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**

### Putting the Gender for Results Thematic Group into Practice

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<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>
</tr>
<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>
</tr>
<tr>
<td>12:30-13:30</td>
<td>Lunch and Networking</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>15:00-15:30</td>
<td>Break</td>
</tr>
<tr>
<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>
</tr>
<tr>
<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>
</tr>
<tr>
<td>18:00-19:00</td>
<td><strong>Cocktail</strong></td>
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</tbody>
</table>
**GENDER FOR RESULTS KNOWLEDGE AND NETWORKING EVENT**

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

<table>
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<tr>
<th>Time</th>
<th>Event Description</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 |
### 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  
**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

### DAY 3: FRIDAY, AUGUST 26, 2016

#### Networking with funding organisations

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</table>
| 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 |
C. OUTLINE OF SESSIONS

WEDNESDAY, AUGUST 24, 2016    9:30-17:00

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.
THURSDAY, AUGUST 25, 2016  10:15-11:20

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
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
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

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