

SANKOFA



BATO MALAMU SANKOFA WATA-WATA

November-December 2018 #18



THEME
Gender
equality
on the
continent



INSIGHT
Dr. Mahawa
Kaba-Wheeler:
*“Translating
commitments
into concrete
actions”*



INTERVIEW
Mrs. Ebba Kalondo:
*“Being a woman in
leadership”*

AFRICAN CITIZENS

EMPOWERING WOMEN ACROSS THE CONTINENT



FOCUS
Women
empowerment
political framework





Dr. Mahawa Kaba-Wheeler
*Director - Women, Gender and
Development Department*

Welcome to this first Edition of SANKOFA on women in leadership at the AU Commission.

The principle of gender parity is enshrined in Article 4L of the African Union's Constitutive Act and all key legal and policy frameworks. Therefore, parity is mandatory for all officially elected positions, including the leadership of the Commission. The AU is the first inter-governmental organization to have instituted this policy, thus ensuring since 2000 a 50/50 representation of men and women in its top most senior leadership positions.

In January 2018 at the 31st Ordinary Summit, the AU took another decisive step towards cascading its parity principle across the institutions and organs of the Union. Assembly Decision 635 now paves the way for achieving parity within functional positions by 2025. Owing to significant efforts deployed by the Commission's leadership, the latest official reports show that parity has been reached at Director (D1) level and women make up 35% of the overall staffing of the organization.

The AU is committed to ensuring gender equality and women's empowerment are fully realized within Member States as well.

Aspiration 6 of Agenda 2063 is dedicated to ensuring the potential of women and girls is fully realized. To concretize this commitment, the AU at its 31st Summit adopted a new continental strategy for Gender Equality and Women's Empowerment (2017-2027) which will be officially launched at the 32nd Summit. To further highlight the importance of this continental agenda, two important side events were held at Summit level for the first time to celebrate parity and women's access to positions of influence and power at the AU, UN and in Member States and make a call for continued action in support of this priority agenda.

Member States are leading the world on women's representation in Cabinet and Parliament. Ethiopia appointed its first parity government and a women President. Seychelles also formed a parity Government and Angola, Gabon, Mali, Mozambique, Namibia, South Africa, Uganda and Zambia reached and surpassed the 30% threshold of women's representation in Government. Rwanda continued to stay at the helm of women's representation in parliament and government.

2018 also marks the 15th anniversary of the Protocol to the African Charter on Human and People's Rights on the rights of Women commonly known as the Maputo Protocol, which now records 41 member State ratifications. Dr. Denis Mukwege, known as the doctor who heals women was awarded the 2018 Nobel Peace Prize for his long-standing work to end all forms of violence against women and draw international attention to the plight of victims in war affected zones.

Let 2019 be another year of celebrations and efforts for gender equality and women's empowerment. ●

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"Bato Malamau Sankofa Wata-wata", is a combination of three African languages : Lingala (Bato Malamau - Good people), Asante Twi (Sankofa - return to the good history), and Hausa (Wata-wata - monthly).

Progress is the only way forward and in this first Edition of SANKOFA for Women, we invite you to discover the women who are leading the way at the African Union Commission. Our next Edition will be dedicated to women leaders holding political appointments and those elected to serve in AU organs.

The AUC's five women Commissioners each bring a wealth of professional and personal experience to their positions.



H.E. Cessouma Minata Samate

AUC Commissioner for political affairs

H.E. Amb. Minata Samate Cessouma is the Commissioner for Political Affairs of the African Union Commission (AUC) since January 2017. A native of Burkina Faso, she has a career of diplomat and brings to the AUC, over thirty (30) years of experience in Law, Diplomacy, mediation, preventive diplomacy, Governance and International relations.

At the international level, she has served as Director of the United Nations and African Union Hybrid Mission in Darfur, where she contributed to strengthening humanitarian affairs, peacekeeping operations, and preventive diplomacy.

At the national level, Amb. Samate was the diplomatic adviser of the President of Burkina Faso and Minister in charge of Regional Cooperation of Burkina Faso. As Minister, she chaired the Council of Ministers, Mediation and Security of the Economic Community of West African States, and co-chaired the ECOWAS - European Union Troika Meetings. At the continental level, she was appointed Ambassador of Burkina Faso to Ethiopia, Permanent Representative to the AUC and the United Nations Economic Commission for Africa (UN-ECA).

Amb. Samate is a fervent diplomat who is passionate about public service and the fight against the scourges of the African continent. Her ardent will for a better continent and her strong commitment for good governance, promotion and protection of human rights, justice and the rule of law, as well as her fight for a better humanitarian situation and her strong advocacy for women and youth participation in governance processes in Africa, are some of her core values.

Commissioner Samate is a mother and a devoted wife who stunningly reconciled family life and noteworthy diplomatic career. She inspires more than few young African, especially young women and girls to aspire to better and more in life. ●

H.E. Dr. Amani Abou-Zeid

AUC Commissioner for infrastructure and energy

H.E. Dr. Amani Abou-Zeid is the African Union Commissioner in charge of Infrastructure, Energy, ICT and Tourism. For more than 30 years, Dr Abou-Zeid has served in leadership positions in international organisations and has amassed a remarkable mix of experience from across continents and stakeholders.

She has managed AfDB largest operational portfolio and implemented national and continental multi-sectoral development programmes. In 2018, she launched the Single African Air Transport Market, delivering on the first flagship project for African Integration under African Union Agenda 2063 as well as other continental initiatives and projects.

An Egyptian national, Dr Abou-Zeid has a multi-disciplinary education: an Electrical Engineering (Cairo University, Egypt), a MBA (Université Senghor, Senegal), MPA (Harvard University, USA), and a Ph.D. in Social and Economic Development (The University of Manchester, UK).

Dr. Abou-Zeid has received numerous international awards and recognitions: decorated the Wissam Alaouite from Morocco, named "Personnalité d'avenir" from France, selected one of "The 50 Most Influential Women in Africa"; and received the "Outstanding Alumni Award" from the University of Manchester, UK.

She is also member of the prestigious Global Leaders Broadband Commission for Sustainable Development, and of the Stewardship Board for System Initiative on Shaping the Future of Energy.

Dr. Abou-Zeid sets the example for women in science, technology, engineering, and mathematics (STEM) as well as in leadership and decision making positions and is long named and recognized as champion of gender equality and women empowerment.

Dr. Abou-Zeid is passionate about classical music, plays piano, is a certified alpinist and competes to top positions in desert car rallies - among other interests and activities. ●





H.E. Amira Elfadil Mohammed Elfadil
AUC Commissioner for Social Affairs

H.E. Amira Elfadil Mohammed Elfadil Commissioner for Social Affairs was elected as the Commissioner for Social Affairs at the 28th Ordinary Session of the Assembly of the African Union in 2017.

Before being elected as Commissioner, she served the Government of the Republic of Sudan as Minister of Welfare and Social Security between 2010 and 2013 and as Minister for Social Affairs for the Khartoum State Government between 2009 and 2010.

She served as Member of Parliament and was on the Foreign Relations Committee from 2015 until she assumed her current role. With her passion for addressing children, girls and women’s empowerment issues, she has held various senior roles in the Sudanese Women General Union, was Director General of the Society Studies Centre in Khartoum and Secretary General in the Sudan National Council for Child Welfare in addition to chairing various committees and boards on social development.

She brings to the Commission a wealth of experiences as a veteran politician, a renowned activist for women’s rights and empowerment, an ardent advocate for the rights and welfare of the well-known campaigner for health, youth empowerment, education, and poverty eradication. With a results-oriented leadership approach she has contributed to the strengthening of various social institutions in Sudan.

Her vision is to provide sound leadership, to strengthen the prioritization of national social policies, to promote human empowerment and development towards a prosperous Africa based on inclusive growth and sustainable development.

Her focus is to contribute to the achievement of the social development aspects of Agenda 2063 and the Sustainable Development Goals (SDGs).

H.E. Amira Elfadil holds an M.A. in Diplomatic Studies from the London Diplomatic Academy at the University of the Westminster and a Bachelor of Arts in Sociology from the University of Khartoum. Born in 1967 she is a citizen of the Republic of Sudan and is married with four children. Arabic is her mother tongue while English is her second language. ●



H.E. Josefa Leonel Correia Sacko
AUC Commissioner for Rural Economy and Agriculture

H.E. Josefa Leonel Correia Sacko, an Angolan national, is a leading African Agronomist. She is the Commissioner for Rural Economy and Agriculture of the African Union Commission.

Prior to that, she was a Special Adviser to two Ministers in Angola, her home country: the Angolan Minister of Environment where she also served as Ambassador responsible for Climate Change. In the Department of the minister of Agriculture Mme Sacko oversaw Food Security, Eradication of Hunger and Poverty Reduction. The former Secretary General of the Inter African Coffee Organization (IACO) for 13 years in Cote D’Ivoire where she represented Coffee economy for 25 African Coffee producing countries. During her tenure, she successfully advocated for the empowerment of small scale coffee farmers across the continent by setting up Regional Centres of Excellence for Capacity Building of Member States, on Genetic Material Conservation, Coffee Quality Improvement and Cup Tasting Liquor in Cote d’Ivoire, Uganda, Cameroon and Zambia.

Madam Sacko is one of the African Women Africa should be proud of, and she has built up her international profile and reputation by working with Regional, Global Institutional on Agriculture and many other sectors supported by World Trade Organization (WTO), African Union (AU), International Coffee Organization (ICO), African Development Bank (AFDB), African Bank for Export and Import (AFREXIMBANK), Food and Agriculture Organization (FAO), United Nations Economic Commission for Africa (UNECA), New Partnership for Africa’s Development (NEPAD) etc.

The other notable cooperation/partnerships she has worked with include the Regional Economic Communities (RECS), namely, Southern African Development Community (SADC), Common Market for Eastern and Southern Africa (COMESA), Economic Community of West African States (ECOWAS) and East African Community (EAC), where she has actively participated to address the challenges encountered by small scale farmers in Africa, ensuring that they remain a central focus in regional and national policy making for development. Madam Sacko speaks fluent Portuguese, French, English, Spanish and Lingala. ●



H.E. Prof. Sarah Mbi Enow Anyang Agbor
AUC Commissioner for Human and Resources, Science and Technology

Elected by the African Union during the June/July 2017 summit, Professor Sarah Mbi Enow Anyang Agbor became the African Union Commissioner for Human Resources, Science and Technology (HRST). The department she is leading consists of three divisions namely: Education, Youth and Human Resources and Science and Technology. Her mandate is to ensure the coordination of AU policies and programmes on human resource development matters, science and technology, encourage and provide technical support to Member States and RECs in the implementation of continental strategies such as Continental Education Strategy for Africa (CESA 16-24), Science, Technology and Innovation Strategy for Africa 2024 (STISA 2024) and the Technical and Vocational Education and Training (TVET) strategy. Being passionate in her field, Prof. Anyang Agbor plays key roles in promoting research and development and inter-African cooperation on education and training; encouraging youth empowerment and participation in the integration of the continent.

She received her educational training from the University of Ibadan, Nigeria. Before joining the African Union Commission, she was the Deputy Vice-Chancellor in charge of Research, Cooperation and Relations with the Business

World (DVC-RCB), University of Bamenda -North West Region of Cameroon.

She previously served as Inspector of Academic Affairs at the Ministry of Higher Education, Cameroon, (MINESUP) during which she was responsible for evaluation and monitoring of Higher Education Institutions in Cameroon in strategic leadership, academic planning and quality, teaching and learning. She was the Focal Point for Pan African University; Conference of Ministers of Education in Africa (COMEDAF); Conference of Commonwealth Education Ministers and most of all UNESCO. Moreover, she represented the Cameroon Minister of Higher Education in several capacities.

Prof. Sarah Anyang Agbor is a Cameroonian and Professor of African and Commonwealth Literatures. She has supervised several students at the postgraduate levels at Master, PhD levels, sat in numerous juries, authored two textbooks, coauthored two books and over thirty peer reviewed book chapters and scientific publications. She was also a Visiting Fulbright Scholar in residence at the University of Scranton, PA in 2004-2005 where she taught Modern African Drama and Prose respectively and also created and African library for the university. ●

THEME: Gender equality on the continent

The latest World Economic Forum report on gender equality and women's empowerment place several African countries among the world's top performers. This is the result of continued political will at the highest level of decision-making to implement existing policy and legal commitments and continued advocacy efforts led by women's movements across the continent. Agenda 2063 specifically, dedicates Aspiration 6 and Goal 17 to achieve full gender parity in all spheres of life. To achieve this goal, several ambitious targets have been defined and translated into the new African Union Strategy for Gender Equality and Women's Empowerment (2017-2027). They include ensuring:

- **Maximizing (economic) Outcomes, Opportunities and Tech E Dividends:** income autonomy, compulsory education and care work, access and influence over technology
- **Dignity, Security and Resilience :** protecting and promoting women's role in humanitarian and conflict situations, ensuring their bodily integrity and

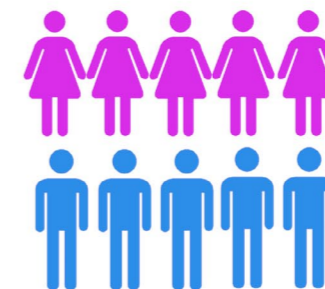
- **Effective Laws, Policies and Institutions:** implementing agreed norms and standards and strengthening institutional, CSO and member state capacity
- **Leadership, Voice and Visibility :** parity, recognition and mobilization for gender equality

The time is right, the time is now for gender equality and the AU and Africa are endowed with the necessary tools to translate commitments into action. The narrative for GEWE is therefore rapidly changing and metrics available demonstrate that "gender is a smart business". The African Development Bank (AfDB) estimates that eliminating gender inequality and empowering women could raise the productive potential of one billion Africans and a 2015 report from McKinsey shows that by narrowing the gender gap, sub-Saharan Africa has the opportunity to add 12 percent, or an estimated \$300 billion, to annual GDP by 2025 in the best-in-region scenario. The AU's flagship projects, including the Continental Free Trade Area will therefore unleash this significant potential.

Ratio of women in the African Union

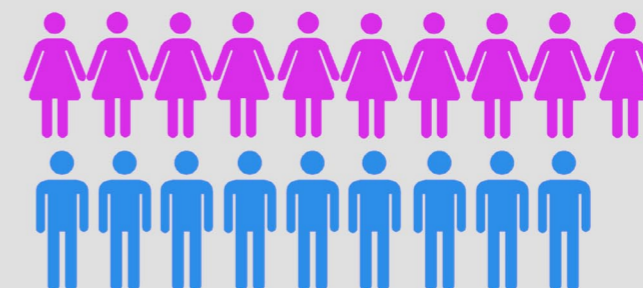
The African Union, as the main intergovernmental body of the continent, should act as a role model in these gender equality endeavours. Various efforts have been made in recent years and tangible results were achieved, especially at the executive and senior management levels of the Organization. The infographic below presents the situation of gender balance within the AU:

Elected Officials African Union Commission



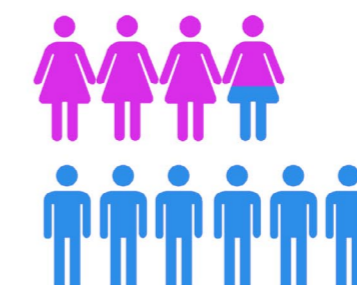
50%

Directors African Union Commission



52.6%

Staff African Union



35,6%

Promoting gender balance through AU recruitment

To achieve the gender parity goal within the African Union Commission (AUC), it is also important to promote women during recruitment. For the past few years, various actions have been taken in this regard by the Recruitment Unit, including:

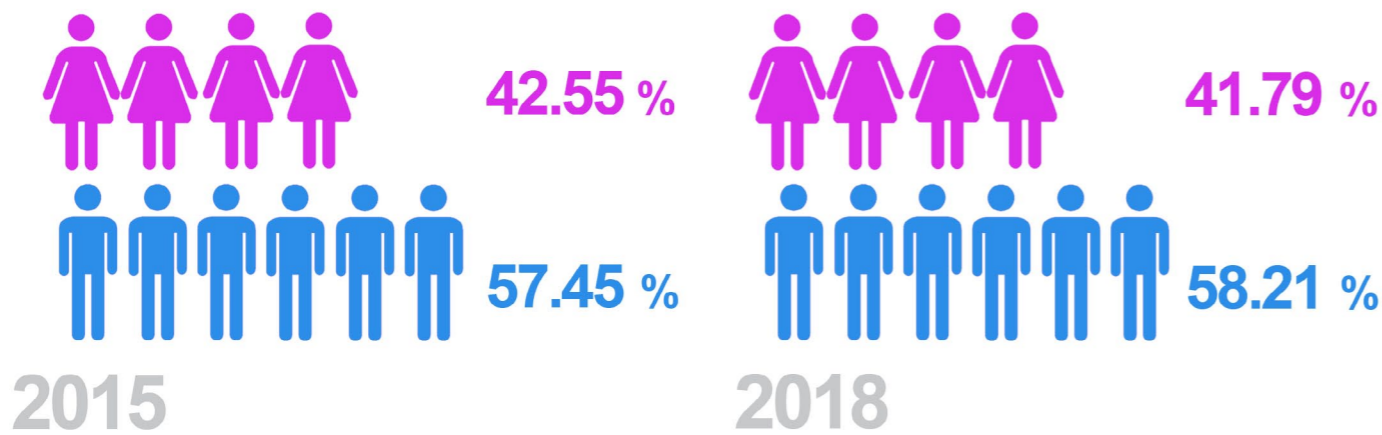
- **Awareness raising:** the Recruitment Unit team benefited from awareness-raising and training about gender issues. For example, the team leaders participated in the Women Leaders training to be role models and inspire their colleagues in performing their tasks.
- **Targeting:** The Recruitment Team also promotes women in their search for potential candidates for vacant

positions within the AUC. They target, for example, women from the least represented countries on professional network platform.

- **Recruitment process:** The procedures put in place for selecting employees for the AUC prioritize women. Therefore, a representative of the Women, Gender and Development Department is required to be present throughout the process. Likewise, the scoring system of candidates awards bonus points to women.

The following statistics summarize the results of these efforts:

From 2015 to 2018, the female to male ratio recruited in the AUC was kept at around 40%.



For the same period, the ratio of women recruited to managerial positions and professional categories increased from 60% to 75%.



AU WOMEN LEADERS - Part 2

The AUC now has 10 women Directors who bring a wealth of professional and personal experience to their positions.



Mrs. Khellaf Lamouchi Nedjat
Director - AUC Conference Management and Publications

William Shakespeare tells us that, 'Some are born great, some achieve greatness, and some have greatness thrust upon them'. Mrs. Nedjat Khellaf, Director of Conference Management and Publications (DCMP), who also doubles as the Chairperson of the AU Information Technology Committee and is the most senior female Director in the AUC, belongs to first of the three categories enumerated in the said dictum.

Born in Algiers, Mrs. Khellaf obtained her Master's Degree in Translation and Interpretation from the prestigious Institut National d'interprétariat/traduction, University of Algiers. Equipped with the necessary academic wherewithal, she joined the Algerian civil service under the purview of the Presidency. During the succeeding 22 years of service within that High Office, she was able to rise through the ranks to become first, Deputy Director, Director and then Director General.

Mrs Nedjat Khellaf is by the same measure a lady of many achievements and innovative ideas that enabled her to make her mark as soon as she took-up her position as Director of the DCMP in the African Union Commission in 2007. It was perhaps here that her leadership and creative management skills became even more manifest.



Dr. Regina Muzamai Maambo
Director - AUC Internal Audit

Dr. Regina Maambo Muzamai is Director of the Office of Internal Audit. She has a Doctorate in project Management, a Diploma in Performance Auditing, an Executive Master of Business Administration, as well as a Bachelor Degree in Accounting. Moreover, she is a Certified Government Audit Professional, Certified Internal Auditor and a Chartered Certified Accountant.

She is serving the African Union Commission at this position since April 2009. Prior to this she was AU Director of Programming, Budgeting, Finance and Accounting. She made remarkable impact in these positions. Among these is the management of SAP ERP IMIS System for finance throughout the process from needs assessment, blueprinting, training, testing and final implementation. She also started the consolidation of the budgets for all AU Organs, implemented the SAP Audit Module, the MKInsights Audit Management System and the Audit Command Language (ACL).



Mrs. Treasure Thembisile Maphanga
Director - AUC Trade and Industry

Treasure Maphanga holds an Executive Master's Degree in International Negotiations and Policy making from the Graduate Institute of Geneva, Switzerland (2010), a postgraduate certificate in Strategy, Leadership and Change Management from Wits Business School, South Africa (1995) and a Bachelor of Arts (Economics) from Trent University, Canada (1989).

Treasure Maphanga commenced her professional career as a Human Resources Practitioner in 1990. She was the first female appointed to serve as CEO in the Federation of Swaziland Employers and Chamber of Commerce (2003-2006) and Chief, Office for Africa, International Trade Centre (ITC), a joint agency of the WTO and UN based in Geneva from 2008-11. Since April 2012, directs a department dealing with Trade, Industry, Customs and Mineral Resources as well as the African Continental Free Trade Area negotiations and the African Union Commodity strategy, two flagship initiatives under Agenda 2063.



Mrs. Assietou Sylla Diouf
 Director - AUC Programming, Budgeting, Finance and Accounting

Mrs. Assietou has worked as a global finance executive in leading international companies in the banking sector in Africa, Europe and the Middle East. She started her career as an senior auditor in Paris. All along her professional career, her emphasis has always been on "Transforming Finance". She led key projects related to the implementation of regulatory frameworks as well as adherence to international standards.

She holds a Master in Business & Administration from "l'Ecole Supérieure de Commerce" and is a Chartered Accountant (France).

She is currently the Director of Programming & Budgeting, Finance & Accounting at the African Union in Addis Ababa. Her mission is to drive the financial part of the Institutional Reform of this continental institution by implementing the best practices in financial management and institutionalise the decision on "Financing of the Union".



Mrs. Simone Abala
 Director - AUC Protocol Services

Born in Akiéni, Republic of Gabon, Ms. ABALA Simone is a Graduate (BA) of Ealing College of Higher Education currently Thames Valley University, and a Post-Graduate (MA) of the University of Salford, England.

Upon joining the African Union on 14th September 2005, Ms. ABALA Simone brought a wealth of experience both as politician (MP) and technocrat at Directorate level in both private and Government Offices.

The presence of Ms. Abala Simone at the Head of Protocol for the past 13 years has brought added value to the Department through visible enhancing achievements, at the same time bringing to the limelight the importance of Protocol & Etiquette at the continental level. The latest achievement will be unveiled during the inauguration of the Extension Building: Accreditation Centre and new restaurants, special requests made by Ms. Abala Simone in 2007.



Mrs. Mahawa Kaba Wheeler
 Director - AUC Women, Gender and Development

Mrs. Mahawa Kaba Wheeler is the Director for the Director of Women, Gender and Development at the African Union Commission. She is considered a global thought leader on gender equality and women's empowerment and spearheaded the development of the African Union's first Strategy for Gender Equality and Women's Empowerment (2017-2027) adopted during the 32nd African Union Summit in July 2018.

As the principal advisor to the Chairperson and the Commission leadership on all matters related to gender equality and women's empowerment, Mrs Kaba-Wheeler's position entails continued engagements with Member States, Regional Economic Communities, Civil Society Organizations, International Development and UN Partners and women's movement across the continent and in the diaspora.

Mrs. Kaba-Wheeler started her career working at grassroots level and later on regional, continental and global policy issues affecting women, social and economic development and humanitarian issues.

She has managed and led multi-disciplinary and specialized expert teams in policy and strategy design, monitoring and evaluation, food security analysis and run multi-million dollar development and humanitarian programs. She graduated with honors in Private Law from the University of Gamal Abdel Nasser of Conakry and has a Master's of Project Management from the George Washington University, USA.



Amb. Namira Negm
 Director - AUC Legal Counsel

Ambassador Dr. Namira Negm has a Bachelor of Laws from the Ain Shams University, Egypt, a Master's in Laws from the King's College London in Public International Law, and PhD from the University of London.

Prior to joining the African Union she served as Egypt's Ambassador to Rwanda, Legal Advisor and Counter Terrorism Expert for the Egyptian Mission to the UN, and Diplomat in the Netherlands.

Dr. Negm was the negotiator for many UN and other international organizations legal instruments, ranged from law of the sea, family law, human rights, counter-terrorism, sanctions and others. Her publications include a book on "Transfer of Nuclear Technology under International law, Case Study of Iraq, Iran and Israel" and "the Role of Egypt in the negotiations of the Crime of Aggression".



Mrs. Leslie Richer
 Director - AUC Information and Communication

Director of Information & Communication for the African Union (AU), Mrs. Richer has over 20 years experience in Strategic Planning and Marketing Communications. Before joining the AU she worked in the private sector for companies such as Coca-Cola where in her last role she was the Regional Marketing & Strategic Planning Director, Nestle Central & West Africa as a Regional Business Manager. She has also worked for South African Breweries, Nielsen International and UNDP Private Sector Engagement Programme. Mrs. Richer has also been mentor in the Cherie Blair Foundation for Women.

She is a Member of the Chartered Institute of Marketing (UK), has an MBA and an undergraduate degree in Economics and Political Science.



Mrs. Cisse Mariama Mohamed
 Director - AUC Social Affairs

Mrs. Cisse Mariama Mohamed is the Director of Social Affairs. She joined the African Union in 2007 as Permanent Secretary of the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) located in the Department of Social Affairs. Before joining the AU, she served in her home country Niger as Deputy Prosecutor, Judge at the Niamey Court, then Advisor at the Appeal Court and President of the Criminal Chamber of the Appeal Court of Niamey. Passionate about Human Rights in general in particular children and Women Rights, she served as the Secretary General of the Women Lawyers Association of Niger, whose objective is to promote and protect women and children rights. She was also Vice President of the National Human Rights Commission of Niger.

She is a graduate of Magistrate School in Paris and holds several awards such as the International Prize for Human Rights Federation of Judges, Prosecutors and Lawyers in Germany.

Mrs Mariama Mohamed CISSE is from Niger, married and a mother of 4 children.



Mrs. Rekia Mahamoudou
Ag. Director - AUC Administration and Human Resources Management

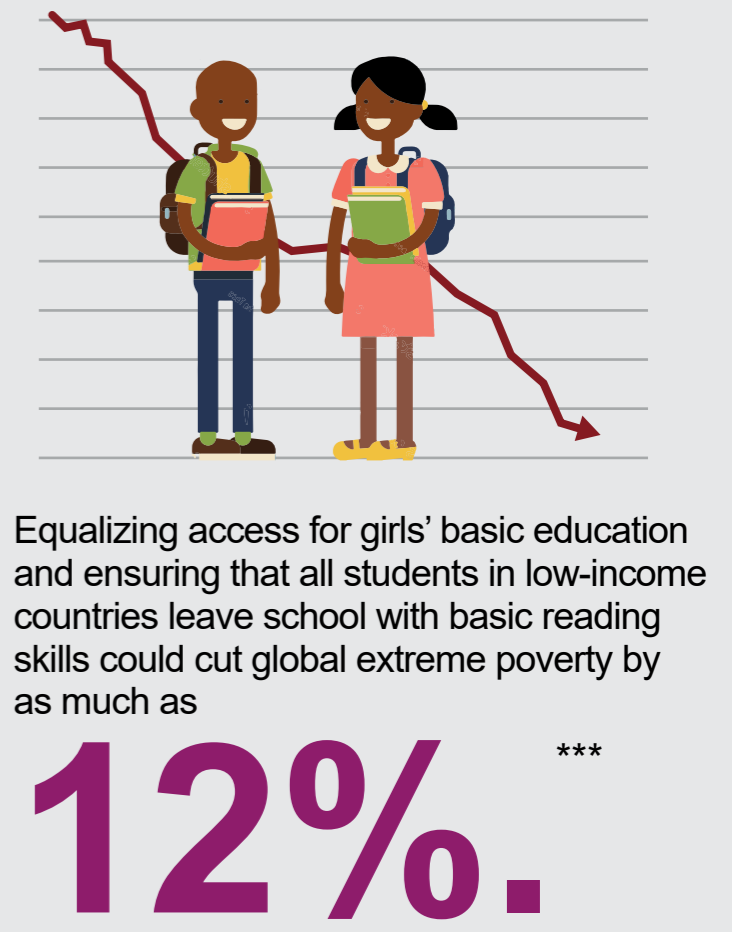
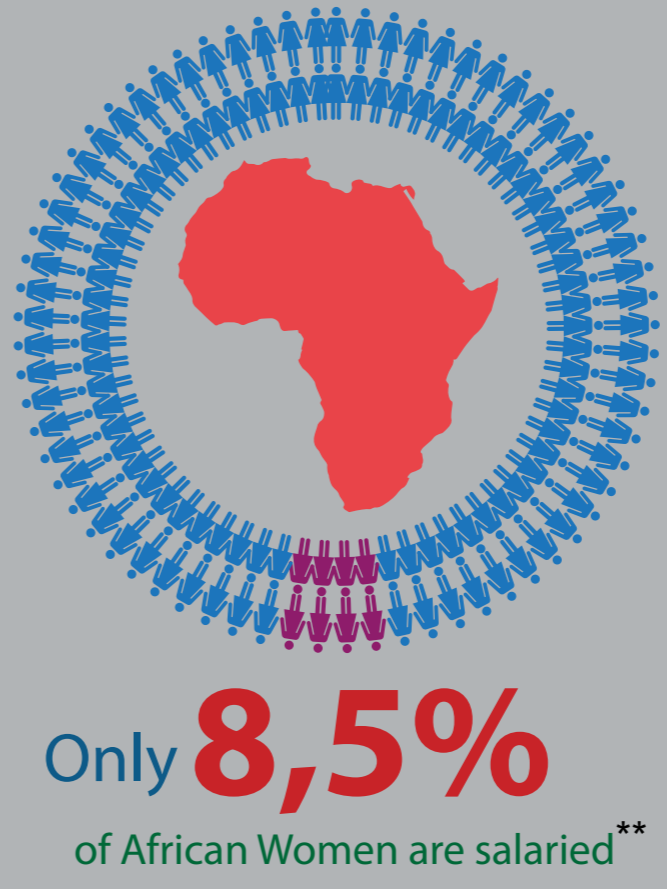
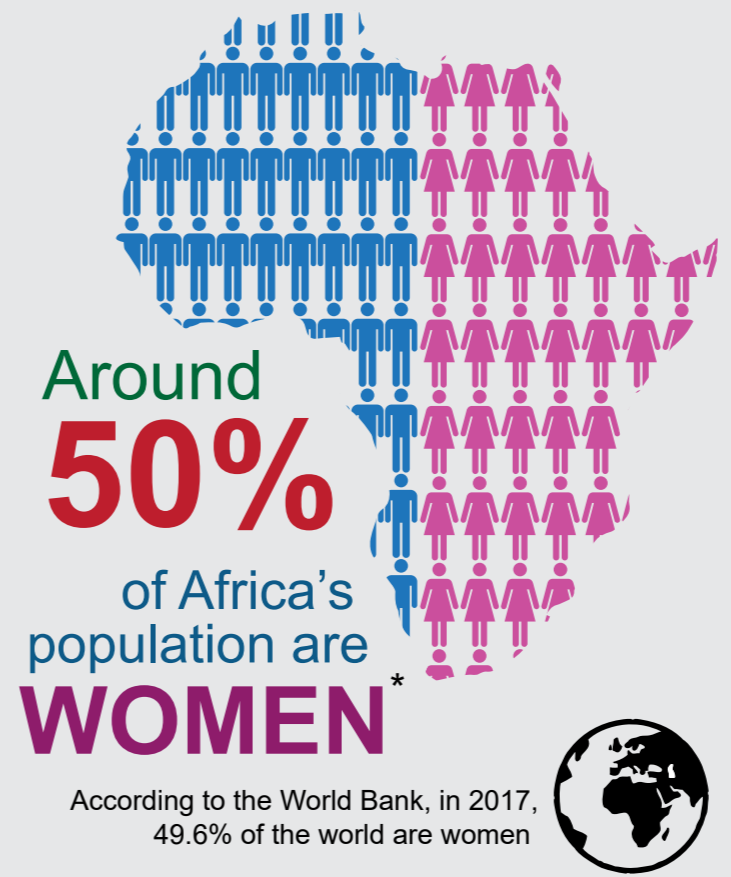
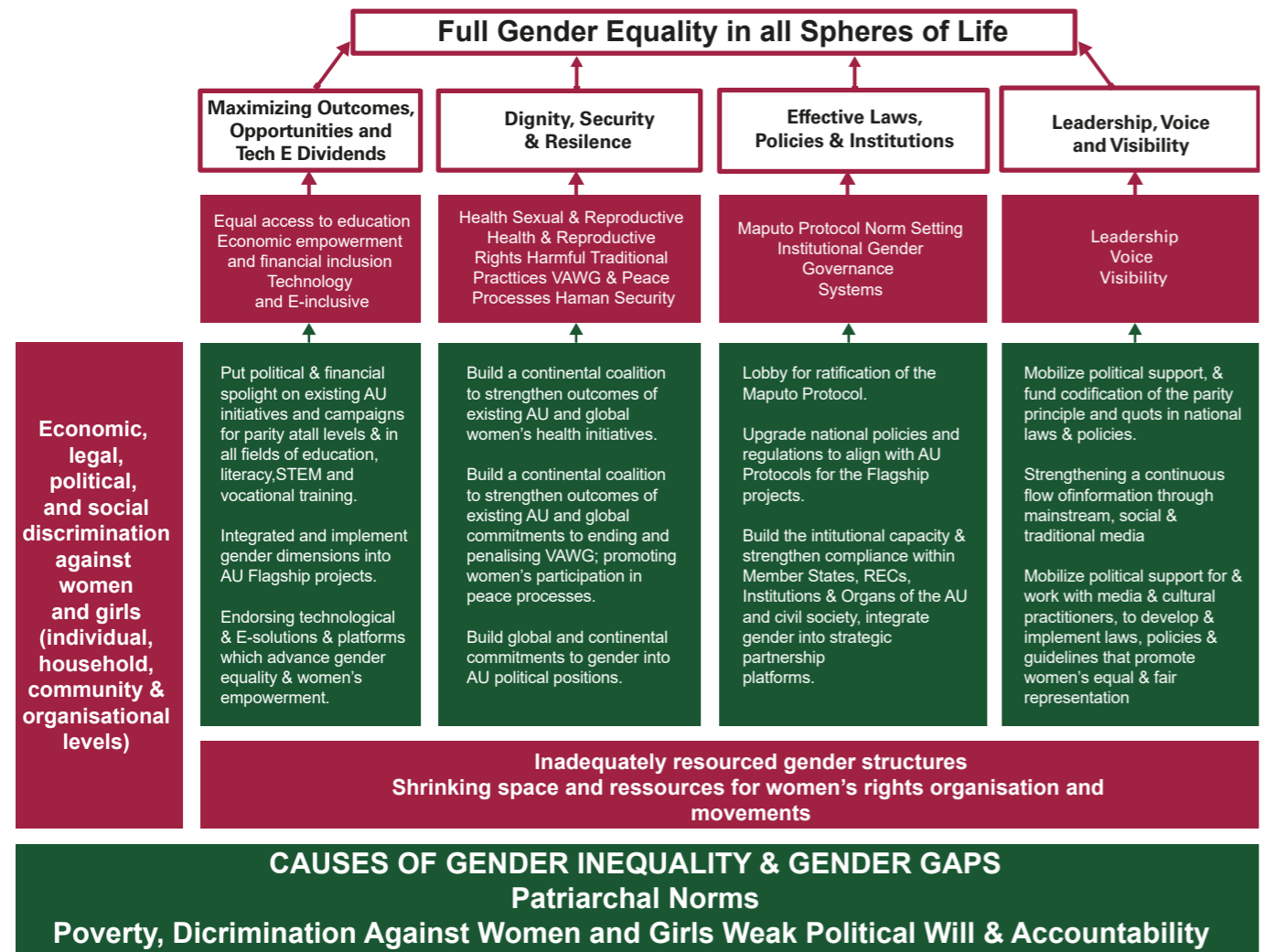
Mrs. Rekia Mahamoudou is the Acting Director of the Administration and Human Resources Directorate. With more than 15 years of experience in management positions, she continually demonstrates her incredible leadership capacity by enhancing organizational performance through innovation and the adoption of best practices.

Based on the Organization's Vision, Ms. Rekia has initiated and coordinated the establishment of a strong ICT governance structure. She has also coordinated the transformation of the AUC internal Administration through innovative solutions to improve efficiency.

Ms. Rekia is a holder of Post Graduate Degree in ICT Leadership, an MBA in Management-Economy, a Bachelor of Engineering in Information Technology, a BSc. in Physics, and an Advanced Diploma in Mathematics and Physics. She also holds several international certificates and enjoys being part of women associative groups, walking, and most importantly being a mother.

Theory of Change Gender Strategy

In order to achieve this parity, a strategy has been developed for the next ten years. One of its pillars is the theory of change in the field of gender. This approach is summarized below:



* African Statistical Yearbook 2017 - <https://www.uneca.org/sites/default/files/PublicationFiles/asyb-2017.pdf>
 ** <https://wia-initiative.com/>
 *** ONE's report, Poverty is Sexist: Why Girls and Women Must be at the Heart of the Fight to End Extreme Poverty



INSIGHT:
“Translating commitments into concrete actions”

- Dr. Mahawa Kaba-Wheeler

During its 30th Assembly of Heads of State and Government and as part of the Institutional Reform, the African Union adopted a decision to achieve full gender parity in the institutions and organs of the Union. This decision provides a unique opportunity to positively and gradually shift the AU to becoming a preferred employer for African women and families.

The Gender Parity Principle is embedded in several key legal and policy frameworks of the AU such as the article 4L of the Constitutive Act, the Modalities of Elections of Officials, the Staff Regulations and Rules, the 2009 Gender Policy, the Charter on Democracy, Standard Operating Procedures, Governance and Elections, the Maputo Protocol and the African Union Feminist Strategy for Gender Equality in Africa (2017-2027).

Despite the goodwill and abundance of normative frameworks for gender parity, progress towards creating an organizational environment where women's voices and aspirations are part of key institutional processes and outcomes remains very slow. The impact of this situation is multi-dimensional, including among others the perpetuation of patriarchal principles, substandard performance and productivity, poor moral and limited predisposition for inclusivity. These are however principles that the AU is promoting in Member States and its own lack of compliance diminishes the value proposition of external stakeholders for such practices. The AU therefore needs to be the first example of what it preaches.

In order to address this situation, since 2016, the AU has taken some key actions. They include conducting a gap analysis of

the Staff Regulations and Rules to identify constraints and take remedial measures, holding soft meetings with women to gather their voices on areas for change, obtaining the Parity 2025 decision, parity pledge of all AU Departments and RECs liaison offices in 2016, launching the women and leadership training programme, awarding women who have more than 10 years of service in the organization, providing financial and political support to the activities of the ethics of office and designing a continental AU Feminist Gender for gender equality and women's empowerment on the continent. The AU is also in the process of hiring a senior Manager to implement project “Parity 2025” and a staff counsellor.

Research has shown that to unseat deep rooted practices, solutions need to be systematic, systemic, grounded in best practices, progressive and not a zero-sum game. The challenge for the AU is dual: attracting and retaining women. This principle recognizes that women have different needs and requirements which are often tied to the challenges and realities of their lives at that point in time and conditions that are created to overcome them. As conditions acceptable to a young recruit will be very different for a women who needs to move her family or trying to build a family. They will also be different for women with young adult children compared to one with toddlers or adolescents. Addis Ababa, the headquarters of the AU presents several tangible challenges which render the decision for highly talented women to join the organization, add value and remain in the position for a considerable period of time. A project approach to the implementation of this decision becomes the preferable option as opposed to “one-off” light touch activities.

Interview: Dr. Mahawa Kaba-Wheeler is the Director for the Directorate of Women, Gender and Development at the African Union Commission (AUC). She is presenting below the work that her Directorate is doing to promote women across the continent.



Dr. Mahawa Kaba-Wheeler, what is your assessment of progress towards gender equality and women's empowerment?

The World Economic Forum report on Gender Equality and Women's Empowerment indicate that at current pace of progress, equality will be achieved in 170 years. That is a long time to come. Agenda 2063 has set a deadline of 2063 to achieve this same goal and that is the target we are working towards. Over the last decade alone, a great deal of progress has been made on several fronts. The gender gap in primary education has almost been closed, Africa is leading the way on women's representation in parliament, several parity governments have now been formed and maternal mortality has significantly decreased. The discourse for gender equality and women's empowerment has also significantly changed. Gender equality is no longer seen as only the right thing to do, but a necessity for prosperity, peace and security on the continent.

What else can be done to fast track progress?

Political will is the cornerstone to fast tracking progress. We are endowed with all the requisite legal and policy frameworks and the AU Strategy for Gender Equality and Women's Empowerment (2017-2027) is the latest addition to the AU's toolbox. Strong and sustained political is an essential catalyst for any type of change, and especially when it comes to shifting the boundaries of existing norms and traditions. Countries experiencing the greatest progress have made gender equality and women's empowerment a priority of their political agenda. Economic empowerment initiatives,

such as access to financing, government procurements and easing trade barriers are additional incentives needed to achieve greater economic autonomy for women which in turn increases the likelihood of gender equality and women's empowerment. In line with Agenda 2063, the AU Strategy for Gender Equality and Women's empowerment will promote initiatives that ensure women's access to land rights, create viable enterprises, facilitate trade and obtain lucrative government contracts.

And what about the parity at the Commission?

In his inaugural speech, H.E Moussa Faki Mahamat, Chairperson of the African Union Commission pledged to make women and youth the center of his priorities. The commitments continues to be cascaded into different initiatives, including Assembly Decision 635 on parity by 2025, the appointment of a young woman as his Youth Envoy and 60% women in his Cabinet, including his Spokesperson.

Parity is foundational to our organization's Constitutive Act in its Article 4L. Hence there are five men and five women Commissioners and gender equality is also stated in the Staff Regulations and Rules. The 2019 report from Human Resources show a 52% representation of women in Director (D1) positions, an upwards growth from 45% in 2018 and 29% in 2012. Progress is therefore tangible. In the overall staffing however, women currently represent 35, 6%. More work needs to be done particularly in the middle management and general service categories.

We are also working towards making numbers matter. To ensure we retain women and create enabling conditions for both men and women to feel AUC is an employer of choice for them. Through Decision 635, Staff Regulations and Rules will be amended where required to foster greater inclusiveness in the workforce and organizational culture. In 2018, several women in leadership training activities were held for professional women across the organization and working with partners' additional resources will be deployed to strengthen and expand opportunities available within the organization.

What would be your last words?

Let's think bold, dream big and push the boundaries. Gender equality is our collective responsibility, so let's work hand in hand to empower women and girls. We have a great base of stakeholders and partners, so the sky is the limit. Thank you. ●



Women Leadership training participants

Overview of Capacity development programs for Women at AU

One of the objectives underlying the institutional reform within the African Union Commission (AUC) is achieving gender parity within the Organization, its Organs, Institutions, Regional and Liaison Offices by 2025. This can only be achieved through the recruitment of more women, and more specifically through continuous capacity-building of the actual female workforce. To this end, the AUC has been organizing training workshops on “Women in Leadership” for middle-management level female professionals, as well as women and men in Senior Leadership positions.

Initiated through a joint effort of the Administration and Human Resources Management Directorate and the Women Gender and Development Directorate, this training program aims to invest more into structural and organization-wide approaches that will enhance women in leadership positions within the AUC. It also falls in line with the commitment of H.E. Moussa Faki, Chairperson of the AUC to focus his mandate on women and youth in 2017. These workshops are geared towards laying the foundation to grow an army of strong women leaders within

the Organization, empowering them with the latest tools and techniques to improve their leadership competences within multicultural contexts.

The teaching approaches adopted during these trainings are tailored towards strengthening participant’s leadership skills, building their confidence to help them take up leadership positions, influence the organizational culture, balance power relations, successfully tap into networks and inspire other women to take on more challenging roles. A key outcome of these workshops is the reconstitution of relevant internal mechanisms and tools that will support the implementation of the revised AU Gender Strategy.

74 AU female employees have benefitted from these trainings thus far. By catalyzing and harnessing the power of AU women leaders, the Commission seeks to ensure the AU becomes an attractive destination for women and subsequently the realization of Agenda 2063 as well. Above all else, leadership, strategy and continuous training to uplift women will help Africa win the fight against gender inequalities. ●



Family photo of the Second Women Leaders Forum participants with H.E. Moussa Faki Mahamat, AUC Chairperson

The Second Women Leaders Forum of Africa’s Transformation

The “Second Women Leaders Forum for Africa’s Transformation” of the African Women Leaders Network (AWLN) was held on the 24th to 26th April at the African Union (AU) Headquarters in Addis Ababa, under the theme, “Women Working Together for the Africa We Want: From Commitment to Action”.

Following its first launch at the High-Level Women Leaders Forum for Africa’s Transformation in New York in June 2017, the AWLN is an action-oriented initiative that seeks to enhance the leadership of African women in bringing transformative changes focusing on peace, security and development in the continent. The Network further aims to harness the wealth of African women’s experiences of leadership, build on other existing and emerging networks of women leaders, as well as develop new partnerships to strengthen the capacity of women, in line with the 2030 Agenda for Sustainable Development and the AU Agenda 2063, a visionary framework for the socio-economic transformation of Africa.

The African Women Leaders Network has articulated its aspirations and visions through High-Level Solidarity Missions to Conflict Affected Countries in Nigeria and in the Democratic Republic of Congo (DR Congo); the launch of

a Group of Friends of the Network to the UN, the creation of National Chapters in DR Congo and Cote d’Ivoire, the initiation of an African Women Leadership Fund and the establishment of the Interim Steering Committee at the AU HQ in December 2017.

The Second Forum aimed at establishing and operationalizing the Network, and mobilized more than 120 women leaders from various sectors across Africa, including the founding members of the Network. The Network will endeavor to develop the 2018-2020 Plan of Action, establish its governance structure and operationalization mechanisms and take actions to ensure more visible and sustainable leadership by women across all sectors of the society.

As an open-ended platform and space for women leaders in Africa, the AWLN will create opportunities for gender equality and women’s empowerment through global strategic agenda such as Planet 50/50 by 2030, AU Agenda 2063, Sustainable Development Goals and the G7 Forum for Dialogue with Women. ●

Text adapted from <http://www.unwomen.org/en/news/stories/2018/4/announcement-african-women-leaders-network-second-forum>

FOCUS:

Women empowerment political framework, legal instruments and policies



Photo by Getty Images

One of the main barriers to Africa’s development over the ages is ongoing inequalities in several areas, especially in terms of gender equality and persistent discrimination African women are faced with. The challenge facing the African Union (AU) therefore, is to reduce these inequalities and empower women through mainstreaming gender issues in all projects, programs and strategies to advocate for and enforce women’s rights, increase their access to decision-making and economic opportunities, and help them live free of violence.

However, African leaders, under the auspices of the AU, have since its creation continually demonstrated their commitment to promote and accelerate gender equality and women’s empowerment through the adoption of legal frameworks and policies.

African Union Constitutive Act

The underlying constitutional framework for all AU initiatives and efforts towards promoting gender equality and women’s empowerment across Africa is the Organization’s Constitutive Act. This document in its Article 4(l) urges the AU to reflect the principle of gender equality to guarantee the effective participation of women in decision-making. Furthermore, the Statutes of the AU Commission recognizes gender as a cross-cutting issue through all portfolios of the Commission and provides for the establishment of a special unit (presently the Women Gender and Development Directorate, WGDD) within the Office of the Chairperson to coordinate all programs and activities related to gender issues and women’s empowerment. WGDD is in charge

of translating AU policy agreements and instruments into measurable programs and projects, providing oversight by facilitating the development and harmonization of policy, facilitating coordination and initiating gender mainstreaming strategies.

Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa

The 2003 Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (Maputo Protocol) is the major AU legal framework on gender and women’s rights. It is the first comprehensive binding instrument which highlights the importance of the promotion and protection of women’s human rights to transform the Continent. The Protocol affirms and guarantees women’s rights, including participation in political processes; social, economic and political equality with men; control of their reproductive health; and an end to violence against women, as well as harmful cultural practices such as female genital mutilation.

Solemn Declaration on Gender Equality in Africa (SDGEA)

In addition, the AU Heads of State and Government adopted the SDGEA in which they pledged to sign and ratify the Maputo Protocol by the end of 2004 to pave the way for the domestication and implementation of the Protocol. In this declaration, they also undertook to report annually to the Assembly on the progress of their gender mainstreaming.

African Women Decade

Furthermore, in 2009, the African Women Decade (2010-2020) was also adopted, whereby AU Member States committed themselves to universal ratification, full domestication and implementation of the Maputo Protocol by 2020. Scheduled to be implemented in two phases, 2011-2015 and 2017-2020, the African Women Decade aims to advance gender equality through the acceleration of the implementation of global and regional decisions and commitments on gender equality and women’s empowerment. This was accompanied by the 2009 AU Gender Policy that established a clear vision and made recommendations to guide the process of gender mainstreaming and women’s empowerment to ensure that all political declarations and decisions are geared towards the elimination of persisting barriers to the achievement of this common objective.

In the meantime, 51 out of the 55 AU Member States have signed the Maputo Protocol, while only 40 have thus far ratified it and are bound by its provisions. Through ratification, these 40 States have undertaken to put into place domestic measures and legislation compatible with their obligations and duties. Likewise, only a small number of States have domesticated the Protocol and only 11 countries have submitted reports to the African Commission on Human and Peoples’ Rights (ACHPR).

Agenda 2063

Agenda 2063 has however given new impetus to the fight for gender equality and women’s empowerment in the Continent. This key continental framework for structural transformation and sustainable development reiterates the significance of gender equality and the empowerment of women in its Aspiration 6 which provides for “*development that is people-driven, relying on the potential of African people, especially its women and youth, and caring for children*”. Goal 17 of this Agenda also sets a bold vision of full gender equality in all spheres, while gender constitutes an integral part of all the other aspirations and goals even though they are gender neutral in their formulation. In line with this Agenda is the implementation of the AU Assembly Decision on Gender Parity and Youth Quotas to ensure that by 2025, 50% of the AU’s workforce is made up of women and 35% of youth.

Theme of the Year

Besides, the AU Assembly choice of the Theme of the Year in 2015 “*Year of Women Empowerment and Development towards Africa’s Agenda 2063*”, and 2016, “*Year of Africa’s Human Rights with a Focus on Women’s Rights*”, are powerful messages and calls for greater action towards promoting and securing the rights of African women.

AU 2017-2027 Gender Strategy

Moreover, the recently drafted AU 2018-2027 Gender Strategy will be a major milestone should it achieve its goal of guaranteeing that gender aspects of Agenda 2063 are articulated, monitored, evaluated and resourced. The reasons behind this new Gender Strategy are termed the “3T’s” (Time - Traction - Transformation). Firstly, it is believed that it is the right Time to revisit the rationale which underscores the 2009 AU Gender Policy given key developments and changes in Africa and worldwide. Agenda 2063 and Agenda 2030 on the Sustainable Development Goals have advanced targets for development objectives in general, and for gender equality and women’s empowerment in particular, changing the narrative of the latter. Thus, the need for an alignment with such advancements. Secondly, Traction is needed to move from commitments to action as there is a wide gap between the rhetoric and the reality. Finally, Africa seems to be ready for a Transformation that will put poverty and exclusion behind us. While women are seeking empowerment and active participation, the Continent’s youthful population is steadily growing, which is compounded by the pressure from the realities on an ageing population and lifestyle induced diseases. These require the expansion of gender equality and women’s empowerment that speaks to the needs of a multi-faceted landscape.

Though not an exhaustive list of African States commitments to promoting and protecting women’s rights and AU’s efforts to achieve this, the path of progress on gender equality and women’s empowerment is rather slow but not unachievable. The responsibility to advancing and achieving this goal lies with all the peoples of Africa who have specific roles to play considering that gender inequalities are a social construct, rooted in our cultures, social norms and believes. Whatever the case, the AU is continuously striving to fully engage and empower its female workforce through capacity building to boost their leadership abilities. ●



Photo by Getty Images

CREATION OF THE PAN AFRICAN WOMEN'S ORGANIZATION



A poster on the founding mothers is unveiled at the headquarters of the African Union Commission

A year before the Organization of African Unity, the women of Africa already united to fight for their rights. They now rally to this cause under the Pan-African Women's Organisation (PAWO), currently chaired by Mrs. Assetou Koite. In 2018, it was decided during the Summit that the PAWO will be operationalized as an Specialized Agency of the African Union.

PURPOSE

The total liberation of the African continent, the elimination of apartheid, and the institution of a joint justice as human beings became their priority. Thus, on the 31st July 1962, the Conference of African Women (CAF) was created at Dar es Salaam in Tanganyika now known as Tanzania, the first African Women Organization which became "Pan - African Women's Organization" (PAWO) after the congress of Dakar (Senegal) in July 1974 where the 31st July was designated

African Women Day. The Constitutive congress comprises 14 independent countries, and 10 national liberation movements.

PAWO is based since 2008 in Pretoria, South Africa. At its founding, PAWO was given an observer status in the African Union. The organisation receives material support and resources from the African Union and in turn supports programs undertaken by the AU.

AIMS

The aim of the Pan African Women's Organisation is to Unite all African women's organizations to allow an exchange of points of view and to undertake joint action. It also promotes human rights with a view to eliminating any form of discrimination, irrespective of birth, race, religion or sex; support political, economic and social liberation of the African Continent in order to contribute to the progress of its peoples through a conscious, real and constant action.

Moreover, it ensures full integration of women in economic and social development, so as to accelerate the promotion of African women so they can achieve full development and promote through friendship, understanding and cooperation an effective unity between African states. Finally it establishes lasting relations of friendship and cooperation between women in Africa and throughout the world and fights against poverty and disease, especially HIV/AIDS.



"Women in Power" high-level meeting during the African Union Summit in Mauritania, 2018

OBJECTIVES

- To prosecute the struggle for recognition and application of the right of African women to participate in decision making in the fields of political, economic, cultural and social life, both at national and international levels and particularly, to be able to express their opinion in bills envisaging the welfare of women and children before debated in parliament.
- To follow up the evolution and to contribute to the improvement of the situation of African women by collecting that on the economic, political and socio-cultural aspects, on women and children in member countries and disseminate the results of research undertaken in these fields by PAWO or by member countries through documents and through the existing media;
- Support action taken at national and international levels aimed at eliminating flagrant violation of human rights;
- To support governments in the protection of Africa in all aspects;
- To promote the effective unity among African states through friendship and co-operation;
- To establish continuous relations of friendship and co-operation between Africa and women all over the world; and
- To support the internal co-operation and participate in all action for disarmament and reinforcement of peace worldwide." With various issues affecting women throughout the African continent, the organization aims to solve political, economic, social and cultural problems of women in Africa. ●



Ms. Ebba Kalondo speaking at a meeting with partners

Mrs. Ebba Kalondo is the spokesperson in the Chairperson's office of the African Union Commission. In the following questions and answers she gives us an insight of the work she is doing as a woman leader.

Mrs. Kalondo, can you tell us of your career path prior to your current position?

I never thought I would become a spokesperson for an intergovernmental organization, let alone the African Union.

I have had a really lucky career path in the sense that I worked in news, managed newsrooms, was able to work in strategic communication on risks including political risks, and then also did academic work to come up with technical guidelines on political communication in an international organizational structure. Now I am in a whole new stratosphere where I am to channel the all of this experience to match the profile of a political principal who in turn, is mandated with a continental agenda for which different people have different expectations.

What does being a spokesperson for the AUC entail for you?

Holding this political position is an honour but it is probably also one of the most precarious positions one can have.

INTERVIEW

Being a woman in leadership

- Mrs. Ebba Kalondo

It is one of these interesting positions where I think you channel your principal and his/her values. Then you make an organizational statement on the relationship between the two.

As a Spokesperson for two years now, how do you perceive the question of gender within the African Union?

The Commission is a microcosm of how power is exercised on our continent. Our political principals – Heads of State and government – are men by a very vast majority. So, the equation of power is transacted by men. I came into an organization that is led by men, the power leadership is exercised by men and decisions are made through the prism of male eyes.

What is particular about H.E. Moussa Faki Mahamat's administration is that the majority of his advisors are women. And his functioning and values is that he chooses the best person for the job, and often it is a woman. But it is clear,

you still have to transact with the male gaze. You'll still have to struggle to make sure that, above all, it's the legitimate professional voice that is heard, and not just the voice of a woman.

You mentioned a majority of women in the administration of the African Union Commission. How can this help empower women at the continent level?

The Chairperson of the AU is the face of power of our Organization, and when a woman hold this position, like Mme Dlamini-Zuma did, I think it democratizes the image of power on our continent. It is therefore important to balance the image of power, that is is both male and female.

I don't think that African male leaders should congratulate themselves when they promote gender parity in their governments. This is not a mere altruistic move; it makes perfect political and economic sense. It is not about women's voice as agenda. It is just justice.

To be part of the African union is already inspiring.

In addition to democratizing the image of power, as a leader, how would you like to inspire the staff of the African Union?

I am a very ordinary woman, working in an extraordinary institution that is almost a victim of its own myth. It is a place like no other. I think inspiration comes from believing in the responsibility and the worth of what we do, but more importantly, remembering every day, why we chose this place to do it.

To be part of the African Union, for me, is already inspiring. The AU is what we do despite the challenges, even though sometimes the successes may seem small at times. These successes are born out of tenacity, constantly

pushing a continental agenda, negotiating a sentence and never ever giving up... That is what makes the AU relevant and inspirational. It is not easy, but if it was easy, it wouldn't be worth it.

On a more personal level, how do you balance your private and professional lives?

To be honest with you, I find finding a life-work balance almost impossible. I do not believe that you can have it at all. It is a lifestyle for me, not a job. Serving as the African Union as a Spokesperson is all or nothing and the personal life certainly takes a knock, but it's a choice, and yes the personal cost is high. But I would not trade this opportunity for anything in the world. . This is the education some of us never even knew we needed.

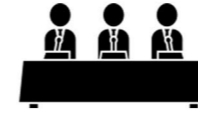
I must also say that I don't know if I would be able to do this, if I had young children. Mercifully, my children are all adults now, but it does not make it easier. And I think these are considerations that women take into account that men don't.

We do more and we consider the roles of having a career, being a mum, a partner, a friend, a sister and homemaker to be of equal importance. And we are expected to deliver on all. There is no magic bullet. We take a hit, but we don't give up. ●



Ms. Ebba Kalondo discussing with H.E. Moussa Faki Mahamat, AUC Chairperson

Handle dispute/grievance in the AU



ADMINISTRATIVE TRIBUNAL

Rules on disputes between staff and the Organization by hearing and passing final judgment on applications by staff members contesting administrative decisions. Matters which may fall within the jurisdiction of the Tribunal include, for example, decisions regarding the payment of staff benefits, promotion, performance evaluation, separation from the service as well as disciplinary measures taken against a staff member.



GRIEVANCE PANEL

Addresses staff grievances in the course of their employment with the Union in a swift and timely manner so as to ensure not only a harmonious working environment but also restore trust, confidence and moral required in execution of their responsibilities. Staff members have the right and the opportunity at all times to raise any concern, problems or complaint against any employee including supervisors for any breach or perceived breach of their rights as guaranteed in the Staff Regulations and Rules or any other relevant instruments.

DISCIPLINARY BOARD

Takes decisions concerning disciplinary measures when allegations of misconduct have been investigated and the allegations are substantiated. Depending on the nature of the misconduct, action can range from a reprimand to dismissal.



EMPLOYEE RELATIONSHIP UNIT

Manages workplace grievances to build an inclusive and harmonious work environment by:

- handling procedure for employees to raise grievances
- conducting proper investigations
- hearing and acting on the appeal within a reasonable period

Email: HRM-Registry@africa-union.org

Tel: (251) 11 551 77 00 Ext: 4329

Address for AUC Headquarter:
1st door, left side, 3rd floor, Building C

ETHICS OFFICE

Provides;

- Ethics awareness and education
- Confidential ethics advice
- Protection against retaliation for reporting misconduct
- Promotion of coherence and common ethics standards

Email: ethicsoffice@african-union.org

Tel: (251) 11 551 77 00 Ext: 4515

Address for AUC Headquarter:
1st floor, Building C



AFRICAN UNION STAFF



EVENTS & FAMILY LIFE

Congratulation to the following appointees:



Mrs. Cisse Mariama Mohamed
Director
Department of Social Affairs



Mr. Rashid Abdallah
Director
African Energy Commission (AfrEC)



Mr. Messaoud Baaliouamer
Executive Secretary -
African Commission on Nuclear
Energy (AfCoNE)



Mr. Sabelo Mbokazi
Head of Labor, Employment and
Migration
Department of Social Affairs

THE FAMILY OF THE AFRICAN UNION IS GROWING

Welcome to 33 new staff members:

Addis Mhiraf

Youth Volunteer – SAD

Walhalha Sphiwe Saukila

Youth Volunteer – SAD

Aliou Barry

Senior Political Officer – PSD-MISAHEL

Amina Mohamed Yassin Mahmoud

Associate to Trade Experts – TID

Anita Alfred Kyaruzi

Legal Associate – OLC

Ann-Mabel Enanga Williams

Youth Volunteer – SAD

Anthonia Iyanda

Senior Policy Officer, Partnership Management and
Coordination – BCP

Boluwatife Michael-Biyi

Youth Volunteer – SAD

Chrys Kaniki

Youth Volunteer – SAD

Col. Birane Niang

Logistics Planning Officer – PSD

David Ndumiso Magongo

Human Resources Planning Officer – PSD

Dorothy Wambeti Njagi

Youth Volunteer – SAD

Ezinne Victoria Chinemerem Onwuekwe

Youth Volunteer – SAD

Faith Nekabari Nfii

Youth Volunteer – SAD

G.Nekerwon Gwen

Youth Volunteer – HRST

Godson Kwasi Takyi Kumah

Senior Finance Officer-IPSAS Expert – PBFA

Kassa Belay

Interim Deputy Rector – PAU-Yaoundé Office

Laura Harivola Rakotonandrasana

Communication Officer – OSG

Linda Amorngor-Oje Etta

Technical Assistant - GMES – HRST

Liya Gashahun

Finance and Administration Officer – PSD-DRC

Mebrak Farid

Driver – AFRIPOL/Algiers

Mesfin Haileselassie

Warehouse Assistant - Asset Management – AHRM

Mohamed Saeed Abbi

Assistant Accountant – PBFA

Muhanad Hassan Mussa Yousif

Team Leader (Project Management Team) – PSD

Musonda Chikwanda

Youth Volunteer – HRST

Mustapha Kamara

Youth Volunteer – AFCHPR/Arusha

Paul Chimenya

Finance and Administration Officer – AOSTI-Malabo

Saint Thomas Joly Ngbonga-Zindoteala

Youth Volunteer – SAD

Selishi Mengistu

Finance and Project Management Officer – BCP

Solomon Abebe

Warehouse Assistant-Stock Items – AHRM

Suzan Joseph Kessy

Youth Volunteer – SAD

Torkia Selam

Cleaner – PSD-AFRIPOL

Yao Kami Yabi

Webmaster-French – DIC

UPCOMING EVENTS

- **37th Ordinary Session of the Permanent Representatives' Committee**
21-22 January 2019
- **34th Ordinary Session of the Executive Council**
07-08 February 2019
- **32nd Ordinary Session of the Assembly**
10-11 February 2019

HAPPY INDEPENDENCE DAY TO THE CITIZENS OF THE FOLLOWING COUNTRIES:

Algeria	November 1st
Angola	November 11th
Morocco	November 18th
Mauritania	November 28th
Cent. Africa Rep.	December 1st
Tanzania	December 9th
Kenya	December 12th
Niger	December 18th



Amb. Amina Mohamed receiving her award from H.E. Kwesi Quartey, Deputy Chairperson of the Commission, and Amb. Erieka Bennett

“We believe that in order to have the Africa that we all want, which is prosperous and peaceful, women, who form the majority of citizens, must participate equally, fully and effectively in the affairs of the continent at all levels” - H.E. Kwesi Quartey, Deputy Chairperson of the Commission, during the 2018 African Women of Excellence Awards Ceremony.

Set up as part of the African Women’s Decade (2010-2020), these excellence awards recognize African women and women of African descent for their outstanding contribution to the struggle for freedom, development and peace in social, political and economic spheres.

Two categories of honours are given during this event:

- The Living Legends Award honouring outstanding African Diaspora Women;
- And the Women of Excellence Award honouring women who have made significant global contributions that have positively impacted the lives of all African women and women of African descent.

The selection process for these awards are conducted by the African Union/Diaspora African Forum Awards Committee who identifies, shortlists, selects, notifies and profiles final Awardees under both categories. ●

2018 recipients of the African Women of Excellence Award

- H.E. Jeannette Kagame - First Lady of the Republic of Rwanda
- H.E. Samira Bawumi - Second Lady of the Republic of Ghana
- Hon. Baleka Mbete - Speaker at the National Assembly of the Republic of South Africa
- H.E. Dr. Amina Mohamed - Cabinet Secretary for Education, Science, Technology and Innovation of Republic of Kenya
- Oshunbumi Fernandez-West - ODUNDE Inc. CEO from Philadelphia, USA
- Clarise Ford-Kulah - Philanthropist, college professor, writer and producer from Atlanta Georgia, USA
- Dr. Toni Luck - educator, scholar, transformational specialist, and political and international economic and business development strategist at African Legacy Trust in South Africa
- Hon. Sally Mbanefo (nee Uwechue) - Commissioner for Diaspora Affairs, Indigenous Artworks, Culture and Tourism from Anambra State, Nigeria
- Dr. Martha Namundjebo-Tilahun - United Africa Group Chairperson in Namibia

An Africa whose development is people-driven, relying on the potential of African people, especially its **women and youth, and caring for children.**



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