanding of each player is made, the achievements of the financing of women activities will be questioned.

Guiding Questions

- What is the purpose of your organisation or network and what are its goals?
- How do you measure your results in fostering opportunities for women and social inclusion?
- What are the challenges you faced to meet the expectations of the African women and deprived groups and what opportunities do you see?

Moderator

- Julie Ladel, AfCoP Facilitator, African Development Bank

Panelist

- Nicolas Betsi, UN Women, Côte d’Ivoire
- Hadeye Maiga, CEO & Founder - Yellen Africa & G4R, Mali
- Shaaban Amina, G4R, Tanzania
- Wamai Njoki, Gates Cambridge Scholar & Gender Issues Researcher - University of Cambridge, United Kingdom & G4R, Kenya

B-TO-B: Registration to business-to-business

Further to these panels, a registration of the afternoon business-to-business meetings will take place. It will be used to conduct meetings with identified organisations’ representatives. The organisations are the following:

- UN-Women
- African Women Development Fund
- Delegation of the European Union in Côte d’Ivoire
- African Development Bank
THURSDAY, AUGUST 25, 2016 15:30-16:00

TALK: « Women as development actors in Africa »

Ms Bongiwe Njobe, South Africa, will present her views on the role of women as development actors in Africa.

Ms. Bongiwe N. Njobe, is currently Executive Director and Founder of ZANAC Consulting – a strategy, management and policy practice consultancy, working in the agricultural and sustainability area. Bongiwe Njobe has over 30 years’ experience in agricultural policy practice and sustainable development in the public, private and nongovernmental sector in Africa. In her current role, she has undertaken management strategy and policy practice work within the South African Government and public entities, within the Comprehensive Africa Agriculture Development Programme (CAADP), for the Forum for Agricultural Research in Africa (FARA) on the Science Agenda for Africa, and on women in agriculture projects with the African Development Bank. She currently serves on the boards of CIMMYT, Regional Universities Forum for Capacity Building in Agriculture Board, Kagiso Trust, Vumelana Advisory Fund, HORTGRO and Fruit South Africa.

Bongiwe Njobe has previously worked as Group Executive: Corporate Sustainability at Tiger Brands Limited, where she also served on its board and as a founding trustee of the Tiger Brands Foundation. She has also served as Corporate Affairs director at the SABMiller subsidiary South African Breweries Ltd where she was responsible for maintaining and upholding the South African Breweries’ corporate reputation and for overseeing the implementation of its corporate relations activities, public policy initiatives including the responsible drinking campaigns as well as the communication function. As Director General at South Africa’s National Department of Agriculture, Njobe was responsible for policy development, implementation of agricultural development programs and oversight of several public entities such as the Agricultural Research Council, Perishable Products Export Control Board and the Land and Agricultural Bank of South Africa as well as guiding the representation of South African Agriculture internationally.

She has previously served in numerous non-executive roles - as a member of the South African Reference Group on Women in Science, a panel member for the Inter-Academy Council Study Panel on Science and Technology, Commissioner for the Presidential National Commission on Information Society and Development (SA); member of the Uganda Academy of Sciences Consensus Panel on Country Ownership, Chairperson of South African National Biodiversity Institute (SA); member and Deputy Chairperson of the Board of Directors of National Business Initiatives; Non-Executive Director of The Industrial Development Corporation of South Africa Limited; as Vice Chairperson of FARA. She holds a MSc Agric Eng. from the Agriculture University – Vassil Kolarov in Plovdiv, Bulgaria where her thesis focused on plant breeding with a research focus on maize.

Guiding questions

- How women have been instrumental to development in Africa?
- What are the strengths of women as development actors in Africa?
- What are their challenges?
- How can AfCoP mobilize the women in Africa to foster development in Africa?
INDIVIDUAL WORK: G4R internal networking and registration to B-to-B

Gender for Results Thematic Group members will have a one-hour session to internally network among themselves about possible collaborations and opportunities of regional linkages among themselves. Participants are encouraged to interact with women from the same region, from other regions and with the G4R Coordinator and the AfCoP Secretariat for advices and suggestions.

Participants are encouraged to identify opportunities for G4R and for themselves in their respective countries and networks. These opportunities may include, but are not limited to:

- *Tailoring MfDR at country level.* Countries embarked on a series of activities that would welcome the contribution of women and women networks around key MfDR pillars.
- *Regional cooperation.* G4R is comprising members from all over Africa. These women could have some common interests and could create common opportunities.
- *Fostering individual projects.* By exchanging on their ideas, women could improve and fine-tune their projects.
GROUP WORK: G4R Discussion on how to organize the Gender for Results Thematic Group

Collaboratively work as a team to organise the Gender for Results Thematic Group. Small teams of three to five participants will sketch out the main components of outputs. Participants are encouraged to identify outputs themselves and work on the ones they deem as critical. These outputs may include, but are not limited to:

- **Tailoring MfDR at country level.** Countries embarked on a series of activities that would welcome the contribution of women and women networks around key MfDR pillars.

- **G4R and the AfCoP online platform.** G4R have been launched in 2013 and it is now time to set up its online platform. This output will look at these G4R key outputs and how they will be featured online.

- **Elements for effective knowledge sharing.** The AfCoP focuses on the exchange of MfDR good practices. This output will look at how women could be used to foster knowledge exchange.

Further to this group work, a review meeting will take place. It will be used to address the following:

- What works well?
- What needs to be addressed?
- How should we improve?
- How should we organize?
TRADE FAIR

A trade fair will display women products during Day 3. These products may include, but are not limited to:

- **Exhibition of projects.** Women with projects could display some documents and posters during the lunchtime and closing tea.
- **Exhibition of products.** Women with products could display and sell some products during the lunchtime and closing tea.

Conditions of weight for transportation:

- Each person will have 2 suitcases of 23 kg and a 10 kg handbag.
INDIVIDUAL WORK: Business-to-business meetings (B-to-B meetings)

Business-to-business meetings will be organized as following with funding agencies:

- **Registration.** G4R members will register during Day 1, Day 2.
- **B-to-B programme.** The programme will be finalized during the lunchtime and shared after lunchtime with all participants. Their appointments (organisations, time) will be detailed in each member individual programme.
- **B-to-B meetings.** 20 minutes- Meetings will be held with funding organisations representatives and/or AfDB specialists.

**Invited funding organisations**

- UN-Women
- African Women Development Fund
- Delegation of the European Union in Côte d'Ivoire
- African Development Bank
# D. PARTICIPANTS LIST

<table>
<thead>
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<th><strong>BURUNDI</strong></th>
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<tbody>
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