

BAO

BUSINESS | AFRICA | ONLINE

MARCH, 2020



International
Women's Day
2020
#EachForEqual
-Our Thoughts

Erica Tavares:
Passionate About
A Greener,
Better Future



SEIPATI MOKHUOA

Gender Equality Advocate, Strategist,
CEO, Southern African Women In Leadership



THIS IS
AFRICA

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Connecting Africans Globally

● Entrepreneurship ● Social impact ● Economy



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connect with us



WHAT IS THE END FUND?

The END Fund is the only private, philanthropic initiative dedicated to controlling and eliminating the five most common neglected tropical diseases (NTDs), which affect over 1.5 billion people globally.



VALUE OF TREATMENTS DELIVERED*

\$1.36B

NUMBER OF TREATMENTS*

724M



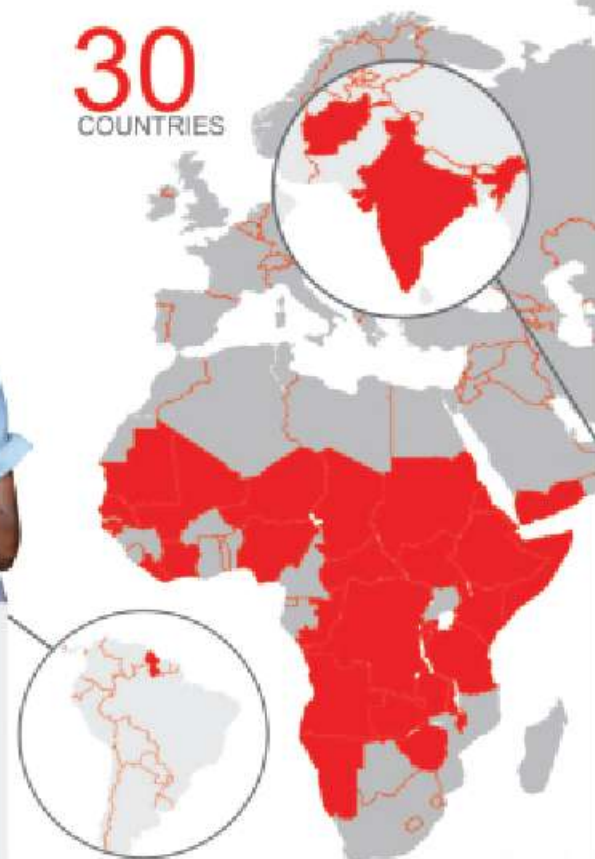
PEOPLE TREATED IN 2018

MORE THAN
134M



WHERE WE WORKED*

30
COUNTRIES



WE INVEST IN ENDING:



INTESTINAL WORMS Over 1.5 Billion People in Need of Treatment



SCHISTOSOMIASIS 220 Million People in Need of Treatment



LYMPHATIC FILARIASIS 894 Million People in Need of Treatment



TRACHOMA 157 Million People in Need of Treatment



RIVER BLINDNESS 205 Million People in Need of Treatment

* Numbers reflected from 2012-2018.



HOW WE WORK

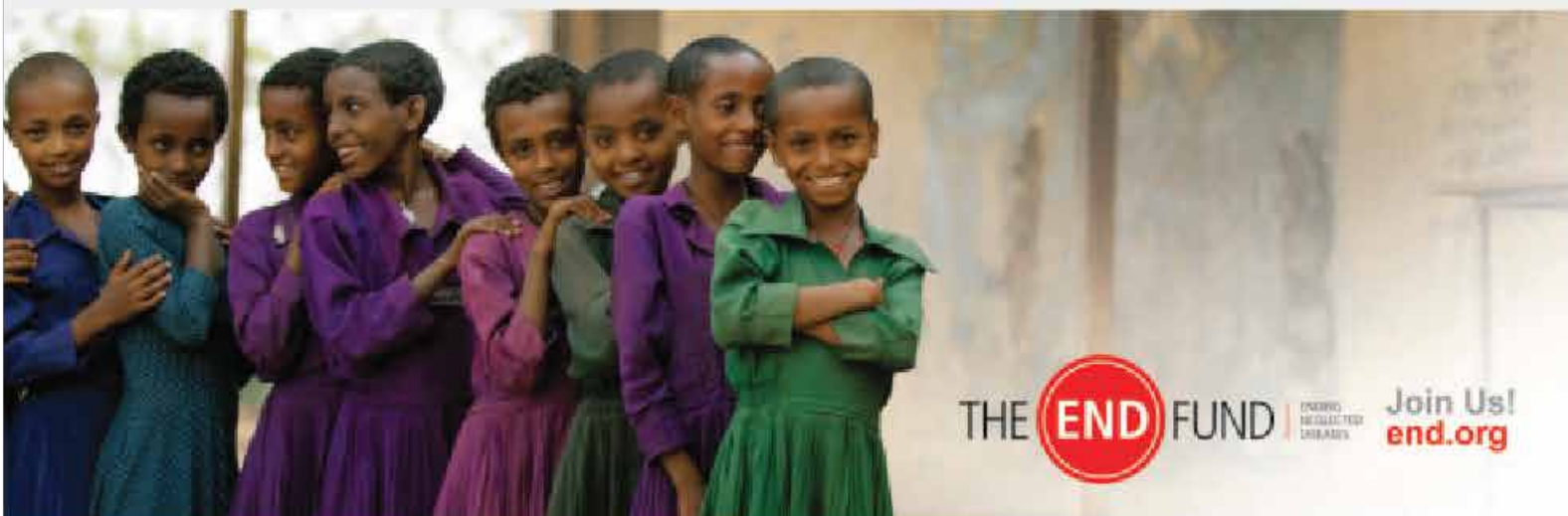


MISSION

To control and eliminate the most prevalent neglected diseases among the world's poorest and most vulnerable people.

VISION

To ensure people at risk of NTDs can live healthy and prosperous lives.



BUSINESS AFRICA
ONLINE
INTERVIEW

SEIPATI MOKHUOA

Gender Equality Advocate, Strategist,
CEO, Southern African Women In Leadership

About the founder:

Seipati Mokhuoa is a seasoned professional with over 10 years' experience in the Financial Services industry. She began her career in the banking sector as a teller, multiskilled consultant and builds her way up. And later transitioned to the Insurance sector where the vast majority of her responsibilities involved providing leadership and strategy in terms of the execution of the larger organization's strategy, sales and productivity, budget control, people management, stakeholder relations (internal and external), operational support, innovation, infrastructure, HR and IT.

In 2018, she took a bold step to change careers and began to position herself to take full advantage of the opportunities presented by 4IR. A passionate strategist and innovator by nature, the digital marketing space appealed to her and presented various opportunities she believes will shape and change the face of

marketing in the African continent.

Seipati is a serial and passionate social entrepreneur who believes that the "future of work" is going to unlock greater opportunities for young African entrepreneurs and innovators. Currently pursuing a Masters/Msc in Innovation and Entrepreneurship, she aims to encourage and empower more young people to take entrepreneurship seriously and take advantage of the opportunities that lie ahead.

Could you tell us about South African Women in Leadership (SAWIL) and the gap its filling?

SAWIL is an organisation established in 2014 for women in leadership as well as aspirant leaders. The Membership composition is made up of Supervisory, Management, Senior Leadership and Executive roles within the Southern African Leadership framework. We've spent the past 5 years doing research and understanding some of the underlying influences, legacy issues and overall lack of appetite to address the vast and incessant gap which exists in terms of Skills Retention, Leadership Development, Executive Coaching, Gender Parity and Equality in the workplace. A global phenomenon we feel we are more than equipped to address through our campaign #SAWILVision2030.

We support and enable seasoned professionals (women) to realise their true potential irrespective of age, race, religion, background - each woman's contribution still remains critical to the relevance of our 'present-day' society and



the advancement of the African economy. We also have golf days, where the social (and therapeutic) aspects of golf is discovered. This pastime is a wonderful tool to encourage networking and opens the pathways to endless opportunities.

Have you always been entrepreneurial? What sparked your interest into founding SAWIL?

Yes, definitely! My late dad was an entrepreneur. I remember back in High school I used to negotiate with him to take some of the stock from his businesses to sell at school and he profusely repudiated no matter how many times I tried. His argument was that it would distract me from my school work. However, in Grade 10 - two of my favorite teachers (Business Management and Biblical Studies) put money together and bought boxes of "champions" sweets and sent me on my entrepreneurial journey. The agreement was that it would be our little secret because they saw and understood the entrepreneurial hunger in me. We did this until Grade 12 (Final Year of High School) – and oh, I passed both subjects with distinctions.

The birth of SAWIL was a mere response to the challenges I faced as a young Woman in Leadership in one of the most untransformed Regions of our Country post-Apartheid. My first leadership role was at the age

of twenty four, 10 years ago. I think it's safe to say I was one of the Guinea pigs of Leadership transformation in the organization, more specifically in our division. The top performers, even to this date - are white males. Seeing the lack of women in boardrooms as I climbed the corporate ladder opened my eyes to a sad reality with reference to gender parity and equality in the workplace. So, I began my research. As a result, the solutions we offer at SAWIL are both research based and lived experiences.

Recently SAWIL Golf was confirmed as the official host of the international women's golf day representing Africa. How do you feel and can you share more on this?

I am obviously ecstatic about this amazing opportunity to showcase and represent our beautiful continent but due to the unfortunate Coronavirus outbreak, we might have to postpone to a later date. The #Womens-GolfDay is a global event where women from all walk of life come together to play golf on the same date at over 900 locations worldwide. SAWIL Golf applied to be the Africa host and as God would have it, we were approved. What makes it even more significant is that the event is usually hosted by Golf clubs. We don't own a golf course, however, we are the fastest growing women's social golf club in SA and that makes us stand out. So if there are any investors out there keen on funding Africa's first female owned golf course – call me?! I have the perfect spot! (Giggles)

If any, what challenges have you experienced as a woman in business?



To be honest, I haven't really had it as tough as most African entrepreneurs do. I only left my job in late 2018 and was smart enough to make some good investments which basically take care of my month to month needs. I do however fully understand some of the biggest challenges most entrepreneurs in the continent face such as access to funding and markets hence, we as SAWIL, are in the process of launching a fund to assist women entrepreneurs in the continent to take advantage of the level playing field that is 4IR.

What are some of your biggest achievements since you launched SAWIL?

Our decision to expand to South African Development Community (SADC) and the warm reception thus far. SAWIL Golf was launched in 2018 but has become a great pillar of the organization. The launch of our research based solution under #SAWILVision2030. This inaugural launch of Southern African Women In Leadership Top 30 rising stars.

Why do you think it's important that we make equality a priority and what would women bring to the table that you think the world needs now?

Research suggests that women in executive positions and on corporate boards can have a positive impact on a company's performance, that diverse C-suites tend to yield higher margins, bigger profits, and better total return to shareholders.

At SAWIL, we are cognizant of the new wave of leadership that is illuminating the world: they are young, bold, smart, fluid, disruptive, global citizens who have mastered the art of collaboration. As part of the #SAWILVision2030 campaign, rather than using traditional models, we invite women to be part of a new, more collaborative approach to leadership. Rakhi Voria once said "While we may be individually strong, we are collectively powerful."

In this age of disruption, we cannot continue to sit on the side-lines and wait for someone to invite us to the table. I want to encourage women today to take their power back and start putting their money where their mouth is. There's a generation of young women rising. They are fearless, intelligent, bold, entrepreneurial and overall global trendsetters. But even these women do not yet fully own their power.

Women continue to be discriminated against and their contributions undervalued, they work more, earn less and have fewer choices about their bodies, livelihood and future than men. But what if we realised our power and influence and used it accordingly and where it matters most?

#SAW-
I L V i -
sion2030 is



a decade long campaign calling on all women to be at the forefront of creating women empowered workplaces, where equality, diversity and inclusion are not mere conversations in boardrooms full of white males, a few men of colour and a woman here and there. We need to put our money where our mouth is. Be intentional about where you bank, buy your car, house, which medical aid you use, which insurance company you're with, where you buy your phone(gadgets), clothes, food, which service provider you are with, schools etc.

This is a call for all women to take action. What most companies have done very well is to appoint just enough women into entry level jobs, mid management and somewhat senior management but decision making roles are locked and the glass ceiling only has a few cracks here and there. Ours is to shutter it!!! The time for women to stand together is now.

As we celebrate the International Women's Day2020, what are your expectations?

My expectations are the same as the past decade or longer. We need more women in decision making roles. Corporate

or business must step up and make gender parity or equality, diversity and inclusion part of their strategy. Our economies depend on it!

What's the future for SAWIL and what steps are you taking towards achieving it?

To be at the forefront of leadership transformation and gender equality initiatives across Southern Africa. We have the strategy and are ready to serve. What we need is for the private sector to open its doors. We will not stop knocking until we see change.

How do you feel as an African entrepreneur?

I am very excited at the prospects of the future. There is an uprising happening. Young, woke African entrepreneurs are emerging everywhere and they are ready to maximize on the opportunities the Fourth Industrial Revolution (4IR) presents. We are no longer just beneficiaries. We are innovators, disrupters and pioneers!

Kindly give a piece of advice for aspiring female leaders reading this.

Self-leadership is the foundation of excellence. Take time to invest in yourself. Growth and change are constants on this journey, so practice patience and compassion at all times. Remember, no one is going to hand you anything – get up, grind and get what's yours. We don't get what we deserve; we get what we ask for. If there is no seat at the table, create your own table.



EACH FOR EQUAL

An elusive promised land ?

As a strong advocate for women in any sphere of life, I grew up in Nigeria in a family of many brothers – I was very lucky to have a father who was an unashamed feminist that believed people generally should be free to chart their course in life and women especially should be able to decide and undecide what their life should look like and that has fuelled my passion and self-belief to no end. Now as a mother of 3 daughters – that grit is amplified a million-fold especially in the world today. The theme for IWD2020 - Each for Equal embodies how we must celebrate and appreciate our differences (whatever they may be) – as well as the ability to disallow our bias of the said differences to cloud our judgement of one another.

Sadly, the reality is far from this. A recent article by Oxfam reveals that even though women make up 75% of the world's workforce working two thirds of the global working hours – they only earn 10% of the world's income. More shockingly;

- Women own less than 1% of the world's property.
- 60% of the world's chronically hungry are women and girls.
- Two-thirds of all children denied school are girls, and 75 per cent of the world's 876

- million illiterate adults are women
- Women hold only 21 per cent of the world's parliamentary seats, and only 8 percent of the world's cabinet ministers are women.
- Only 46 countries have met the UN target of 30 percent female decision-makers.

In my opinion, charity begins at home, little girls need to grow up in an environment that empowers them from a very young age, an environment that imbibes a 'can do' mentality. An environment that is devoid of barriers or stereotypical gender roles. We all know that 'children can only aspire to what they know exists' so the presence of female role models is key. Women leading organisations, in male dominated careers, having successful careers whilst raising their family and many more scenarios are needed to reinforce this messaging. Also, with recent studies showing that it would take 100 years for gender parity to be achieved globally – we need to turn the spotlight on companies of every size. Companies have to be intentional about effecting changes within their talent pipeline – recruiting more women, training and developing women via specific programmes and having a more robust and gender balanced succession planning strategy. Companies must realise that achieving gender equality is a commitment and not a game of numbers or tokenism.



Oyinda Bishi

- Marketing Professional and D&I advocate.

The government also has a role to play as I believe all hands have to be on deck to achieve this goal. In the UK, The Equality Act 2010(Gender Pay Gap Information) Regulations 2017 requires all private and public organisations with 250 employees or more to publish data on their gender pay gap with the first reports shared in 2018. This is an example of holding companies accountable and confronting them with the realities of their albeit unintentional practices. More countries need to follow suit.

Each for Equal is the theme of IWD 2020 and while it is a laudable step to shine the light on this burning platform, the onus is on all of us - parents, teachers, carers, employers and the government to be relentlessly united in achieving equality for all in every sphere of life.



IWD
2020
EACHFOR EQUAL ♀

Emmaline Datey

Leadership and Personal Growth Coach
HR Manager EIB Network | Founder ICS Africa

This year's International Women's Day Theme, Each for Equal, emphasizes yet on how important it is to protect the rights of women as stakeholders of societal, economic, and national growth.

As the theme rightly indicates, an equal world is an enabled world. Both parties, male and female, have the potency to make positive global and local change according to each one's capability and purpose. We all have equal collective power to change the narrative by challenging stereotypes, fighting bias, broadening perceptions, improving situations and celebrating women's achievements.

I believe that even though we are celebrating women who have achieved in the areas of politics, business, health, sports, science and technology, entrepreneurship, and education, there is still more room for improvement. I am particularly excited about the inclusion of our young women in STEM projects. I yearn to see projects that will accelerate the each for equal movement for more women in politics, financial inclusion, and access to business opportunities.

Let's all be #EachforEqual.



IWD
2020
EACHFOREQUAL ♀

Oyetola Oduyemi

Executive Director, tengvoX Consulting

#eachforequal

Each for equal to me means - Acceptance. Fairness. Partnership. Support. Giving opportunities along lines of competence, skills, interest, desire, ability. Not gender or race or tribe, or any divides irrelevant, or that should be irrelevant, to the pivotal task of nation-building that we have at hand.

Parts make up the whole. When some parts are prevented from performing their roles, or are rendered ineffective and can only perform sub optimally, the state of 'wholeness' will never be achieved. When the human population takes away the opportunities for women to contribute to advancement – of communities, countries, continents, and the planet, due to fears, insecurities, cultural history, ignorance, and stereotypes; we will never achieve the level of development needed to propel us forward as a people. We need to support one another, to achieve our goals of sustainable progress.

Changes I want to see

Do not underestimate, or ignore the potential of women. Nor should anyone be threatened by this. We need less competition and more collaboration unhindered by gender lines.

One company adopted the pose of a man and a woman combining to strike the #eachforequal pose. This resonated strongly with me because it spoke of partnership, alliance, cooperation of all; each gender- man and woman, collectively taking a stand for equality. This is what we need – to collaboratively create a gender equal world, free from labels and preconceptions. To the women, I applaud us. Our uniqueness, strength, and drive. And I encourage us to not give in or give up. When faced with existent discrimination, we have two choices. The injustice of being treated and viewed with prejudice can be demoralizing, but as women we must stay strong and motivated. Make the choice to drive gender parity, be letting all see that we are not only capable, we are indeed invaluable. Let us choose to stay present, and give our best. Not just for ourselves, but also for generations of women to come.



IWD
2020 ♀
EACHFOREQUAL ♀

Amira Kamel

Child Abuse Prevention Ambassador,
Business Mentor and Educator

Strong women do not have attitudes. They have standards and boundaries. Professional women are not trying to impress anyone. They are doing their jobs in a professional way. Self-confident women are not conceited. They have self-esteem as they believe in and acknowledge their own abilities. Women are unique because they were created that way. This post would never be complete without adding “and men” after “women” as they are our partners in life. An equal world is an enabled world.



IWD
2020 ♀
EACHFOREQUAL ♀

Christine Ntim

Chief Marketing Officer
at Global Startup Ecosystem

The #EachForEqual campaign is raising a new narrative on gender equality. No more movements filled with the voices of only female voices demanding equality. This is not a women only problem- this is a societal problem. More men are now seeing that limited opportunities for women don't just hurt their wives, daughters and mothers but also directly limit the possibilities of our sons, fathers and husbands. Thus equality and inclusivity is not an option but a necessity.



IWD
2020
EACHFOREQUAL ♀

Bukola Bankole

Partner, TNP
Lagos, Nigeria

International Women's Day is a day of reflection and celebration of everything we've achieved especially over the past century. This year's theme #EachForEqual is about equality. There has been an uprising in recent times about the need for constructive inclusiveness of women in all aspects of human life. What does this really mean? – it means eradicating all forms of double standard against women, putting an end to marginalization for no reason other than gender.

Women around the world have exhibited what would happen if the standards are as favorable to us as it has always been for the men folk!

I'm a firm believer that our collective wisdom and strength has the power to transform every aspect of suffering in the world. The theme #EachForEqual, is drawn from the idea of "collective individualism". Our individual actions, conversations, behaviors and mindset have an impact on our larger society and collectively, we can take away the gender stigmatization, change the narrative and create a gender equal world. Because, an equal world is an enabled world.

Let's not forget, equality in so many ways must start with respect. So, I want to see a world where women are championed, a world where we celebrate women and girls just as much as we celebrate men and boys, where we are given the same opportunities, a world where men celebrate our achievements, our triumphs and our successes. This, is the agenda. It's in pushing for gender equality in the boardroom, in government, in the media, at the workplace, in investments, in health and even more in wealth. Equality is everyone's business, each one of us has an important role to play in making this a reality. It remains our duty as a modern society to respect one another and to foster a culture in which each individual is respected and supported to thrive, regardless of gender.



IWD
2020
EACHFOREQUAL ♀

Elisabeth Moreno

Vice President & Managing Director HP

All Humans beings are born free and equal in dignity and rights ...But some Humans are more equal than others. That's a fact. And an issue for most of the reasonable people in this planet. Whether you're born in the North or the South, in an Urban or Rural area, Black or White, Girl or Boy, you will not have access to the same equality. And the best way to fix an issue is to accept its reality: Human have always had a perception of superiority or inferiority between themselves. Stereotypes are hard to uproot as shortcuts are convenient to discourage. For men AND women. And this needs to change because inequality is harmful for everyone in society as it places people in a hierarchy that increases comparison, competition and causes frustration, conflicts and violence . I started working in the Information, communication and technology industry- ICT is a highly male dominated environment - 20 years ago. And I have learnt 3 important things; Competence and professionalism have no gender. In fact, gender should be important only for our reproductive needs. Not to our inner talent, capability, potential, job, position, ambition or dreams.

If women are expected to do the same work as men, we must teach them the same things and give them access to the same opportunities. Once done, women need to go after what they really want.

When companies embrace diversity, and people feel valued for who they are, they feel better, they perform better and the company flourishes. This is again a proven fact.

Our world is run by economics, science and technology. We value competition more than compassion. We have left behind one part of our globe and one part of our population. We have neglected the values of art, music and aesthetics. Empathy and caring are often considered as weaknesses. And we don't need complex surveys and studies to realize the result of this situation; our humanity is not at its best. For the first time in our history, we have all the resources, capabilities and technologies to fix the multiple



IWD
2020.
EACHFOREQUAL ♀

Elisabeth Moreno

Vice President & Managing Director HP

our history, we have all the resources, capabilities and technologies to fix the multiple challenges we are facing – climate change, economic crisis, global health issues.... But it requires us to make the most of our feminine and masculine strengths. Feminine and masculine imagination and creativity. It's time to have the right balance between our polarities. It is not a question of pity but survival. And women will bring their best to this world if they feel they are equally treated. This is not a “women thing” but a Human thing. #I am generation equality.



IWD
2020.
EACHFOREQUAL ♀

Serah Odende

Speaker, Scientist, Life Coach & Founder
Tragital and African Harvesters

The International Women's Day celebration this year theme says it all, equal opportunities especially for both male and female in the agribusiness value chain. Reduced marginalisation of women in agriculture ecosystem, and equal access to funding for female founders of agribusiness among others.

The African Impact Initiative Challenge

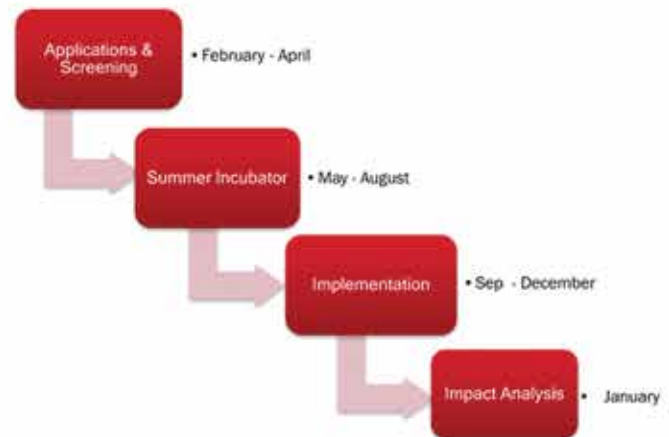
The African Impact Initiative (www.africanimpact.ca) is a non-profit organization with a mission of developing the African community through its youth. Formed and supported at the University of Toronto since 2016, their projects have helped to provide African youth in Canada with better career opportunities and core skills. They also provide a platform for them to learn from experienced professionals, through their workshops and conferences. As the organization grew, they began to tackle challenges back home as well through community development projects. Their first project in Southern Nigeria was focused on improving healthcare outcomes for the IkotEko Ebon rural community. In partnership with Cottage Hospital and the Akwa Ibom government, they were able to increase the number of people in that village who received quality care by revamping their community hospital with equipment to address their pressing health issues. They also held a campaign, to educate the community members on what was now available in their local dialect. While successful, this project revealed some of the challenges organizations face when trying to bring in solutions from outside. Sustainability was proving hard, due to travel costs and communication gaps. It was clear that they couldn't replicate this model in different African communities as easily as they had thought. This was what motivated their team to come up with the African Impact Challenge.



The goal of the African Impact Challenge is to enable sustainable development locally across the continent, by investing in youth and empowering them to solve identified problems through technology driven impact entrepreneurship. They are essentially trying to empower African youth to tackle their own challenges locally with technology. Guided by The Prosperity Paradox, it will be run in different African countries over the next 5 years. The target is to successfully kick-start 10 innovations aligned with the selection criteria by 2025. African Impact Initiative will be doing this by providing capital, resources and mentorship necessary to begin from scratch with a \$100,000 CAD fund. The first version is taking place in Ghana, and they have partnered with Ashesi University, Ghana

Technology University & University of Development Studies to rollout the applications. It is open to students in other universities as well. They have also partnered with BaseCamp Initiative to provide the co-creation space. Selected teams will participate in a paid summer incubator, which will bring their ideas to life and make them market ready; with funding of up to 20000 GHS available per team. The goal of the African Impact Challenge is to enable sustainable development locally across the continent, by investing in youth and

The African Impact Initiative Challenge



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All Ghanaian youth are welcome to apply! This year's challenge application is open until April 10th at 11:59PM GMT. Please check out the criteria and apply here: <https://www.africanimpact.ca/the-african-impact-challenge>



African Harvesters

is an agribusiness hub about african agricultural stakeholders in the agricultural value chain (farm to table) we focus on the enhancement of agriculture as a business-agribusiness through the use of media and information communication technology (ICT)

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Interview with

ERICA TAVARES

Brief Biography

Environmental Biology graduate, currently studying a Master's of Research in Ecology and Evolution. Passionate about people, nature and science, particularly because they provide us tools to understand the world. Using the knowledge I am gaining for fair biodiversity and human rights. My mission is to raise awareness about environmental exploitation and degradation, promoting sustainability and environmental conservation. To accomplish that, I have co-founded and now direct EcoAngola. I am also a mobilizer for ReGenesis, a platform and community for global support in local actions through art activism.





• **Could you tell us what inspired you to launch EcoAngola?**

EcoAngola was founded by me and two other Angolans, Paulo Pizarro and Leonardo Pizarro. We did not know each other until the day I received a call from Paulo, days before graduating from my Bachelor's degree in Environmental Biology. He shared their idea about launching a philanthropic project that would promote environmental conservation and sustainability in Angola, which immediately raised my interest. He explained that they had been looking for partners for quite some time but were unsuccessful.

Although some people expressed interest to join the initiative, none of them actually had the energy, time and passion to develop the idea of EcoAngola from scratch, because it was

time consuming and without any immediate return. They were looking preferentially for a young and enthusiast person, with a background in biology or an environment related field, because none of them had much experience or further understanding about the subject, besides being conscious about the world ecological crisis we are currently living and the critical environmental problems in Angola.

Being born and raised in Angola, I have always been connected to nature. After concluding high school, I then decided to study biology, and that was the start of my journey through environmentalism. Studying biology and environmental science, made me extremely aware of how important initiatives such as EcoAngola are to make a positive change in developing countries. So, EcoAngola was really the kind of organization that I have always imagined myself working with but never thought that I would be part of it so early, as Executive Director, and

that it would grow so fast and become so relevant, as it is right now.

• **What is the main focus of your startup and the gap it's filling?**

Angola is a resource rich country, with vast land and diverse ecosystems. However, the country faces various environmental challenges, such as deforestation, desertification, draught, soil erosion, loss of biodiversity and pollution. The climate change, population growth, poverty and lack of environmental education programmes, aggravate the problem and accelerate the degradation of the ecosystems, with serious economic, social and environmental consequences.

The main focus of EcoAngola is to increase awareness of the civil society, local government and policy makers regarding local and world environmental problems, informing and educating about environmental conservation and sustainability whilst trying to creatively find

realistic solutions to tackle these problems. We write articles on relevant environmental topics and publish them on our website (ecoangola.com) and social media. We also organize events and campaigns such as beach cleanings and reforestation. We promote discussions involving experts from the public and private sector, within the Angolan community, so that we could start finding solutions that are best adapted to our reality and that could serve as a basis to develop new national environmental policies.

We also noticed that there was no collaboration between existent environmental organisations, so we started supporting and collaborating with other environmental organisations and related initiatives, building bridges between all of them, and working for the common good. Unity is very important if we want societal change to happen, particularly be-

cause the country is so big and the initiatives are so few that it is easy to assume that nothing is being done and a lot of these initiatives actually die due to insufficiency of collaboration in our society.

• **How are you funding your startup?**

So far, we have been mostly funded by ourselves. Human capital is actually the biggest treasure we have, and the volunteers who continue to join our organisation are the ones catalysing the fast growth of EcoAngola. There is an incredible amount of ideas that we could implement and that would have a great impact, but we have now prioritised environmental education and awareness initiatives, because they build the foundation of consciousness and drive the change of mindset and attitude.

We started recruiting volunteers, most of them young university students, who do not have much working experience, giving them some exposure and the opportunity to contribute and be part of the EcoAngola team. I usually say: "we are growing together". Our campaigns and events are normally supported and funded by various organizations that collaborate with us. For example, for our first beach cleaning campaign, each partner organisation made a different contribution, from water, to gloves, bags, the trash collection and disposal.

We will soon be able to receive donations and funding for our events, campaigns and projects, but we also stand to our values, so will not accept funding from



companies that consistently damage the environment and promote greenwashing. Financial support will help us to expand our project and have a much broader and bigger impact.

• **What are the challenges and how are you overcoming them?**

One of our biggest challenges is definitely funding, as this limits us on the implementation of our projects. In the short term, we are prioritizing the ideas and projects that need the least financing and that can have the greatest impact. This has worked well so far and has made EcoAngola progress and grow faster than we anticipated.

Another challenge is the difficulty to recruit and maintain volunteers motivated because there is no financial motivation and no immediate results.

To motivate our volunteers, we give credit to their work, offer certificates of appre-

ciation and give recognition for their dedication to EcoAngola. I feel that the progress of EcoAngola itself has been a self-motivation for the entire team of volunteers working with us. We also try to constantly show some of the positive changes that are already happening as a result of the collective effort of our volunteers.

Lastly, we noticed that most people assume that EcoAngola is an enormous, well-funded organisation because of our mobilization and online presence - **but we are not**. We have a small executive team, a team of volunteers that help to coordinate our campaigns, events and activities, and a group of volunteers that write articles on relevant topics.

• **How does your startup measure it's impact?**

We measure our impact from the feedback we receive about our articles, events and activities, through the number of people visiting our website and engaged through social media, the growing number of people that want to join our Green Movement (environmental awareness initiative), the growing number of people and organizations that want to work or partner with EcoAngola, and through the societal and governmental behaviour change we notice. We have also noticed an increase in the amount of similar initiatives and the changes that happen with the people who join us. There is more hope and therefore, more energy that transcends society and makes us believe that we are causing a positive and material impact.



• **How do you see EcoAngola evolving in the future?**

I am a dreamer and I consider myself to be farsighted. I imagine EcoAngola expanding to all of Angola with several environmental and social projects being developed. I believe that we can have a great impact in the future of Angola and Africa, especially when it comes to

tackling pollution, poverty, biodiversity conservation and climate change. We are starting with the foundation of development, which is education, but we aim to really influence public policy and build a more sustainable and ecological way of thinking for the entire nation. For our Green Movement, we aim to reach at least 100,000 people in the next 2 years. It will be a long process, but the hardest part is behind us already, which is to start.

• **How is your business contributing to the development of Africa?**

By raising environmental awareness in Angola, I strongly believe that we can give an example to other nations that sustainable development can be a reality. It is hard to do it, especially because the Angolan economy is based on oil and gas production and exports, but I believe it is feasible and realistic. We are considering expanding the EcoAngola project to other African nations, starting with the Portuguese speaking first.

We need to leave the theory and start practicing, adapt the challenges that we face with our reality, and implement creative and sustainable solutions. We have enough information and understanding about what the ecological crisis can do the life on earth and a base of sustainable actions that we can use to change that. So, we need to act, and we need to act now.

• **How do you feel as an African social entrepreneur?**

I feel very proud of myself for taking the first step and being bold and fearless. I really appreciate the support and trust that our volunteers have on me. I admire everyone who joins us in this wonderful project, because that means that just like me, they have hope and they do believe that we can make the world a better place. It has to start with us, otherwise, who will do it? This is one of the questions I ask myself, when things get harder. I imagine how the future will be, if we continue to make Angola a more sustainable and fair country to live. I am actually the



youngest one in the Team, I am only 22 years old and they believed in me since day one, and have given me the chance to show what I am capable of doing. This boosted my confidence and I believe in myself and I believe in us more than anything.

One of the best feelings ever is to watch change happen and this makes me believe even more in EcoAngola. It is always a good feeling when I am able to mobilize and recruit new people into volunteering, and when I can show them that we can all do better, even if there is no direct reward given to us. Little by little, step by step we can do greater things, together. It has been a challenge to do all of this, while I am still studying far away from Angola, and also working to sustain myself.

• **What is your advice for government, social entrepreneur and investors in Africa?**

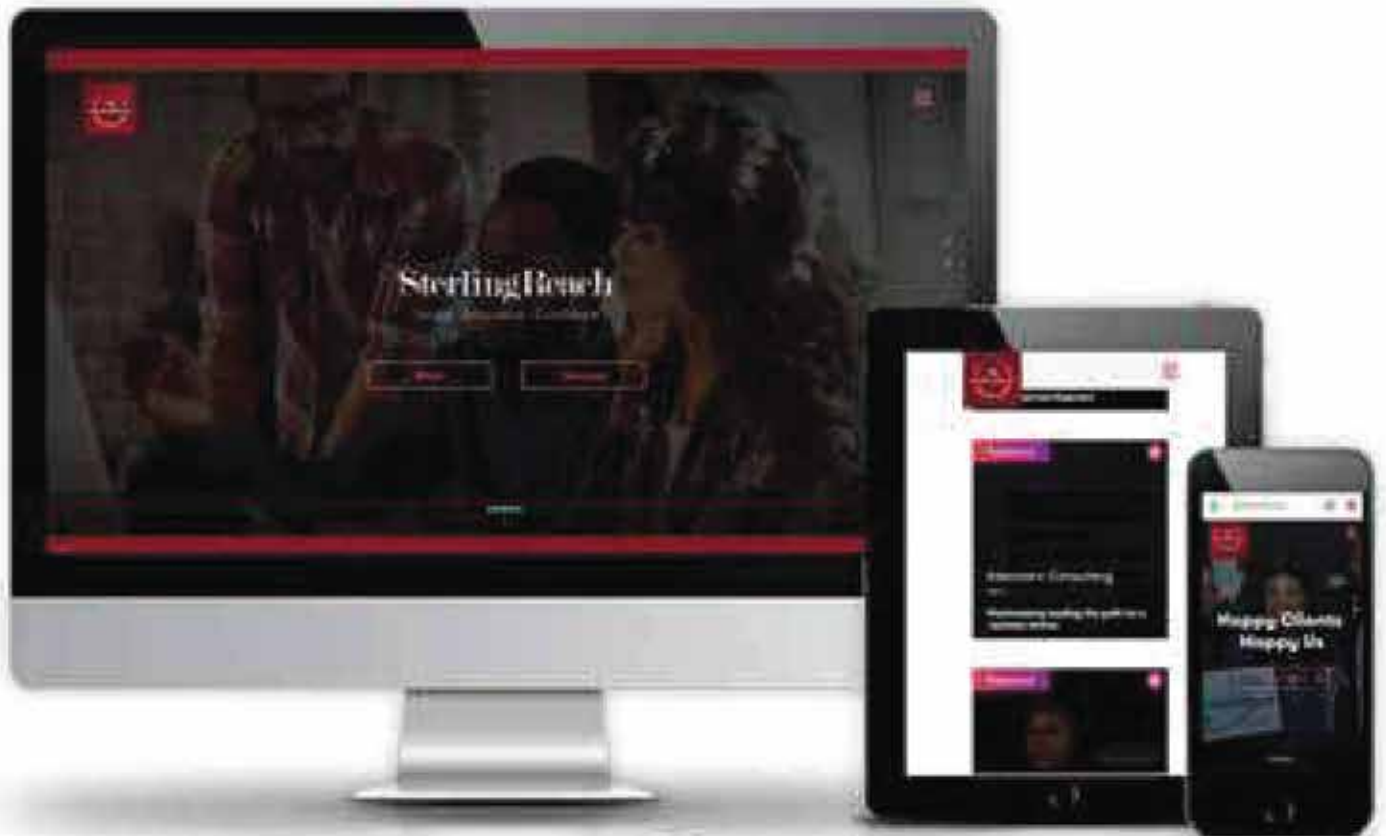
My advice is that we need to build solid bridges of communication and participation between government, social entrepreneurs, investors, research institutions and civil society. There

is so much that needs to be done and so many things with a huge potential that could help us bring positive changes, such as ecotourism, for example. We need to leave the word 'potential' behind and we need to use that potential for the good, for growth, for sustainable prosperity.

• **How do you relax and what books do you read?**

At this moment I am studying a Master's in Ecology and Evolution, I work part-time at a restaurant, and I am a mobilizer for ReGenesis, a platform and community for global support in local actions through art activism- so it has been really challenging to manage my time with my professional and student life with my relaxing time. But I am the type of person that believes in balance. I maintain my physical and mental health stable. I used to read more sci-fi books, but now I am more focused into motivating myself because of the challenges I face daily. I am currently reading the book 'Originals' by Adam Grant which was a Christmas gift – it has been an easy read be-

cause I have actually been connecting a lot with the theory shared in this book, especially the part about believing in ourselves. Because I am doing a Master's in research, I spent most of my reading time reading research papers which I find interesting and mostly fascinating for new discoveries in the world of science, particularly ecology. Then, I usually have ideas of how I could implement this with EcoAngola, how could we adapt and make it possible for us too. My readings usually end up with a list of ideas and a lot of motivation to implement them.



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Pictures from the SAWIL High Tea Event in Celebration of the International Women's Day At Houghton Golf club, South Africa



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Women of Excellence at Alfajiri Hub Inspite Of The Corona Virus Scare

Alfajiri Hub is located in the downtown Johannesburg district of Maboneng which is seen as a symbol of the city's revival and a centre for creatives and entrepreneurs. The vision for the space which was opened earlier this year is to foster innovation and contribute to urban regeneration efforts already taking place around the Maboneng precinct through events, workshops, seminars, hackathons and meetups aimed at helping to close the digital skills gap.

The Women of Excellence business leadership event at Alfajiri Hub took place on March 18th; a couple of weeks after the first case of COVID-19 was confirmed in South Africa. Even though the turnout was affected by the corona virus scare, the event's attendance was encouraging and proved the dedication and resilience of the inspirational women who are committed to making a difference and empowering themselves. Alfajiri's events are now accommodating fewer than 100 people to comply with all recommended guidelines put forth by the South African government with respect to hosting events. Upcoming scheduled events will be to limited audiences and the hub is taking precautionary

Women of Excellence at Alfajiri Hub Inspite Of The Corona Virus Scare

measures to ensure that the event venue provides hand sanitizers for instance and that seating arrangements are in line with prevention recommendations to limit exposure.

The esteemed speaker panel at the Women of Excellence event included Alesimo Mwangi of the Youth Entrepreneurship Exchange Program (YEEP) Africa which allows aspiring entrepreneurs and future leaders between ages 16 - 30 to discover opportunities, solve social problems, exchange learning experiences, harness talent and learn about finance principles. Re-

hema Isa, a women entrepreneurship development expert and the co-founder of OYA was also on the speaker panel along with Thobela Gceya, the program associate at United Nations Women South Africa.

The event was made possible by Paxful, a peer-to-peer digital asset trading platform popular among cryptocurrency users in Africa for connecting as buyers and sellers. The event was scheduled a week after International Women's Day as a celebration of women in business leadership. "With support from technology companies

focusing on emerging market development and innovation enablement such as Paxful, the revolutionary online and trade digital currency marketplace, we are already bringing education around 4IR technologies such as blockchain to people who may not have previously been aware of the transformative technologies that are changing lives of people especially in developing economies," explained Heath Muchena, Alfajiri's program director, founder of Proudly Associated and author of Blockchain Applied.



Innovative business models are already unlocking opportunities to access work that does not require advanced tech skills. Although tech-enabled work creation is mostly associated with mid- and high-skill work, there is a real opportunity to scale low-skill domestic work opportunities through digital platforms that connect market participants. "Alfajiri hopes to create sustainable work opportunities and promote digital business models that unlock new opportunities for people to create and access meaningful work," said Beth Malatji, co-founder of Alfajiri Ventures.

The interactive event touched on some topical issues including how women can learn assertiveness skills to apply in meetings and predominantly male environments in the workplace. The digital skills challenge in Sub-Saharan Africa is significant, but it is addressable

and the future workforce must cultivate 21st century survival skills including critical thinking, decision-making, and collaboration. These are skills that machines cannot replicate and ones that will ensure humans can adapt and transform in a digitally-enabled future. The discussions were wide-ranging from practical advice sharing around issues of self-confidence, developing action plans; recognise strengths and weaknesses, practicing assertive behaviours in challenging situations, negotiation skills, and general business, lifestyle to even relationship issues.

Initiatives such as the educational events offered at hubs like Alfajiri play a crucial role in equipping learners with the knowledge and tools necessary for their advancement in the modern economy. "The concept of twenty-first century skills has gained traction over

the past decades and denotes a range of skills, abilities, behaviors, and attitudes that are required for success in this new era," said Grey Jabesi, a founding member at Alfajiri. Alfajiri is one of several hubs on the African continent seeking to highlight the demand for specific types of digital skills and provide a solution aimed at creating a balance to the supply and demand in those skills, understanding the anticipated change in demand over time, analysing the market implications of any imbalance in demand and supply of skills to help inform institutions and business on the opportunities Africa can unlock if the issue of digital skills is given the proper attention and measures are put in place to close the digital skills gap.

About Alfajiri Hub

Alfajiri's mission is to help close the digital gap and create an entrepreneurial Africa through education. The hub's vision is to support entrepreneurs, produce a competent population through education and reskilling, encourage collaborative business culture (through art, business, and entertainment), promote technological advancement by encouraging the youth to get involved in science & tech, and connect African entrepreneurs from different regions across the continent.

Africa would lead the exportation of technology expertise to the rest of the world by 2025

-Tochukwu Egesi

The Microsoft LEAPers training is a bi-weekly soft skills training by seasoned industry experts for Microsoft LEAP program beneficiaries selected from thousands of applicants in Nigeria.

Alongside the program Manager, Princess Anya, Tochukwu Egesi, a Financial Services and digital economy consultant at Genesis Analytics, presented the topic "Problem Solving and Positioning for a Career in Tech."

During his presentation, Tochukwu stated that the developed nations are running out of tech talents and Africa will lead the exportation of technology expertise to the rest of the world by 2025 as the demand for globally traded services increases.

He also charged the all-women beneficiaries to take control of their career, by plotting a strategic career plan with action points as well as encouraged them to tackle social problems in Africa as a contribution to the society and a display of the skills gained



from the Microsoft program.

The beneficiaries of the Microsoft LEAP who are all doing their technology apprenticeship at Wragby a Microsoft Partner in Nigeria as part of the program include Sandra Nwachukwu, Chidinma Okafor, Sarah Omoike Igbo, Adao-bi Aniuchi, Olalade Olanrewaju, Emike Aigbodioh, Ndutimobong Sunday Enang, Funmilola Ariyo, Adebayo Pelumi and Fatima Aruna.

About Microsoft LEAP Program

The LEAP Engineering Acceleration Program is a Microsoft initiative that tries to increase diversity. Bringing more women into software engineering roles. By providing them with real-world experience through development and project management apprenticeships with hands-on projects.

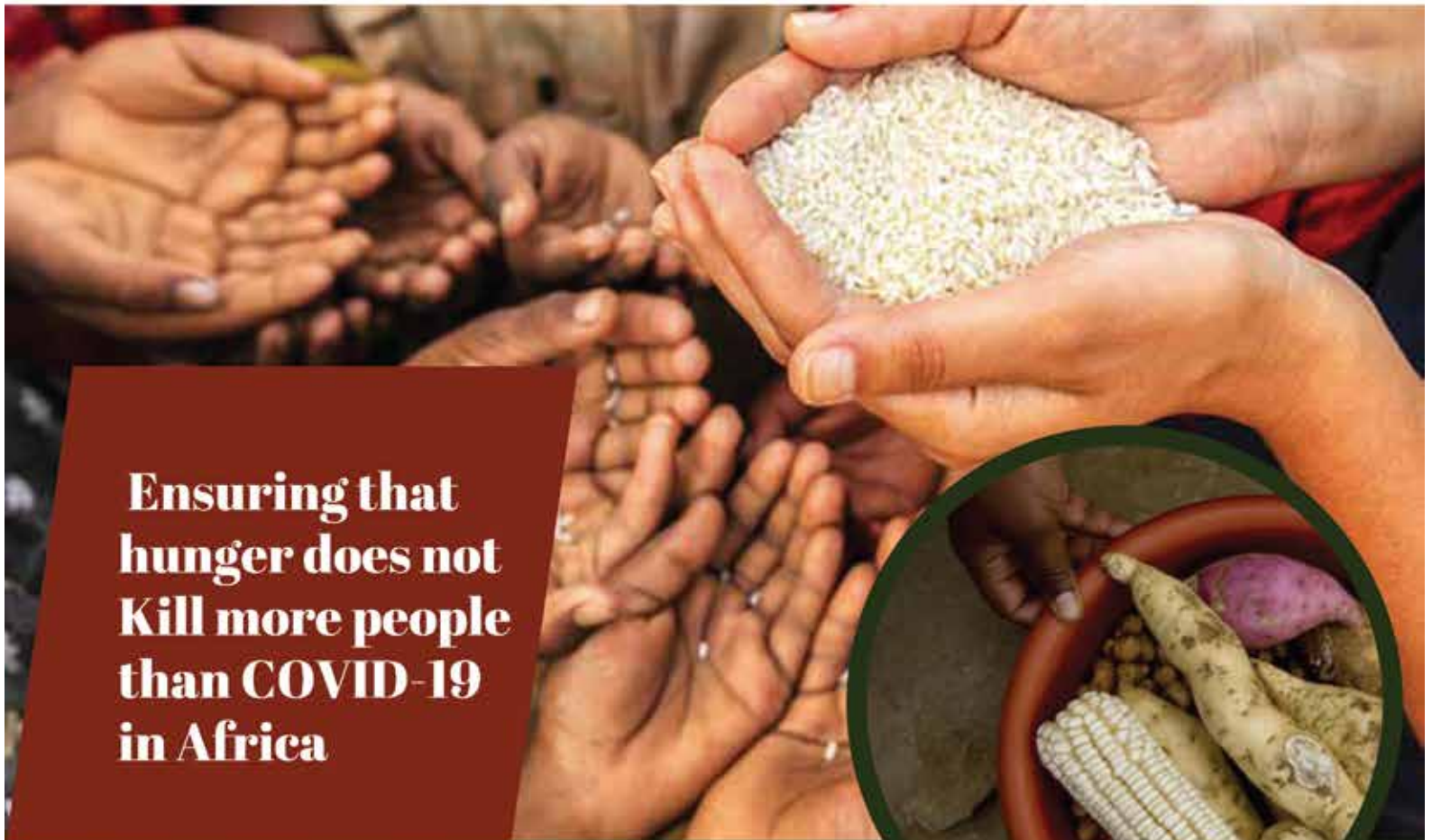
Africa would lead the exportation of technology expertise to the rest of the world by 2025



L-R Ofolue Gabriella, Sandra Nwachukwu, Chidinma Okafor, Sarah Omoike Igho, Tochukwu Egesi, Princess Anya Adaobi Aniuchi, Olalade Olanrewaju, Emike Aigbodioh, Ndutimobong Sunday Enang, Funmilola Ariyo, Adebayo Pelumi and Fatima Aruna.

About Tochukwu Egesi

Tochukwu is currently a consultant at Genesis Analytics in the Digital Economy and Financial Services Strategy practice. Tochukwu has worked on projects for banks, non-bank financial institutions, regulators and donors. Alongside Genesis, he is the co-founder of a healthcare startup, Rem Health. Tochukwu is an ACIB Charterholder and a registered member of the Institute of Chartered Accountants of Nigeria as well as the Chartered Institute of Bankers of Nigeria.



Ensuring that hunger does not Kill more people than COVID-19 in Africa

With the global spread of the COVID-19, and gradual lock downs in cities and countries across Africa, I have new fears - that starvation and hunger are mounting threats for people across the continent. These fears are hinged on the realization that it is planting season in most parts of the Continent, and yet farmers are being asked to sit at home, the movement of seasonal workers is restricted, research institutes that provide seeds, fertilizer blending companies and agrodealers, processors and markets are all being shut down. Our regional and national borders are closed, and trading is being restricted. These realities, if pro-longed and not urgently addressed, will lead to short term consequences of food shortages, price hikes, and medium to long term consequences of under-nutrition, mass starvation and eventually death, especially among our most vulnerable populations.

We have to act with urgency to stem the virus through social distancing and lock downs. At the same time, we must recognize that farmers and workers in the food industry are essential to the fight against the pandemic and desperately need to be protected and supported. Indeed, without nutritious food, the sick cannot recover, and the healthy will eventually become unwell. My fears are shared by a few stakeholders on the Continent and around the world. The EU Farmer's organization - COPA-COGECA earlier this week actively advocated for support to ensure minimal disruptions to the food supply chain, worker protection and contingency plans. The United Kingdom and the United States have already outlined comprehensive plans to provide intervention grants, loans, and tax holidays, for stakeholders in the food industry, including restaurant owners and retailers affected by the economic fallout of the pandemic. In Mexico, farmers who continue to plough their fields are being celebrated as heroes. Sadly, there has been no coordinated action from industry groups, the private sector, civil society, or the public sector to raise awareness about the looming food crises on the African Continent, linked to COVID-19.

Thankfully, it is not too late to act! We must take decisive and proactive steps to ensure that our people have access to affordable nutritious food in both our urban and rural communities. This will require that:

Ensuring that hunger does not Kill more people than COVID-19 in Africa

Our governments at the federal, state, and local levels recognize key stakeholders in the food and agricultural landscape as essential workers and provide them with the protection and support that they need to continue to work, following pre-stipulated safety and health protocols. We must keep food markets and factories open, with clear guidelines around limiting crowds, and widely publicized schedules for who can enter during what periods of time. We can also learn from China's example over the last few months, where government officials, especially the Ministry of Agriculture and Rural Affairs (MARA) and Ministry of Human Resources and Social Security and National Health Commission repeatedly issued comprehensive notes to farmers on the control and prevention of the virus in rural areas, as well recommendations and protocols for preparing for their planting season and sustaining the livestock and poultry sectors.

Beyond guidance and protocols, our governments must urgently partner with the financial services sector to develop comprehensive loan packages for farmers, and entrepreneurs who are committed to working during the crises and can demonstrate their capacity to fill critical gaps in the food ecosystem. These interventions must actively engage

women, who play a critical role in the sector. In addition, our governments must assess the national strategic and emergency grain reserves to gauge what is available and how to effectively manage and deploy these reserves in a transparent and accountable manner to minimize price hikes and widespread shortages.

Our industry associations, fast moving consumer goods companies, international trading companies, aggregators, wholesalers, and retailers must work together seamlessly to ensure the efficient and effective provision of affordable food to the masses of people. Leveraging technology, raw material suppliers and processors can actively partner with logistics providers and retailers to ensure that food is moved to where it is needed most, and no community is left behind.

This is not a period for hoarding and price gouging, with a focus on profits and growth at all costs. Companies must rise to the higher ideal of shared corporate values, where they put the needs of their customers and the African people ahead of their own requirements for profits and shareholder value. To ensure that this occurs, consumer protection and anti-competition agencies must closely monitor the activities of the largest actors in the food industry to ensure a level playing field.

In addition, the private sector can facilitate the introduction of drones, sensors and other precision agriculture and innovative technology

solutions, which will allow for active monitoring of commercial farm activity from a distance. Companies such as Atlas AI have demonstrated the power of technology to manage farms and assess impact, without direct human contact.

Our nonprofit organizations and media organizations must provide thought-leadership, monitoring and guidance to the entire ecosystem. Organizations such as GAIN are already providing critical guidance during this period.



Ensuring that hunger does not Kill more people than COVID-19 in Africa

Finally, average citizens must invest in their own backyard and community gardens, while ensuring social distancing, manage their food budgets judiciously and share with their neighbors. Faith based organizations must open soup kitchens, offering free meals and partner with logistics providers to coordinate drop-offs. We must rebuild trust in our communities by caring for the most vulnerable at this exceedingly challenging time in our history as humanity!

As an eternal optimist, I am hopeful that as a people we will survive the COVID-19 pandemic, emerging with some critical lessons and a more resilient, united, and efficient food ecosystem. Now is the time for governments, stakeholders in the food ecosystem and citizens to act! Every minute counts!

Ndidi Okonkwo Nwuneli is the managing partner of Sahel Consulting Agriculture & Nutrition and the Co-Founder of AACE Foods. She is a 2018 Aspen New Voices Fellow and is currently writing a book titled "African Entrepreneurs Nourishing the World," as a research fellow at the MR-CBG at the Harvard Kennedy School. www.sahelconsult.com



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