

Fahari

Vol. 1 | March 2024
www.fahari.com

AFIRCAN WOMEN ON
THE VERGE ELEVATING
TO NEW HEIGHTS

LEAVING NO ONE BEHIND:
EMPOWERING WOMEN
WITH DISABILITIES

SETTING UP A SUCCESSFUL
BUSINESS IN NIGERIA

AFRICAN LOVE: UNVEILING
THE SIGNIFICANCE OF THE
PROPOSAL GESTURE

UNVEILING THE SPIRIT OF
AFRICAN YOUTHS



FORGING A LEGACY

THE GENESIS AND EVOLUTION OF THE
COMMONWEALTH BUSINESS WOMEN AFRICA

Mrs Ngozi Oyewole
&
Nana Wanjau

**Shattering Ceilings: Mastering the
Art of Ascending to the Pinnacle**

In the dynamic realm of professional pursuits, the concept of the glass ceiling has persisted, limiting the ascent of individuals, particularly women and marginalized groups....

Grow Your Business With CBW-Africa

Join Our Business Directory

Why you should join

- Invitation to networking sessions
- Access to industry experts and decision-makers
- Increased Visibility
- Improved Online Presence
- Local Marketing
- Credibility and Trust

Continental Secretariat

📍 Plot 27 Block 74 Emmanuel Abimbola Street, along Fola Osibo, Lekki Phase 1, Lekki, Lagos, Nigeria

✉ info@cwbafrica.org 🌐 cwbafrica.org



**BORCELLE
UNIVERSITY**

DAY 3 - THURSDAY, 14TH MARCH 2024

EVENT 1

COMMONWEALTH BUSINESS WOMEN
AFRICA
HIGH LEVEL RECEPTION/
AWARDS & RECOGNITIONS

HOSTED BY WINTRADE GLOBAL
WOMEN IN BUSINESS NETWORK & THE
FIRST LADIES OF AFRICA IMPACT &
RESILIENCE SUMMIT (FLAIRS)

TIME: 12.30PM - 2.30PM
VENUE: BT GROUP HQ LONDON EYE
17TH FLOOR, 1 BRAHAM STREET,
LONDON E2 8EE NEAREST STATION
TUBE.:

EVENT 2

HIGH LEVEL DEBATE AT THE HOUSE OF LORDS
SPONSORED BY BARONESS VERMA OF
LEICESTERSHIRE. TIME: 3.30PM - 5.00PM (STC)
VENUE: HOUSE OF LORDS - PARLIAMENT SQUARE,
SW1



**COMMONWEALTH
BUSINESS WOMEN
AFRICA (CBW-Africa)**

Our Skill is our Strength, our heritage is our Bond

- 5 | Note from the editor in Chief
- 6 | CBW- AFRICA EXCO
- 7 | Commonwealth Business Women-Africa Nairobi Chapter
- 8 | Word from the President
- 9 | Eent
 - UK Business Retreat
 - 2024 ITINERARY African women on the verge
- 10 | Word from the Vice President

EMPOWER

- 14 | African women on the verge, elevating to new heights.
- 22 | Breaking Free From The Cycle Of Poverty.
- 27 | Change Through Education
- 46 | Women & Youth : The Key to Economic Progress in African Communities.

COMMUNITY

- 48 | A Heart of Service: Illuminating Path to Positive Changes.
- 50 | Unveiling the Spirit of African Youth

TECHNOLOGY

Perspectives on Development

- 52 | **Gender Gapped:** Tanzania and Gender Diveristy in the Technology Industry.

n pale comparison to other fields such as: Law, Medicine, etc. The number of women fielding the sector of Technology and IT-
- 56 | **E empowering Girls:** The Significance of Teaching Coding Skills.

FINANCIAL

- 64 | Prioritizing Your Financial Wellness for a Secure Future

In today's fast-paced world, discussions about health and lifestyle often revolve around physical fitness, nutrition, and mental well-being. However, one critical aspect is often

IN THIS ISSUE

Inside **Fahari** Magazines

Vol 1, March, 2024



HOLISTIC MENTAL WELLNESS

A Prescription for Preventive Mental Health

58



A portrait of Emelda Mwamanga, Editor in Chief of Fahari Magazine. She is a Black woman with her hair pulled back, wearing a black blazer over a light-colored sweater, a gold necklace, and a diamond earring. She is smiling and looking towards the camera.

Editor in chief word

Africa's Vision for Empowering Women

Welcome to the inaugural edition of Fahari Magazine, the voice of empowerment and inspiration brought to you by CBW-Africa. In this groundbreaking publication, we embark on a journey dedicated to celebrating the resilience, strength, and potential of African women across the continent. Fahari Magazine, under the umbrella of CBW-Africa, is more than just a magazine; it's a testament to the transformative power of empowering women.

At CBW-Africa, we are fueled by a passionate belief in the boundless potential that resides within every woman. Our dedication to empowering women stems from the understanding that when women are given the tools, resources, and opportunities they deserve, they can drive innovation, create positive change, and become powerful catalysts for progress within their communities.

Our mission is clear: to unite, educate, and inspire African women in leadership and entrepreneurship.

We recognize the unique talents and perspectives that women bring to the table, and we are committed to providing them with the means to succeed in every aspect of their lives.

Fahari Magazine is an extension of our commitment to empowerment. In these pages, you'll find stories of triumph, wisdom, and inspiration from women who have navigated the challenges of leadership and entrepreneurship. From the boardroom to the grassroots, Fahari Magazine showcases the diverse journeys of African women who have emerged as leaders in their own right.

As we unveil this inaugural edition, we invite you to immerse yourself in the narratives of strength, resilience, and empowerment.

Let Fahari Magazine be a source of motivation, a guide for those seeking to embark on their own journey of leadership and entrepreneurship.

Warm regards

Emelda Mwamanga

Editor in Chief Fahari Magazine

The Team

CBW- AFRICA EXCO



COMMONWEALTH
BUSINESS WOMEN
AFRICA (CBW-Africa)
NIGERIA CHAPTER

Our Skill is Our Strength. Our Heritage is our Bond.



Mrs Ngozi Oyewole
President



Mrs Nana Wanjau
Vice President



Remie Male
Continental Executive Secretary



Dorothy Dottie Lih
Head of Fundraising & Partnership



Enyidiya Uwa Ojike
Head of Finance



Mrs Mekliti Abella
Head of Advocacy



Emelda Mwamanga
Editor in Chief Fahari Magazine



Aisha Ibrahim Qumrudin
Head of Projects



Hilda Nkor
Head of Governance



Dr. Arine Okogun
Legal Secretary



Lydia Mwesigwa
Head of Membership



Rita Namakika Nangono
Continental Legal Secretary



Loreta Ikome
Head of Programs



Pauline Warui
Head of Trade



Nicoleta Acatrinei
Head of Diaspora

COMMONWEALTH BUSINESS WOMEN- AFRICA NAIROBI CHAPTER



“ We need to make ourselves known to other women starting out; write articles, sit on panels and go to events where we can show that it is possible for women to be in these positions of power. The more we show ourselves to a population of hungry, yet hesitant women, the more those women will be energized to start fighting for positions of power within this industry. ”

Word from the President



Dear readers,

It is with great pleasure that I extend warm greetings to you all as we celebrate the inaugural issue of Fahari Magazine, a publication dedicated to supporting and empowering women entrepreneurs and business leaders across African Commonwealth countries.

In this dynamic and ever-evolving landscape of business and entrepreneurship, it is essential to recognize and celebrate the invaluable contributions of women. Across the African continent, women entrepreneurs are driving innovation, creating jobs, and making significant strides in various industries.

However, they often face unique challenges and barriers to success. Fahari Magazine aims to address these challenges head-on by providing the tools, networking opportunities, and resources necessary for their success. As we embark on this journey together, let us reaffirm our commitment to promoting and supporting women entrepreneurship while unlocking the vast economic potential that lies within. By providing a platform to educate, inspire, and amplify the voices of business women across Africa, Fahari Magazine seeks to catalyze positive change and foster a culture of empowerment and inclusivity.

I commend the team behind Fahari Magazine for their dedication and vision in creating this invaluable resource for women entrepreneurs. Together, let us harness the power of collaboration and collective action to build a brighter and more prosperous future for all.

Thank you for your support, and I look forward to the transformative impact that Fahari Magazine will undoubtedly have on the lives of women entrepreneurs across the African Commonwealth.

Warm regards

Mrs Ngozi Ojewole

President, Commonwealth
Business Women Africa



COMMONWEALTH
BUSINESS WOMEN
AFRICA (CBW-Africa)

Our Skill is Our Strength, Our Heritage is our Bond

UK BUSINESS RETREAT 2024 ITINERARY

(Dress Code: National Attire)

DAY 1

Tuesday, 12th March 2024.

Event

Visit to the British Broadcasting Corporation

- Tour of the World News Service.
- Meeting with Global HR Director: Irene Asare
- BBC News & Current Affairs covering the scope of UK and International Markets.

Time: 1:00pm - 2:15pm:

DAY 2

Thursday, 14th March 2024.

Event 1

Commonwealth Business Women Africa High Level Reception/Awards & Recognitions hosted by WinTrade Global Women In Business Network & the First Ladies Of Africa Impact & Resilience Summit (FLAIRS) and sponsored by British Telecoms.

Time: 12:30pm - 2:30pm

Venue: BT Group HQ London Eye 17th Floor, 1 Braham Street, London E2 8EE Nearest Station Tube: (ALDGATE & ALDGATE EAST).

Event 2

High Level Debate at the House of Lords sponsored by Baroness Verma of Leicestershire.

Time: 3:30pm - 5pm (stc)

Venue: House of Lords - Parliament Square, Sw1.

DAY 3

Friday, 15th March 2024.

Event

Commonwealth Business Women Africa. High Level Networking Event & Magazine Launch

Time: 3:30pm - Network Reception & Cocktails.

4pm - 8pm - Magazine Launch.

Venue: The Private Room @ Restaurant The Mezzanine Floor The London Marriott Canary Wharf Hotel & Executive Apartments.

DAY 4

16th March 2024.

Women in Business & Management Awards.

Time: 6:30 pm

Venue: Palace of Westminster, House of Lords, London SW1A 0PW.

COLLABORATORS:



Word from the Vice President

Greetings and Happy International Womens Month. | celebrate every woman, young and old, from all works of life, the women who came before us, whose shoulders we stand, | salute you and celebrate you every single day, for your resilience and unwavering commitment to empower and uplift women and girls in your respective communities.

It is with great pleasure and optimism that I present this foreword on behalf of the Commonwealth Business Women Africa (CBW-Africa). As Vice President of CBW-Africa and Chief Gender Officer at the Pan African Chamber of Commerce, I am deeply committed to advancing the mission and vision of our organization.

CBW-Africa stands as a beacon of empowerment for African women in leadership and entrepreneurship. Our mission to Unite, Educate, and inspire African women is not

just a statement but a guiding principle that drives our

collective efforts. We firmly believe that by empowering women, we not only transform individual lives but also uplift entire communities and drive economic growth across the continent. Through a diverse range of programs, CBW-Africa actively contributes to the empowerment and advancement of women in business within member countries. From supporting women in traditional industries like shea butter and textile production to fostering innovation through initiatives like the One Million Africa Girls Coding Project, we are dedicated to addressing the specific needs and gaps faced by women entrepreneurs and youth.

Our commitment to supporting entrepreneurship and innovation is evident in the continuous training sessions, webinars, and strategic partnerships we foster. By providing women with the necessary tools, resources, and networks, we create an enabling environment where their unique talents and perspectives can flourish.

Looking to the future, CBW-Africa aspires to elevate awareness of women's entrepreneurship and underscore the significance of women's roles in business. Our goals include scaling up existing programs, expanding our geographical reach, and fostering collaboration and partnerships both within and outside the Commonwealth.

In the coming years, we aim to achieve even greater impact, extending our reach to benefit a larger number of women entrepreneurs across diverse sectors and regions on the continent. We are committed to driving positive change and solidifying our legacy as a driving force for women's empowerment and economic prosperity in Africa.

I invite you to join us on this journey as we work towards creating a more inclusive entrepreneurial ecosystem and empowering women to realize their full potential.

Nana Wanjau

Vice President, Commonwealth Business Women Africa

By providing women with the necessary tools, resources, and networks, we create an enabling environment where their unique talents and perspectives can flourish.



Fahari

PRESIDENT	MRS NGOZI OYEWALE
VICE PRESIDENT	NANA WANJAU
EXECUTIVE SECRETARY	REMMIE MALE
CHIEF EDITOR	EVELDA MWAMANGA
ASSOCIATE EDITOR	RITHA KINYAIYA
SOCIAL MEDIA EDITOR	JESSIE BAJI
TEAM MANAGER	FARAJ MAKUBURI
COMMERCIAL MANAGER	UWA
ADVERTISEMENT	DOTTIE
ART DIRECTOR	JOSEPH ARCHIE



Publisher on behalf of **Fahari Magazine**
 EAST AFRICA BANG MEDIA HOUSE
 P. O. Box 20797, DSM, Tanzania Tel: +255 754844578
 Email: info@bangmagazine.co.tz | www.bangmagazine.co.tz
 EAST AFRICA BANG MEDIA HOUSE LTD | Copyright © 2024



What is “Inspire Inclusion”?

In the context of International Women’s Day 2024, “inclusion” refers to the active process of creating a society where all women, regardless of their background, identity, or experiences, feel valued, respected, and empowered to participate fully in all aspects of life. **Here are some comments from our leaders**

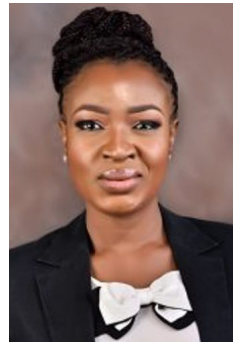
Best Advice



President of CBW-Africa
MRS NGOZI OYEWOLE

There must be representation and participation in decision-making: Ensuring women have a seat at the table and their voices are heard in shaping policies and initiatives that impact their lives

Executive Secretary CBW Africa
REMMIE MALE
We must celebrate diversity: Recognizing and valuing the unique experiences, perspectives, and contributions of women from all walks of life, including different cultures, ethnicities, abilities, religions, sexual orientations, and gender identities.



Head of Compliance & Regulatory Affairs at NBC bank
SARAH LIZER

Studies have shown that companies with diverse leadership teams outperform those with homogenous leadership structures, highlighting the economic benefits of inclusion.

Ceo Compass
TOKUNBO CHIEDU
 There must be equal access to opportunities and resources: This encompasses education, employment, healthcare, political participation, and other areas where women may face systemic barriers.



Submission:

A weapon of domestic violence?



Nigerian Christian woman is raised by her parent as a young girl with this particular word 'Submission' at the back of their mind. This is not peculiar to Christianity alone, as other Nigerian various traditional cultures and religions also support this. However, there are misconceptions which alter the truth of biblical submission of Eph 5: 22-33. Moreso, submission according to Merriam Webster dictionary is "a legal agreement to submit to the decision of arbitrators, or an act of submitting something for consideration or inspection or the condition of been submissive, humble or compliant or an act of something to the authority or control of another". This definition portrays agreement, hence, do not enter into agreement with an abuser to kill you as a woman.

The word submission had tied many women down in an abusive relationship most especially when they are made to believe it has the backing of their religion. Although domestic violence cannot be supported by any verses of the bible, but the perpetrator of this violence holds the victim bound with the threat of sinning against her God if she complains or back out. It is also believed that most perpetrators of domestic violence deliberately search for a God-fearing spouse, knowing that no matter how ugly the situation might be in their marriage the woman will not go until death do them part as contained in the marriage vow. The costly example that comes to mind is the death of Osinachi the gospel singer (www.theguardian.com) who recently died as a result of domestic violence, this is not to say that abusive relationship/marriages that led to dead of one spouse only exist/ existed in Christianity. However, the mythological beliefs about submission from the biblical stance needs to be demystified.

In order to clarify this misconception, I discovered that there are truly two types of biblical submission;

Submission By Curse (SBC): Gen 3:16c "...and thy desire shall be to thy husband and he shall rule over thee". This was part of the judgement/curse placed on the woman, BC (Before Christ). To rule over someone could come in diverse ways, depending on the ruler's disposition.

Submission By Grace (SBG): Ephesians 5 kind of submission depicted the relationship between Christ and the church: Christ gave up himself to earn submission from the church. This kind of love expressed by Christ is

agape (unconditional love). Also, it is a Godly submission, not a coerced one which yields discriminatory acts that are so visible all around (Eph 5: 21-33). According to Lovse (2009:115), the book of Ephesians brought about a radical change in the way women were been treated.

Submission By Curse (SBC) tallies with Patriarchal domination which exist in Nigerian society and this had influenced many men in and outside the church. This kind of submission can be likened to slavery depending on the disposition of the 'ruler' (husband), and under this account of submission the woman has no say. Moreso, this type of submission is a whip in the hands of an abuser against his victim.

However, under SBG, it is the sacrificial love of the husband towards the wife that propels submission, just like Christ's death bought the submission of the church. Under this account, the family prospers and sees God only as the ruler of the home. Also, no one takes advantage of the other.

In conclusion, it is of great importance to understand the kind of marriage agreement you are entering into before venturing into it. Do not let anyone use submission as a weapon to keep you in an abusive relationship, Jesus did not coerce the church into submission but rather gave himself up for her.

Submission can indeed be used as a

weapon in domestic violence. In an abusive relationship, the abuser often manipulates their victim into submission through various means such as emotional manipulation, threats, coercion, and physical violence. The victim may feel powerless to resist due to fear, low self-esteem, or financial dependence.

This submission allows the abuser to maintain control and continue their abusive behavior. It's crucial for victims to recognize the signs of abuse and seek help to break free from the cycle of submission and violence.

The importance of the Proper understanding of women's submission in the Family/society

- What affects the family units affects the society as a whole.
- Woman's submission (under grace) is to 'her own husband' not to another man outside her home, but this had interfered with women's identity in the church, offices/organizations, market places, etc. for instance some churches will not still allow women to lead.
- Abusive relationships lead to improper upbringing of the children and this are the future of the nation
- A woman's strength thrives more in a loveable environment and this is evident in the role she plays in the society.

African Women on the Verge

Elevating to New Heights

In the heart of Africa, a compelling narrative of resilience, ambition, and empowerment is unfolding. “African Women on the Verge: Stepping Up to the Pedestal” delves into the transformative journeys of exceptional women who have introduced change and elevated themselves to new heights.



President Samia Suluhu Hassan's historic ascent as the sixth and the first woman president of Tanzania stands as a beacon of inspiration for women across the globe. Her journey embodies resilience, determination, and breaking through glass ceilings. Rising from humble beginnings, President Hassan navigated through a male-dominated political landscape, earning respect and recognition for her competence and leadership qualities. Her presidency not only marks a significant milestone for Tanzanian politics but also sends a powerful message of empowerment to women worldwide. President Hassan's achievement serves as a reminder that gender should never be a barrier to reaching the highest echelons of power, and her leadership offers hope for a more inclusive and equitable future.



Dr. Ngozi Okonjo-Iweala is a trailblazer with over 40 years of global finance expertise, exemplifying the resilience and determination of countless African women challenging societal norms. With a distinguished career spanning both the public and private sectors, she has held prominent positions such as Finance Minister and Foreign Minister of Nigeria. As the Director-General of the World Trade Organization (WTO), Dr. Okonjo-Iweala has showcased her exceptional skills as a negotiator and consensus builder, advocating for fair trade practices and inclusive economic policies on the global stage. Her leadership at the WTO signifies a significant milestone, as she became the first woman and the first African to hold this esteemed position, inspiring generations of women to pursue leadership roles in international development and diplomacy.



Mama Graça Machel

Mozambican politician and humanitarian, holds a unique distinction—serving as the First Lady of both Mozambique and South Africa. As an international advocate for women’s and children’s rights, she continues to influence policy for lasting change in Africa.



Lydia Nsekera

The former president of the Football Federation of Burundi, and **Judy Dlamini**, the South African businesswoman and author, each contributed to this narrative. Lydia Nsekera made history as the first woman co-opted onto the FIFA Council and served for eight years. Judy Dlamini, Chancellor of the University of the Witwatersrand, chaired the board of Aspen Pharmacare Holdings and founded Mbekani Group, showcasing leadership in business.



Joyce Aluoch

A Kenyan lawyer and former Judge of the International Criminal Court, played a pivotal role in child rights, chairing the Committee of African Union Experts and the UN Committee on the Rights of the Child.



Ellen Johnson Sirleaf

Liberia’s 24th president and the first elected female head of state in Africa, broke barriers and shaped Liberia’s political landscape. Her remarkable journey from Citibank to Liberia’s presidency is a testament to her determination and leadership.

“African Women on the Verge: Elevating to New Heights” is not just a title; it encapsulates the transformative stories of these women. Their strength, resilience, and potential signify a collective ascent to empowerment and leadership. This declaration heralds a new chapter for African women on the verge of realizing their true potential.

ACCESS TO FINANCIAL SERVICES IS VITAL FOR WOMEN ENTREPRENEURS IN AFRICA

Directly impacting development, poverty reduction, decent work, and gender equality. Despite its significance, financial access remains limited. Financial inclusion is key to reducing poverty and promoting prosperity, involving access to affordable, useful, and tailored financial products and services.

Recognizing the gender disparities in financial access, the United Nations Economic Commission for Africa, in collaboration with CBW Africa and FEWACCI organized a one-day workshop aimed at increasing awareness, bridging the digital divide for female entrepreneurs, and advocating for policies promoting gender equality in financial services, emphasizing that facilitating financial access is not just a matter of justice but a catalyst for sustainable development.

Our President, Mrs. Ngozi Oyewole, and vice president, Mrs. Nana Wanjau, were both present alongside other CBWA executives. Other notable individuals who made the meeting include Amb. Amin Akadiri - Executive Director of FEWACCI, Mrs. Sonia Essobmadje - Chief Innovative Finance, and Capital Markets Section, ECA, among others.





Galaxy
22 fev



THE ARTISTRY OF AFRICAN WOMEN

Celebrating Tradition Through Headgear

In the rich tapestry of African culture, one of the most visually striking and culturally significant elements is undoubtedly the headgear worn by women. Far more than just an accessory, these elaborate creations speak volumes about tradition, identity, and the artistry of African women. From the intricately woven gele of Nigeria to the colorful dhuku of Zimbabwe, each style of headgear carries its own history and symbolism, reflecting the diversity and beauty of the African continent.

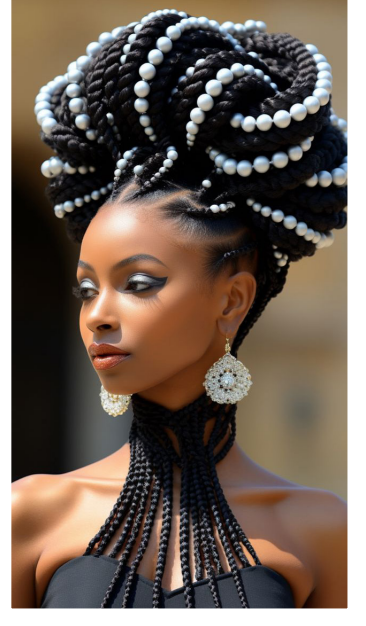


One of the most iconic forms of African headgear is the gele, a traditional Nigerian head wrap worn by women on special occasions such as weddings, festivals, and ceremonies. Made from luxurious fabrics such as silk, satin, or Aso Oke (a handwoven cloth), the gele is meticulously folded and wrapped around the head to create elaborate shapes and designs. What makes the gele truly remarkable is not just its aesthetic

appeal but also the skill and artistry involved in its creation. Tying a gele is considered an art form in itself, requiring patience, dexterity, and a keen eye for detail. It is often passed down from generation to generation, with mothers teaching their daughters the intricate techniques involved in achieving the perfect wrap.



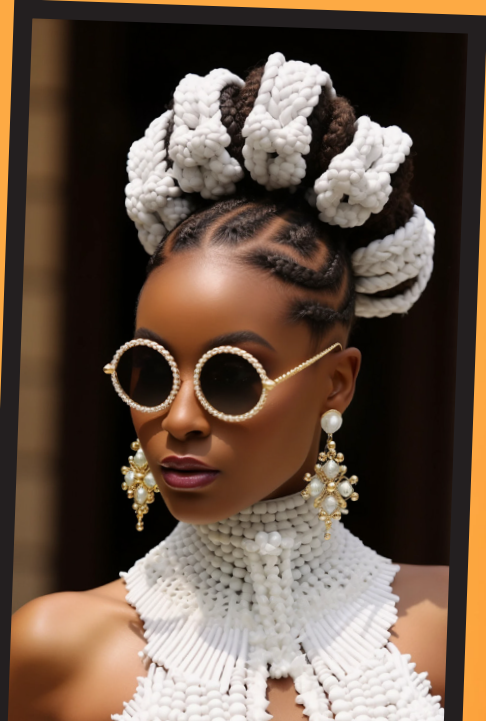
Beyond their cultural significance, African headgear also serves practical purposes, providing protection from the sun, dust, and wind. In many rural communities, head wraps are worn by women while working in the fields or going about their daily tasks, offering both comfort and style in equal measure. Moreover, the headgear often serves as a form of self-expression, allowing women to showcase their creativity and individuality through the choice of fabric, color, and style.



In addition to Nigeria, various other African countries boast their own unique styles of headgear, each with its own cultural significance. In Ghana, for example, women wear the duku, a brightly colored cloth wrapped around the head and tied in a variety of styles. The duku is not only a fashion statement but also a symbol of pride and identity, with different colors and patterns representing various ethnic groups and traditions. Similarly, in South Africa, the doek is worn by women of all ages as a symbol of respect, modesty, and cultural heritage. Whether worn casually or for formal occasions, the doek holds a special place in South African culture, serving as a reminder of the strength and resilience of African women throughout history.



In conclusion, the artistry of African women expressed through their headgear is a testament to the richness and diversity of African culture. Beyond being mere fashion accessories, these elaborate wraps carry centuries of tradition, symbolism, and craftsmanship, serving as a source of pride and identity for women across the continent and beyond. As we continue to celebrate and honor African heritage, let us also recognize the invaluable contributions of African women to the world of art, fashion, and culture through their timeless and iconic headgear.





A Young Designer Makes His Move

The runway might be the Holy Grail of the fashion business. Models are a major attraction of this event, but it is the designer that seals the deal. Without the designer there would be no show. In Tanzania, the current crop of fashion designers grows all the time, spanning all age groups, nationalities and genders.

At present there are at least ten established designers who display their collections during a number of shows that dot the yearly calendar. That number of shows grows every year in Tanzania. There are now shows in all major cities. Designers like Ally Remtula,

Martin Kadinda, Clemoo, Ria and Kulwa Mkwandule are just some of the more prominent names in the Tanzanian Fashion world. Included in this distinguished collection is Tydo.

Born Fortune Fortunatus in 1998, he grew up in Dar es Salaam. An only child, he was given the nickname Tydo at a young age. A love of sports brought him to the town of Morogoro to play professional basketball and volleyball in his teenage years. But it was in the coastal town of Tanga that he first ventured into the world of entertainment where

he acted in theatrical stage plays. From the stage he segued onto the runway as a model.

“My sister Paulina Mgeni was a professional model. She was Miss Tourism in 2017. She encouraged me to practice my modeling skills. Several designers at the beginning told me I was too short and slim. After working on my runway walk, I was chosen by a designer at a casting over several other professional and more established models for the job. The judges never know I was still very new to the business. I knew that day I could be a professional model”.



He told me that fashion was the next logical step in his life's journey. "I watched all the collections as a young model and I started to think... I can do that". He added his family is very encouraging of his career in such a competitive business. "My sister and my mother have always supported me. They know how hard it is to be a success. They believe I can succeed". I asked him the most challenging issues he has as a young designer. "Capital and exposure. I only use local social media to establish my brand. I don't want to be influenced by designers outside Tanzania. I don't watch the fashion shows in Europe or New York on

line. I want my style to be my own". And now, at only twenty four years old, this young entrepreneur has made a notable impression in the local fashion scene. He is an ambitious and focused man with a strong drive to succeed as a designer. He established his own modeling agency called Catwalk Killers in 2018. His company is registered with Brela, a business registration and licensing agency. His models sign a contract and there is a registration fee to join the agency.

Two afternoons each week, he holds training classes in his open air rehearsal studio. Walking and timing on the runway are the main

focus. Observing these sessions, one is immediately impressed by his attention to the rapid and physically organized pace that must be maintained at a runway show. "Five, six, seven...Go!" He instructs a line of models to swiftly launch themselves down the impromptu runway. Time does not stand still for Tydo. He has now also extended his aspirations to producing his second runway show in October at Alliance Française in Dar es Salaam.

"For this show I will use only African fabric. Also I want a variety of models. Not just beautiful and handsome people. I will have a child model.

BREAKING FREE FROM THE CYCLE OF POVERTY

Empowering women through entrepreneurship in Abera Innovation Hub



In recent years, there has been a growing recognition of the transformative power of entrepreneurship and innovation in empowering women and breaking the cycle of poverty in Africa. Entrepreneurship has emerged as a transformative force that holds immense potential for women to break free from the cycle of poverty. Entrepreneurship offers African women a means to navigate the complex landscape of poverty by fostering innovation, empowerment, and resilience. Women are harnessing their creativity, resilience, and entrepreneurial spirit to create sustainable businesses and drive economic growth. According to the Global Entrepreneurship Monitor 2022/2023 report, there are 80-women start-ups for every one man with women in low-income countries showing the highest startup rates. Nearly one in every three entrepreneurs running established businesses is a woman.

Despite their potential, women entrepreneurs globally, and more so in Africa face numerous challenges, including limited access to finance, markets, and resources, as well as cultural and societal barriers with a \$42 billion finance gap for women entrepreneurs across the continent. While there is ample evidence to suggest that female entrepreneurs exhibit a higher likelihood of repaying their loans compared to their male counterparts. Additionally, they often lack access to education, training, and coaching opportunities, which are essential for building successful businesses. While poverty rates are generally high for both men and women, women often face additional challenges due to gender-specific inequalities. Women face unique challenges related to poverty, economic empowerment, and unemployment.

EMPOWERING WOMEN THROUGH ENTREPRENEURSHIP

Entrepreneurship has emerged as a powerful tool for empowering women and driving inclusive economic growth. By starting and growing their own businesses, women gain financial independence, create employment opportunities, and contribute to the economic development of their communities. Moreover, entrepreneurship enables women to challenge traditional gender roles and stereotypes, empowering them to pursue their passions and fulfil their potential.

The problem

- African women entrepreneurs receiving less than 10% of available venture capital funding and a mere 5% of private equity investments.
- Start-ups in Africa are usually focused on tech-based, with Fintech being the continent's most successful sub-sector, attracting a total VC investment in Q1 2022 of \$1.1 billion.

- There is a gap in the market for Micro-entrepreneurs aiming to solve everyday problems for communities outside of fintech. e.g., agriculture, manufacturing etc.
- New generations require encouragement to innovate, mentorship to drive startups and support to capitalize the solution to

ensure value is added for both investors and customers.

- More than 1 in 5 young people in Africa were not in employment, education, or training (NEET) in 2020. This rate is expected to worsen over the coming years.

Abera Innovation Hub, Kigali Rwanda



In line with this movement, our project, Abera Innovation Hub evolved from a co-working space in 2019 to an incubation hub in 2022 (<https://abera-innovationhub.net/>), in Kigali Rwanda with a mission to inspire, create, collaborate, deliver and scale

up projects that aim to improve the quality of life of underprivileged communities through innovation in Rwanda and Africa and enable these communities to become self-sustainable!

Abera Innovation hub isn't your traditional tech-focused centre. Instead, it serves as a nurturing ground for micro-entrepreneurs, particularly women, offering them the right and adequate resources, support, and opportunities needed to flourish in their entrepreneurial endeavours.

Esther, a young African woman residing in rural East Africa, eagerly joined a program promising to train her as a seamstress, envisioning it as a stepping stone towards her dream of owning

a business and creating jobs in her community. However, the 12-week training, partly funded by her Local Government and through a loan scheme, left her feeling dissatisfied and disillusioned. She found the training irrelevant to her needs and those of her community, and instead of opening doors of opportunity, it burdened her with a loan to repay over two years, further entrenching her in poverty.

Sadly, Esther's experience is not unique. Many women and girls across the continent encounter similar challenges with gender-focused programs. Despite decades of effort, these initiatives frequently perpetuate gender disparities, contributing to a cycle of failure for these women.

At Abera, we stand in opposition to such practices. We recognize the shortcomings of existing programs and strive to provide women like Esther with opportunities that are truly empowering, relevant, and conducive to breaking free from the cycle of poverty by removing barriers. We believe that being on the ground provides us with key understanding of the unmet needs of our community in Rwanda and the continent. We are unique in this respect as we see ourselves as a nursery for the seeds to grow and develop.

Our imperative is to break the poverty trap for our stakeholders for those who are far left behind, and not reinforce it!

BREAKING FREE FROM THE CYCLE OF POVERTY

By empowering women through entrepreneurship and innovation, we are breaking the cycle of poverty and creating pathways to prosperity for future generations. When women are economically empowered, they invest in their families' health, education, and well-being, lifting themselves and their communities out of poverty. Moreover, women entrepreneurs serve as role models and mentors, inspiring other women, and girls to pursue their dreams and aspirations.

Empowering women through entrepreneurship and innovation is not only a moral imperative but also a strategic investment in Africa's future. By unlocking the full potential of women entrepreneurs, we can drive inclusive economic growth, reduce poverty, and build more resilient and sustainable societies. As we continue to champion the cause of women's empowerment, let us harness the power of entrepreneurship and innovation to create a brighter and more prosperous future for all.

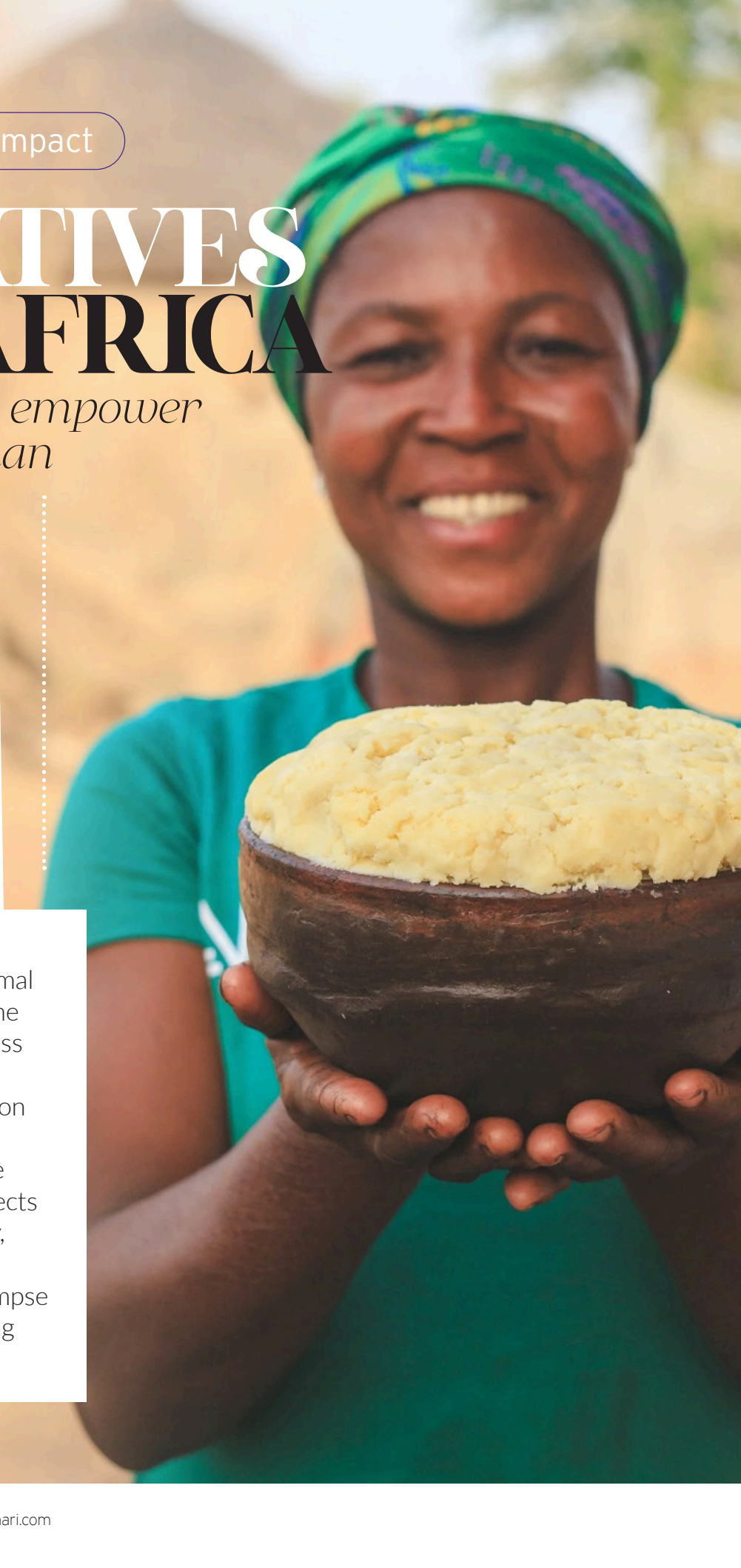
INITIATIVES CBW – AFRICA

*Is engaging in to empower
the african woman*



In a joint effort to uplift women in various informal sectors across Africa, the Commonwealth Business Women Africa (CBW-Africa) and the Institution of Occupational Safety and Health (IOSH) have initiated impactful projects aimed at tackling safety, health, and well-being challenges. Here's a glimpse into some of the ongoing initiatives:

By Nana Wanjau



Shea Butter Farmers in Ghana:

Challenge: Shea butter production forms the basis of work for the women in North Ghana. The end product is a high-value range of oils used in cooking, facial and body creams. The entire process of producing the butter is manually grinding the nuts, washing, and cooking it, which is conducted under extreme heat approaching 50 degrees centigrades. It is common for lactating mothers to develop chronic mastitis and pregnant mothers to miscarry their pregnancies midterm or give birth to stillborns due to heat stress of the fetus. By the time these women reach their 40s, they are not fit to work. Regular work-related sickness results in the inability to earn, to feed the family and meet family obligations.

Its common for girls to be married off at thirteen years of age, just to remove one mouth to feed.

Solutions we are looking into include:

- Implementation of Occupational Safety and Health (OSH) safeguards.
- Mechanization and automation of manual processes to reduce physical strain.
- Training and capacity building in business development tools and mentorship programs.
- Connecting shea butter producers to new markets.



Textile Weavers in Ghana:

Challenge: The young women are highly skilled weavers, producing the most desirable products, yet little value sticks to them, which leads to sexual exploitation in the workplace.

To survive, the weavers currently use manual hand machines where each line of woven cloth is conducted by hand and a simple scarf would take a girl two weeks of full-time attention to craft. Chronic feet and leg deformities develop as the manufacturing process requires repetitive foot pressure on the weaving machine. At an age when these young girls' bodies are growing, the raised arcs that develop in the girls' feet make walking hard for the rest of their lives.

In addition to the foot leg injuries, the girls hold tension on the strands of cloth by using very heavy rocks. Manual handling of the rocks for eight to ten hours per day results in back and posture issues, which become embedded for the rest of their lives.

The solution we are trying to provide:

- Introducing mechanized weaving processes to minimize physical strain.
- Providing training to enhance skills and capacity.
- Raising awareness about workplace safety and health practices.
- Establishing connections to new markets for their products.



Community & social impact



Women in Mining: the quarries of Kajiado, Kenya:

Challenge: The women working in the quarries we have visited are facing numerous challenges due to the intense heat and associated health issues, including heat stroke and severe headaches. They work diligently in the quarries to extract rubble that they hope to sell. Each 50 kg bag of soapstone they produce costs them a considerable amount of effort, but they sell it for a modest 20 Kenyan shillings (0.13USD). On a typical day, each woman may produce approximately five bags. However, the sale of these bags is far from guaranteed. At times, they may wait for extended periods, often spanning two, three, or even five days, before potential buyers come forward.

Additionally, the women endure health issues, such as pneumonia-related diseases affecting their throats and lungs, due to the dust in the rubble as they dig. This continuous exposure to dust while working barehanded results in constant coughing, chest problems, and breathing difficulties.

Solutions we are trying to provide include:

- Providing alternative means for income generation; agriculture and poultry projects for diversified income.
- Exploring opportunities in the creative economy; the unique and authentic Maasai bead work is embraced in the fashion industry.
- IOSH has conducted needs assessments to guide immediate and long term interventions in the community.



Fishmongers in Kisumu, Kenya:

Challenge: Women in the fisheries industry, specifically fishmongers are facing multiple health and safety challenges in their work. They are losing their eyesight due to exposure to oils and fires used in frying fish. Additionally, they are sustaining injuries on their limbs, hands, and legs. Eye injuries are also occurring due to the flaking of fish scales. The women are frequently suffering from pneumonia and lung-related diseases because of prolonged exposure to cold conditions, ice, and the fish they handle throughout the day. Their daily routine is extremely demanding, requiring them to wake up at 3 am to go to the beach and gather fish. Furthermore, the beach environment exposes them to sexual coercion and harassment from fishermen, which is a grave concern that we aim to eradicate.

Solution:

- Introduction of blue economy initiatives to utilize fish by-products. Turning fish skin into fish leather for sustainable fashion.
- Processing fish guts into fish feed and pig feed.
- IOSH is conducting needs assessments to guide immediate and long-term interventions.

We aim to provide sustainable solutions that not only improve working conditions but also contribute to the economic empowerment and well-being of women in informal workplaces. We welcome potential partners and collaborators to partner in various projects across our network in Africa: Lesotho, South Africa, Botswana, Rwanda, Kenya, Tanzania, Uganda, Nigeria, Ghana, Cameroon, Sierra Leone and Togo.

Empowering of women has become an urgent issue all over the world including in Tanzania since the last few decades. Different initiatives and platforms have been formed to advocate for women and to ensure that women are treated equal to men. These initiatives aim at contributing towards women's rights and empowerment. For the sake of this article, empowering change for women through education means drilling women with knowledge and skills for change. This knowledge and skills are given on needs based to specific women not forgetting the early intervention to ensure sustainability.

Elizabeth Mleli

Quality Inclusive
Education Advocate,
Continental Head
of Quality Inclusive
Education with
Commonwealth
Business Women Africa
and Executive Secretary
with CBW Africa -
Tanzanian Chapter.

Empowering CHANGE THROUGH EDUCATION

Empowering Women

History has proven that empowered women and girls are a significant agent of change in their own communities. However, in order for this to happen we need to start right from the very beginning of the life circle of a girl child and a boy child. It is important to remember that children are born empty and ready to learn or receive information presented to them. This can be better explained by using a metaphor of Computer programming in likeness to a human programming. Computer cannot function unless it is programmed for a specific type of usage. Therefore, it is fair to say a computer will function based on the input. It can only give what is already in there. For example, if the engineer did not install word processor, then you cannot use word processor in that computer no matter what. Hence for every use, the computer will have different application or software to support the intended goal. So, for financial data, you may need digital spreadsheets and not word processor and so forth.

Similarly, the experience and the learning a child receives from the moment a child is born into this world, can be interpreted as

software or application that are being 'programmed'. Just as for the computer, the programming has to happen for a child to function. It happens right from the word go, after a child is born, hence the experts in early childhood will tell you that the first 5 years of a person are very crucial. This is when they observe, absorb and imitate. According to Bill Gates, "The first 5 years have so much to do with how the next 80 turn out... Focusing on our youngest children is one of the smartest investments we can make in the future." **Bill Gates, Business Magnate and Philanthropist**

What children hear, see and feel forms the basis of what they will become, it becomes their inner voice, it becomes their inner person. Hence it is very important to train up a child in the right way from the very early years. The bible in the book of Proverbs 22:6 says; "Start children off on the way they should go, and when they are old, they will not turn from it." The begging matters!

Many women have and still campaigning for human rights and gender equality, however, as an educator, I see education

– changing the mindset – as the primary engine of progress. Inequality begins at birth and continues as the child is instructed in the ways of the world and their role and status within it. Education and equal access to it is a long-standing goal of the UN and a number of progressive governments across the world. When we talk about education we need to think of both informal, that is what is happening at home and it starts immediately after child birth. Then we have formal education that starts from early years setting like daycare and nursery schools. This article is not addressing the issues about access to education but it is concerned with elaborating a quality inclusive education that is addressing all forms of inequality and rights that is seen to be as fundamental as literacy and numeracy. In other words, it is primarily concerned with what – and how to teach children about human rights and equality in pursuance of changing a dominant mindset. It is about educating both the mind and hearts of children to ensure education of mind as well as the social responsibility that makes a person a human.

Women Empowerment

The existing stigma, discriminatory and unequal mind-sets are the primary cause of human rights violations across the world. There are different types of violations and discrimination e.g. stigma against people with disability/ learning difficulties, violation against women, discrimination against young girls in favour of boys and even the negligence of child boy over the overly emphasis on girl child.

These challenges can be addressed if there will be a commitment to educating children with moral values and focus on breaking the cycle of negative stereotypes and prejudicial judgments. Investing in encouraging values of equality and respect for the dignity of others from the first day of entry of a child in to school. Commit to a holistic approach to education which will result in a new generation of equal thinkers – global citizens who can rise to the challenges of the 21st century.

Tanzania being predominantly patriarchal there is a wide acceptance of male superiority in the society in both the patrilineal and matrilineal communities. Men are socialized to play the role of provider and controller of women. Socio-cultural norms, values, practices, and laws reinforce the unequal power relations between men and women. Men take advantage of this type of upbringing to demonstrate power as a sense of entitlement. Women on the contrary are socially and economically regarded as being of lower status in the society. They are denied the privilege and the sense of entitlement and are less prominent in positions of decision making leading them to being more vulnerable to abuse. The vulnerability of women, girls and children is even worse if they are living with a disability.

As an advocate for quality inclusive education, I believe there is a need to adopt a forward-thinking philosophy on inclusive and holistic education. These principles are widely accepted

around the world, and more often than not, without controversy, but they are rarely implemented. As we advocate and fight for equity and equality, I believe if we want to see sustainable, workable and comprehensive women rights in our societies, we need to start with education; inclusive and human rights education. We need a transformational education agenda with a clear strategy for investing in people and this is in deed in synergy with the UN Secretary-General's synthesis report (December 2014) *'The Road to Dignity by 2030: Ending Poverty, Transforming All Lives, and Protecting the Planet'*.

It is a reminder to the community that 'The early years children of today will become the youth, the parents, and the leaders of tomorrow. If educated and instilled with humane values as a foundation in their early years through practised experiential learning, these children - transitioning into youths - will possess the emotional intelligence, empathy, critical thinking skills, gender sensitisation, appreciation and celebration of diversity and self-regulation behaviours'.

In conclusion, I would like to quote the words of Irina Bokova the then Director General of UNESCO "Changes in the world call for the development of a new humanism that is not only theoretical but practical, that is not only focused on the search for values – which it must also be – but oriented towards the implementation of concrete programmes that have tangible results." A New Humanism for the 21st Century, Irina Bokova Director-General of UNESCO (2009-2017)



**COMMONWEALTH
BUSINESS WOMEN
AFRICA (CBW-Africa)
NIGERIA CHAPTER**

Our Skill is Our Strength, Our Heritage is our Bond.

Shattering Ceilings

MASTERING THE ART OF ASCENDING TO THE PINNACLE

In the dynamic realm of professional pursuits, the concept of the glass ceiling has persisted, limiting the ascent of individuals, particularly women and marginalized groups, to top leadership positions. Breaking through this invisible barrier requires a combination of resilience, strategic planning, and a commitment to fostering inclusive environments. Let's delve into the art of shattering ceilings and ascending to the coveted seat at the top.



Understanding the Glass Ceiling

The glass ceiling symbolizes the unseen but potent barriers that hinder individuals from reaching the upper echelons of their careers. This barrier, often rooted in systemic biases, discrimination, and gender norms, has been a formidable

challenge for those aspiring to leadership roles. To conquer it, one must be equipped with a comprehensive strategy.

Building a Strong Foundation

Successful ascension to top leadership begins with a solid educational and experiential

foundation. Acquiring the necessary qualifications, skills, and expertise in your chosen field lays the groundwork for future leadership roles. Continuous learning and adapting to industry trends enhance your competitiveness on the path to the summit.

Developing Leadership Skills

Leadership is not solely about holding a title; it's about inspiring others, making strategic decisions, and fostering a collaborative work environment. Cultivating essential leadership skills, such as effective communication, emotional intelligence, and adaptability, positions you as a capable and visionary leader.

Strategic Networking

The proverbial phrase "it's not just what you know but who you know" holds weight in the journey to the top. Establishing a robust professional network opens doors to mentorship, guidance, and potential opportunities. Attend industry events, join professional organizations, and engage with leaders who can provide insights into the intricate nuances of your field.

Breaking Gender and Diversity Barriers

The glass ceiling often intersects with gender and diversity biases. Advocating for diversity and inclusion in the workplace is not only morally imperative but also strategically advantageous. Organizations with diverse leadership teams are proven to be more innovative and resilient. Becoming a vocal advocate for diversity sets the stage for systemic change.

Resilience in the Face of Challenges

Challenges are inevitable on the path to leadership. Whether facing gender biases, skepticism, or setbacks, resilience becomes a crucial attribute. Embrace challenges as opportunities to learn, grow, and demonstrate your ability to navigate complex situations.



Cultivating a Personal Brand

Crafting a distinct personal brand establishes your unique identity and value proposition. Develop a narrative that highlights your achievements, expertise, and leadership style. Consistent and authentic branding enhances your visibility and credibility in professional circles.

Empowering Others Along the Way

True leadership extends beyond personal success; it involves empowering others. Mentorship and sponsorship initiatives can create a ripple effect, breaking down barriers for those who follow. By fostering an environment of support and inclusivity, you contribute to dismantling the glass ceiling for future generations.

The art of breaking the glass ceiling requires a blend of determination, strategic planning, and a commitment to fostering inclusivity.

By building a strong foundation, developing leadership skills, strategically networking, advocating for diversity, embracing resilience, cultivating a personal brand, and empowering others, you can ascend to the coveted seat at the top. As you shatter the glass ceiling, remember that your journey is not only a personal triumph but a significant step toward creating more equitable and diverse leadership landscapes.

Cover Story



FORGING A LEGACY

The Genesis and
Evolution of the
Commonwealth
Business Women
Africa”

Presents a compelling narrative of empowerment, innovation, and collaboration within the African business landscape. Authored by President Ngoni Oyewole and Vice President Nana Wanjau, this insightful exploration delves into the inception and growth of the Commonwealth Business Women Africa (CBWA), a dynamic platform committed to fostering female entrepreneurship and leadership across the continent. Through a meticulous blend of firsthand accounts, historical context, and forward-looking strategies, the association offers a captivating journey through the transformative impact of CBWA on African economies and societies, highlighting the resilience and ingenuity of women in driving sustainable development and prosperity. In an exclusive interview with Fahari Magazine, these two extraordinary leaders share their insights and vision for the future

Cover Story

1. Could you please share insights into your background and your pivotal role at CBW Africa?

I consider myself a catalyst for positive societal change, advocating for the rights of women, the girl child, and youth, while championing gender equality and inclusivity. With over two decades of entrepreneurial experience, I am the founder, Managing Director, and Chief Executive Officer of Noxie Limited. Additionally, I am a seasoned leader in corporate, service delivery, and hospitality sectors, a strategic planner, and a mentor to many. Married to a supportive husband, a mother of three, and proudly Nigerian, I hold a degree in Business Administration, with further education from SAID Business School, University of Oxford, UK, and Vital Voices Global Partnership in the US, complemented by various professional certifications.

My journey has been adorned with global recognitions and accolades, such as being the inaugural recipient of the Global Women Empowerment Icon Award 2023 for Exceptional Women in Business Leadership at the Prodigy Global Summit in Jakarta, Indonesia. Additionally, I was honored as one of the 32 Women Amplifying the Voices of African Leadership in 2022 and recognized among the Top 50 Global Inspirational Women by Titanium Magazine in 2024. These acknowledgments underscore my commitment to humanitarian efforts, advocating for women's rights, social justice, philanthropy, and gender equality.

I am honored to be the visionary and co-founder of Commonwealth Business Women Africa (CBW-Africa) and currently serve as its president.

2. Madam Ngozi Oyewole, could you provide an overview of the Commonwealth Business Women Association's journey and its inception?

My profound passion for empowering African women, the girl child, and youth propelled me to contemplate meaningful ways to contribute to their liberation from systemic challenges, denied rights, and oppression prevalent in our society. Recognizing the necessity for collaborative efforts and partnerships across Africa to address the pressing need for women empowerment, I embarked on establishing a platform that could serve as a catalyst for change and progress.

The birth of Commonwealth Business Women Africa (CBW-Africa) stemmed from my unwavering commitment to uplift African women, enabling them to realize their full potential, find their voices, and attain social significance in their communities. CBW-Africa is dedicated to empowering women across the continent by equipping them with the necessary tools and resources to thrive in all spheres of life. We firmly believe that empowered women can drive innovation, foster positive change, and make significant contributions to their communities.

3. Could you discuss significant milestones or achievements marking CBW Africa's progress, along with your vision for the organization in the coming years?

We are immensely proud of the strides we've made at CBW-Africa, driven by collaboration, impact, shared values, and the tireless efforts of like-minded women across 25 African countries. Notably, our recent collaboration with entrepreneurs in Nairobi, Kenya, yielded remarkable results, particularly in the Blue Economy sector, where we facilitated workshops and outreach events to empower local women. By introducing sustainable practices and investment opportunities, we enhanced their



“ We’ve also prioritized education and skill-building, partnering with organizations to train one million girls in coding and offering support to women facing health challenges in sectors like fisheries. ”

Mrs Ngozi Ojewole

Cover Story

participation in the fish industry and promoted innovative products like leather goods made from fish skin, showcasing Africa's creative potential on a global scale.

Our efforts have garnered recognition from esteemed bodies such as the African Union (AU), acknowledging our contributions to development and leadership for women and girls in the continent. Moving forward, our focus over the next three years is to expand CBW-Africa's presence across all 54 African nations, ensuring the amplification of our vision, mission, and goals. Moreover, we aspire to forge new partnerships beyond the continent, further cementing our commitment to advancing women's empowerment and gender equality worldwide.

4. In what ways has CBW Africa contributed to empowering women in business within member countries?

CBW-Africa has been instrumental in empowering women entrepreneurs across member countries through various initiatives. We've organized forums and networking events, highlighting the benefits of collaboration and leveraging opportunities presented by the Africa Continental Free Trade Agreement (AfCFTA). Our sector-specific groups cater to diverse fields such as agriculture, technology, manufacturing, and finance, fostering knowledge-sharing and mentorship among members.

Additionally, our e-commerce platform provides a virtual marketplace for women-owned businesses, facilitating increased visibility and sales opportunities globally. We've also prioritized education and skill-building, partnering with organizations to train one million girls in coding and offering support to women facing health challenges in sectors like fisheries. Through our finance arm, we provide access to credit facilities, eliminating financial barriers and ensuring women's active participation in economic activities.

5. How does CBW Africa support entrepreneurship and innovation among its members?

At CBW-Africa, we are committed to nurturing entrepreneurship and innovation among our members, aligning with global initiatives like the United Nations Sustainable Development Goals (SDGs) and the Commonwealth's focus on youth development. We prioritize education through technology, exemplified by our initiative to train one million African girls in coding. Moreover, we collaborate with technology-based companies and organize training sessions to equip women with essential skills and knowledge.

Additionally, we facilitate discussions and provide resources to promote women-owned businesses, leveraging our network across 25 African countries. Our focus on continued education, intellectual growth, and career advancement underscores our dedication to empowering women entrepreneurs and fostering a conducive environment for innovation and growth.

6. Looking ahead, what are the aspirations and goals of CBW Africa, and how does it plan to continue forging its legacy?

As we envision the future of CBW-Africa, our goals center around leveraging technology, promoting education, and maximizing opportunities presented by initiatives like AfCFTA. We remain committed to empowering women and girls across the continent, ensuring that no one is left behind in the journey towards progress and prosperity.

Our aspirations include forming a robust network of women entrepreneurs advocating for gender equality, fostering social relationships, and collaborating with like-minded organizations worldwide. By championing causes aligned with our vision and mission, we aim to leave a lasting legacy of empowerment, inclusivity, and economic prosperity for generations to come.



“

Through these strategic endeavors, CBW Africa aims to contribute to the development of a more inclusive entrepreneurial ecosystem, solidifying its legacy as a driving force for positive change.

”

Nana Wanjau

Cover Story

1. Brief tell us your background and role at CBW Africa?

I currently serve as the Vice President of Commonwealth Business Women – Africa (CBW-A) and hold the position of Chief Gender Officer at the Pan African Chamber of Commerce, headquartered in Johannesburg. As a distinguished Kenyan business leader, I am renowned for my entrepreneurial ventures, including founding Saltaway Investments Ltd, a real estate company operating in East Africa. Additionally, I am the founder of Powerwoman International, an organization dedicated to building homes for ostracized widows, firmly believing in preserving their rights and dignity even after the loss of their husbands. I have garnered numerous prestigious awards, including the Global Women Leaders Award in 2022 and the All-African Business Leaders Award for Philanthropist of the Year.

2. What is the mission and vision of CBW Africa?

The mission of CBW Africa is to unite, educate, and inspire African women in leadership and entrepreneurship. Dedicated to empowering women across the continent, CBW Africa provides tools and resources for success in various aspects of life. Through leadership training, mentorship programs, networking events, and educational workshops, the association aims to foster an environment where women's unique talents and perspectives drive innovation and positive change in their communities.

3. How does CBW Africa contribute to the empowerment of women in business?

CBW Africa actively contributes to the empowerment of women in business within its member countries through diverse programs. Notable initiatives include supporting women in the shea butter and textile industry in

Ghana, beekeeping projects with communities in Lesotho, and providing alternative income streams for fishmonger women in Kisumu, Kenya, by teaching them to turn fish skin into fish leather. These projects address specific needs and gaps, aiming to provide education, support, and resources to enhance women's knowledge, skills, and overall well-being.

4. How does CBW Africa support entrepreneurship and innovation?

CBW Africa supports entrepreneurship and innovation by providing continuous training sessions and webinars led by industry leaders and professionals. These initiatives ensure that members are well-informed and updated on the latest trends within their respective industries, fostering an environment that encourages innovation and business growth.

5. What strategies does CBW Africa employ for collaboration and partnerships?

The association employs a comprehensive approach to promote collaboration both within and outside the Commonwealth. This includes facilitating partnerships through strategic networking events, joint projects, and initiatives involving members from diverse Commonwealth countries, outreach programs to form partnerships with non-Commonwealth entities, the United Nations, governments, and the private sector. CBW Africa actively fosters collaborations that are mutually beneficial.

6. What transformative initiatives has CBW Africa launched to address gaps in support for women?

CBW Africa has launched a transformative initiative focused on providing essential coding skills to African girls. The One Million Africa Girls Coding Project aims to close the gender digital divide, revolutionize STEM education, and promote gender parity within the technology

industry. The first phase of the project targets students in Kenya, Nigeria, Uganda, South Africa, and Ghana.

7. What are CBW Africa's aspirations and goals for the future?

Looking ahead, CBW Africa aspires to elevate awareness of women's entrepreneurship and underscore the significance of women's roles in business. The association plans to achieve this by amplifying access to financial products and services, enhancing capacity-building initiatives, expanding networks, facilitating mentorship programs, creating opportunities to connect with domestic and global markets, and reinforcing the voice of women. Through these strategic endeavors, CBW Africa aims to contribute to the development of a more inclusive entrepreneurial ecosystem, solidifying its legacy as a driving force for positive change.

8. What are the upcoming events of CBW Africa for the year 2024?

Upcoming Events in 2024: CBW Africa has planned a strategic retreat and business mission to the United Kingdom and the USA in March 2024. A delegation of businesswomen from across the continent is scheduled to attend the Commonwealth Heads of Government Meeting in Samoa in October 2024.

Additionally, CBW Africa will participate in World OSH Day on April 28th, hosting events in Kenya and Ghana. Furthermore, insightful business and networking forums are lined up across individual member states, contributing to the association's commitment to fostering global connections and knowledge exchange.



Nana Wanjau

EMPOWERING SUCCESS

Navigating Networking, Social Capital, and Branding for Global Impact”

In today's interconnected world, the age-old advice, "It's not what you know, but who you know," resonates more profoundly than ever. Networking and social capital are not just buzzwords for me; they form the very foundation of personal and professional success. This article aims to explore the profound impact of these elements, uncovering their ability to unlock opportunities, foster growth, and empower individuals to thrive in today's competitive landscape.

CULTIVATING SUCCESS IN AFRICA

My deep passion for social capital, networking, marketing, and personal branding is evident through personal experience, culminating in the authorship of a book titled "Gangos, Networks Reflect Your Net Worth." I aim to delve into the transformative potential of networking, marketing, and personal branding, urging readers to invest wisely in these facets for both personal and business growth.

In today's fast-paced world, the critical role of networking, personal branding, and marketing for both business success and personal growth cannot be overstated. However, in various parts of Africa, these elements often fail to receive the attention they deserve. This article sheds light on the power of networking, marketing, and personal branding, emphasizing how investing in these areas can elevate individuals and businesses to a global standard, fostering worldwide success.

UNLOCKING SOCIAL CAPITAL

I stress the equivalence of social capital to financial capital, highlighting its crucial role as a source of income necessary for realizing



Author

REMMIE MALE
Executive Continental
Secretary Commonwealth
Business Women -Africa



dreams. Networking, I argue, transcends mere event attendance or business card collection; it's about building meaningful relationships with like-minded individuals.

This investment in networking allows individuals to tap into their social capital, accessing resources, opportunities, and information within their networks.

In Africa, leveraging social capital is portrayed as essential for business growth and personal development, opening doors to partnerships, collaborations, and opportunities otherwise unattainable. The Power of Personal Branding is underscored as individuals are encouraged to view themselves as the CEOs of their personal careers. Investing in personal branding facilitates differentiation, showcasing expertise, and attracting new opportunities.

It is crucial for Africans to recognize the significance of personal branding and actively cultivate their community and online presence, thereby enhancing their professional reputation and increasing their net worth.

THE ART OF MARKETING

Positioning marketing as the core engine for running a successful venture, I argue that it is applicable not only to large corporations but equally vital for individuals and small businesses. Effective marketing strategies



are presented as tools for reaching target audiences, increasing visibility, and creating a strong brand image. Investing in marketing is portrayed as an investment in growth, enabling the effective communication of value propositions, brand awareness, and customer engagement.

Implementing innovative marketing techniques is seen as a means for Africans to position themselves and their businesses on a global platform, attracting international recognition and success. The piece emphasizes that investing for success should encompass these intangible elements crucial for growth. Unfortunately, many individuals and businesses in Africa underestimate the power of networking, personal branding, and marketing, thereby limiting their potential for growth and success.

However, those who grasp the importance of investing wisely in these areas are positioned for success on the global stage. Networking, personal branding, and marketing are not optional but presented as essential components for success in today's interconnected world.

I assert that networking, personal branding, and marketing are not mere buzzwords but powerful tools capable of transforming individuals and businesses in Africa. By investing in these areas, Africans can unlock their social capital, differentiate themselves from the competition, and effectively communicate their value proposition to the world. I call for the recognition of the immense power of networking, personal branding, and marketing, urging proactive efforts to cultivate a world-class entity and achieve a lasting impact in respective fields.



Is the Co-founder and CEO of OVAC Group, an international consultancy based in the United Kingdom and Nigeria that offers pragmatic financial

advisory and project management solutions, a Certified Consultant in Banking, Finance and Allied Matters (CIBN), a Certified Wealth Management and Financial Planner (CFI), the MD/CEO of EFB Industries Limited (a wholly owned palm oil processing company located in Abia State). She has over 20 years' experience in the Financial Services Industry which includes Retail, Branch, Corporate, Institutional and Microfinance Banking. She is skilled in Business Planning, Financial Planning, Financial Analysis, Banking, Accounting, Credit Risk, and Portfolio Management.

She holds a B.Sc. Degree in Banking and Finance from the University of Nigeria, Nsukka and an MBA from Lagos Business School (LBS). She is an Associate of the Chartered Institute for Securities and Investment (CISI) and Chartered Institute of Bankers of Nigeria (CIBN), a member of the Financial Reporting Council of Nigeria (FRCN), the Financial Secretary of CBW-Africa Nigeria Chapter, the Head of Finance of Commonwealth Business Women Africa (CBW-Africa) and a Director of Ohafia Microfinance Bank Plc.

Setting up a successful business in Nigeria, takes time and needs structure

Enyidiya Uwa Ojike

In 2010, my mentor told me that he would soon retire from active duties, handover the running of his business to two of his children and relocate to the village.

As he didn't want to be idle while in his village, we needed to set up something for him to do. In his village, agriculture is the main source of income for the dwellers, and he had been planting Oil Palm trees since 1993. By 2010, he had 121 hectares of Oil Palm plantation. So, we decided to set up a palm oil processing mill plant and put in place a project management office (PMO), to ensure the success of this new venture.

Here is brief summary of the timeline and steps undertaken for this project:

- Incorporated the company in 2012.
- Prepared a business plan and financial projections.
- Looked for a supplier for the equipment. Considering the NEPA situation in rural areas, it had to be an equipment that didn't need Electricity to work.

- Found an equipment manufacturer and invited them to visit the plantations.
- Opened a bank account.
- Started the Bank Loan process and received a Bank Loan of N220 million for the purchase of the equipment.
- Conducted a soil test and environment impact assessment.
- Started the drawings for office buildings and factory.
- Obtained the necessary Government approvals.
- By 2014, started construction of office buildings, factory, staff residence, borehole, weight bridge, platform etc.
- Started manufacturing of the equipment - it would take nine months to build and we were fourth on their list. We budgeted two years for the equipment delivery at the factory.
- Received the 1 ton per hour palm oil processing mill in August 2018 for installation.
- Carried out a test run of the equipment in of September 2018.



SECRET TO SUCCESS

The projects faced many challenges, but the company started full operations on January 2019.

His daughter and son are managing the factory.

- Progress made in 2019 to 2022.
- Designed and constructed a new system of separation of nuts from kennels by changing the swim, scoop and wash method to the scoop and wash method.
- Entered into agreements with various plantations owners to harvest Fresh Fruit Bunches (FFB) from their plantations. This has increased the company's supply of FFB by 20,000 bunches a month.
- Changed the marketing system by selling in tankers (bulk or wholesale) instead of selling in 25kg jerrycans (retail) thereby increasing revenue because bulk purchase's selling price is higher.
- Ensured the Free Fatty Acid (FFA) is maintained at below 2%.
- Commissioned the electricity sub-station which reduced the quantity of fuel used which in turn reduced operational expense.
- Ensured the weighbridge is in perfect order for weighing purposes.
- Improved the harvesting system by using more harvesters (cutters, carriers, and pickers). This ensured that no ripe bunch is left in a tree without being harvested and improved competition among the harvesters.
- Empowered Women by converting payments to cash. Usually, the pickers who are always women are usually paid for their services with FFB.
- Stimulated the Loose Fruit market in three states – Abia, Imo and Akwa Ibom.
- Encouraged the youth in the community to get involved in Palm Oil processing
- Reduced youthful unemployment in the community. 80% of the staff are indigenes of the community.

Progress made in 2023

2nd stage of the development plan commenced with the receipt of Bank of Industry (BOI) Fund of N150 million Term loan and N50 million working capital for the purchase of the Palm Kernel Oil (PKO) machine which will be installed before the end of the 1st Quarter of 2024.

SUCCEEDING WITH PUBLIC RELATIONS

There is a saying that, “Perception is reality”. What this means is that your idea of a person or a thing becomes your truth. How then are ideas formed? Ideas about an individual or an organization is largely formed from experience. Experience in terms of looks, said and done.

The advent of social media has further heightened the concept of perception so much so that what you are saying; how you are saying it and what you are not saying can be used for or against an individual or an organization. This then means that the era of leaving things to chances is not an option for anyone who wants to experience growth especially as an emerging African woman in business.

As a business owner into sales or service rendering, it is essential to note that your success can only get better with public relations. As the name implies, Public Relations simply refers to the art of using planned and strategic communication technique in engaging with internal and external stakeholders.

The key word is strategic communication. That is, it has to be controlled, planned and executed to yield the desired results.

Investopedia puts it that Public relations (PR) is the art of managing how information about an individual or company is disseminated to the public. Organizations and top individuals who have unlocked the power of public relations, have consultants on their payroll whose job is to make them look good to the public. Their reason for doing this is not far-fetched from the desire to see their business grow.

Recall what I said about perception being reality. It is so dangerous that whether or not the perception is true, if the perception is popular, it automatically becomes your reality. Hence to achieve what experts call perception

management, you have to bring your A-game forward with proven public relations technique. Managing people’s perception of you involves a process of influencing how people view you by a controlled narrative of yourself.

The very reason why you chose a particular product over another brand at a supermarket even though they are of the same quality; and also the reason you will pay different fees to two experts who offer similar services largely lies with perception management. So if you do this in your decision making process, then you can tell that others have their measuring yardsticks for choosing to buy from you or engaging our services.

As most times wrongly construed, Public relations or PR is not lying or bribery (Brown envelopes); it is a strategic way of communicating who you are or your organization using traditional or new media in a way that makes people want to do business with you and even support you in the event of any negative backlash.

If you, have ever wondered what you stand to gain by stepping up your PR game, here are some pointers to take a decision today:

As you take bold steps to harness the power of public relations, be mindful of saying the right thing at the right time. Remember that PR is a planned, controlled, and deliberate way of engaging the public to yield a desired result.

1. Visibility and Credibility: You or your business get to enjoy free publicity. People become more willing to recommend you because you have consistently shown them what you do and also given them reason to trust you. This is free publicity that would cost a fortune if you decided to go the route of advertising. PR is usually termed free advertising. Keep showing up and giving values, the ends up adding up.
2. Attracts the right target audience: People are easily attracted to people who consistently speak authoritatively on a subject matter. For example, if you run a hospital and you host regular talks on healthy living or share articles on preventing deadly diseases. Before you know it, you naturally become the “people’s doctor” and gradually they gravitate towards you and ultimately patronize you because they can trust your judgement on the subject matter. You can equally earn a fortune by becoming an influencer for other brands.
3. Edge you ahead of competition: In the process of dishing constant, structured and planned communication with the public, you in no time become an expert in the field of your endeavor, so much so that customers will choose you over others. This is not because you are the best in the market, but you are the one they see and they can relate with.
4. Builds your Brand Image: Public relations has the power to turn you into a celebrity, I mean make you the most sort after resource person in your field of endeavor. A great brand image is a business investment that can’t be bought. You will be amazed how people who have not come in personal contact can speak so highly of you as result of what they heard you say on Television or published in an article.
5. Brings about growth and development: Whether for yourself or for your business, as you take a decision to be deliberate with public relations, I challenge to take a stock of your numbers in terms of patronage or engagement of your services. You will be the judge after comparing the results you were having before PR and the one you will begin to enjoy after implementing an integrated communication approach tailored for you.

About the Author

Omotayo Okewunmi is a multi-skilled communicator, with strong coordination and administrative abilities. The highly experienced Public Relations professional has contributed immensely to repositioning brands through strategic PR and Media management. She manages Clefflake Media and Events, a budding Media and PR agency that offers strategic public relations, perception management, media engagement, crisis Management, stakeholder relations, events and project management service. In 2022, she was awarded the Most Effective and Efficient Image Maker of the Organised Private Sector in Nigeria. Omotayo has a passion for broadcast, arts, and advocacy. She has a BSC in Mass Communication and a Masters in Public and International Affairs from the University of Lagos. Omotayo finds other expression as a public speaker and a skilled master of ceremony for corporate events.

[Linkedin: Omotayo Okewunmi](#)

[Instagram:tayo_thevoice](#) | [Email:omotayoalo@gmail.com](mailto:omotayoalo@gmail.com)

[Whatsapp: 08185252132](#) | [Mobile: 07030338185](#)



Author

MRS OMOTAYO
OKEWUNMI

Empo wering

*Women and Youth:
The Key to Economic
Progress in African
Communities*

In the heart of every African community lies the often underappreciated force that fuels progress and success: women. Their steadfast determination to break barriers and shatter stereotypes is rising to prominence in various fields. However, financial empowerment remains a crucial aspect in ensuring the sustainability and growth of these communities. This article delves into the significance of generational wealth and growth for women and explores how educating the youth on finances can pave the way for a prosperous future.

It is time for the African community to attain financial independence and knowledge in generational wealth. Unfortunately, many in the community struggle to make ends meet due to a lack of awareness of financial tools, such as high-yield savings accounts and investments, as well as the importance of having a will and trust. These crucial topics are not adequately covered in schools. However, it is important to understand that the blame does not solely rest with parents, who may not have been taught these principles themselves. Many were raised with an emphasis on hard work, education, and

securing stable jobs. As adults, we should take the initiative to educate ourselves about finances and take responsibility for building upon the foundation given to us by our parents.

It is disheartening to see how frequently members of the black community, including women, face challenges when dealing with funeral expenses and financial difficulties after a loved one's passing. That's why I've collaborated with a fantastic company that offers assistance to families, providing easy access and guidance to ensure their financial affairs are in order. It is important to prepare for

financial resilience, which refers to the ability to withstand and recover from financial setbacks, such as unexpected expenses or job losses. Building this resilience is essential for economic progress and empowerment, serving as a shield against cycles of poverty and inequality in the modern world.

We have no real excuse for lacking financial education, as information is readily available at our fingertips. Generational wealth refers to the access to resources and knowledge passed down through family lines, providing a solid foundation for future generations. For African



As we celebrate the accomplishments of women, it is equally essential to focus on the future: the youth. Cultivating a financially literate generation is essential to break the cycle of economic inequality. By providing youth with financial education, we can equip them with the knowledge and skills needed to make informed decisions about money, investment, and savings. To effectively educate youth on finances, we must prioritize the integration of financial literacy into school curricula, teaching principles of budgeting, saving, and investing to empower the next generation to build and manage their wealth successfully.

women, history has been marked by marginalization and oppression, making the creation and preservation of generational wealth an uphill battle. However, with increasing roles in workplaces, entrepreneurship, and education, they have the potential to make a significant impact on their communities. Empowering African women financially could potentially add billions to the US dollar economy annually, highlighting the transformative power that lies within their hands and underscoring the importance of fostering an environment that encourages economic progress and financial education.

Moreover, workshops and mentorship programs can provide practical guidance on financial planning, debt management, and building credit. Beyond classroom education, mentorship and representation play crucial roles in shaping the financial aspirations of young women. Establishing mentorship programs that connect successful women with young girls can provide valuable insights and guidance. Mentorship relationships serve as a source of inspiration, motivating young minds to pursue their financial goals fearlessly. Entrepreneurship offers a promising path to financial independence and growth. Encouraging and supporting women in entrepreneurship can significantly impact the community's economic landscape. Providing access to funding resources and mentorship can help uplift the next generation of business leaders.



A Heart of Service

Illuminating Paths to Positive Change

In today's complex world, the concept of having a heart of service is more crucial than ever. With escalating inequality, environmental degradation, and social and political unrest, there is an increasing need for individuals who prioritize the well-being of others and actively work towards the advancement of society as a whole.

A heart of service embodies compassion, empathy, and a proactive approach to assisting those in need. It involves volunteering time to support local charities and organizations, speaking out against injustice, and actively contributing to positive change in both local communities and beyond. In a world often dominated by self-interest and individualism, a heart of service stands out as a powerful reminder that we are all interconnected. Through collaborative efforts and mutual support, a more just and equitable world can be created.



The benefits of having a heart of service are numerous, extending both to the individuals serving and the community at large:

1. **Personal Fulfillment:** Engaging in acts of service provides a sense of purpose and fulfillment, allowing individuals to use their skills for the benefit of others.
2. **Improved Mental and Emotional Well-being:** Service has been linked to reduced stress, anxiety, and depression, fostering happiness and a stronger sense of community connection.
3. **Enhanced Empathy and Compassion:** Serving others allows for a deeper understanding of challenges faced by others, promoting empathy and a broader perspective on societal issues.
4. **Building Relationships and Networks:** Service activities create opportunities to connect with like-minded individuals, building relationships and expanding personal and professional networks.
5. **Making a Tangible Difference:** Acts of service directly impact the lives of others, offering a powerful motivator through the fulfillment of seeing positive change.
6. **Personal Growth and Development:** Service activities often require the development of new skills, exposure to different communities, and adaptation to new situations, leading to personal growth.
7. **Strengthened Communities:** Service contributes to the overall strength of communities by addressing unmet needs, fostering collective responsibility, and promoting social cohesion.

Whether it's aiding the homeless, mentoring at-risk youth, or advocating for environmental conservation, individuals with a heart of service are willing to give of themselves to make a meaningful difference. They understand that true fulfillment and joy come from serving others and creating a positive impact in the world. In today's world, the call for more individuals with a heart of service is resounding. We need individuals committed to uplifting others, fighting for justice, and working towards a more sustainable and equitable future. While the challenges may seem overwhelming, a heart of service empowers us to come together and strive for a brighter and more hopeful tomorrow.

Unveiling the Spirit of African Youths

Within the vast tapestry of Africa, a vibrant thread of youth weaves a narrative of resilience, innovation, and boundless potential. This generation is not just a demographic; it's a force reshaping narratives and propelling the continent toward a future brimming with promise. Our journey commences in the rural landscapes, where young minds, fueled by curiosity, transcend the boundaries set by circumstance, armed with nothing but makeshift solar-powered tablets provided by the government, they embark on a quest for knowledge. In the absence of abundant educational resources, these youths become the torchbearers, illuminating minds and opening a world of possibilities not just for themselves but for the entire community.



I am *Beatrice Maina*, a dynamic young professional with a strong background in finance and a passion for harnessing technology. My enthusiasm extends to initiatives that actively support the youth and women, aligning with my own identity as a youth. My motivation stems from a deep desire to make a positive impact, and I find true fulfillment in working within areas that contribute to creating a better and more inclusive world.

In addition to my professional pursuits, I proudly volunteer as a project coordinator in the office of the vice president at CBW - Africa. Beyond my career, I immerse myself in the world of music, utilizing baking as a creative outlet, and exploring diverse cultures around the world.

As we traverse bustling urban centers, the rhythm of entrepreneurial zeal resonates. Here, dynamic young individuals, against all odds, breathe life into tech startups. Their journey is more than a success story; it's a testament to the rising tide of young African entrepreneurs challenging norms and harnessing technology to propel economic growth. The youth are not merely seeking jobs; they are crafting opportunities.



Our narrative further unfolds within the hallowed halls of academia, where brilliant minds break barriers in the pursuit of education. This is a beacon of hope, revealing the transformative power of quality education. The youth are not just absorbing knowledge; they are wielding it as a tool for change. Amidst challenges, dedicated eco-warriors emerge, leading a youth-driven environmental initiative. The youth are not passive witnesses to climate change; they are stewards of sustainability, embodying a profound commitment to the well-being of our planet.

This narrative would be incomplete without acknowledging the power of activism. Here, a passionate advocate for social justice rises, their voice echoing across borders through the megaphone of social media. The youth are not mere spectators; they are catalysts for change.

As our story unfolds, it becomes clear that the youth of Africa are not defined by challenges; rather, they are defined by their resilience in overcoming them. They are a mosaic of diversity, each story adding a unique hue to the canvas of progress. This generation isn't waiting for change; it is ushering it in. In every corner of the continent, the youth are shaping the narrative, redefining stereotypes, and building bridges to a brighter future. They are the architects of tomorrow, driven by a collective vision of a prosperous and united Africa. The youth aren't just the leaders of tomorrow; they are the leaders of today, steering the course of history with courage, tenacity, and an unwavering belief in their potential. And so, the story continues, with each young soul contributing a verse to the epic saga of Africa's youth--a saga destined for greatness.

Community Development

GENDER GAPPED: TANZANIA AND GENDER DIVERISTY IN THE TECHNOLOGY INDUSTRY

In pale comparison to other fields such as: Law, Medicine, etc. The number of women fielding the sector of Technology and IT-related careers, have habitually been a persistent struggle to proliferate. In this feature, I will discuss the gender gap in the Technology sector, in reference to the country profile of Tanzania.

Tanzania possesses the potential to rethink and reshape its profitable streams of revenue. This can be a tangible achievement by embracing and onboarding digital revolution. Digital revolution can be defined as the transition from analogue

electronic technologies, towards digital electronic technologies. Yes, this shifts benefits Tanzania, as a nation, but what about the core of that nation itself, its citizens? The GEI (Gender Equity Index) for women employed in the Technology and IT-related sector in Tanzania are unambiguously imbalanced, as compared to their male counterparts.

Statistical review shows that, only 25% of women are currently employed in the Technology sector. Statistics by the Tanzania ICT Commission showed that, there were 1,011 male

registered ICT professionals and only 170 female registered ICT professionals.

This stems from enrollment statistics, that demonstrate a blatant imbalance in gender; where only 10-20% of women are enrolled in Technology and IT-related studies. Consequently, women in tech are accustomed to a lack of representation, Furthermore, under representation is attributed to a wide array of interrelated factors such as: compensation, opportunity and safety in their respective workplaces.





Empower Girls in Africa

Become A Coding Tutor For The 1 Million Girls Coding Initiative

Eligibility Criteria:

- Must be based in Africa.
- Should be experienced in teaching any STEM subject.
- Familiarity with Python and other web development tools.
- Available to train online for 5–10 hours weekly from March onwards.
- Passionate about empowering girls and closing the gender gap in tech.

An initiative of



in partnership with



Why Join Us?

- Competitive stipend provided.
- Flexible online training schedule.
- Opportunity to contribute to a meaningful, impactful initiative.
- Join a network of inspiring women leaders.

Ready to make a difference?

Submit your application and help us unlock the potential of millions of girls across Africa!

Apply Here:

bit.ly/cbwafricagirlscode

Deadline: 02/March/2024

Continental Secretariat

Plot 27 Block 74 Emmanuel Abimbola Street, along Fola Osibo, Lekki Phase 1, Lekki, Lagos, Nigeria

✉ info@cwbafrica.org 🌐 cwbafrica.org

JUST TO EXPAND ON THESE FACTORS

- Compensation can be boiled down to an explicit 'pay gap': Compensation is a paramount concern for women in tech, who are prone to making less than their male counterparts. Women report being unsatisfied with their compensation, as compared to their male counterparts, though being equally as skilled.
- Opportunity can be boiled down to 'employment gap' referring to the ratio of women to men in tech sector, being conventionally disproportionate. This attributes to the lack of inclusivity for women in the tech industry.
- Safety in their workplaces, boils down to 'equity gap'; referring to workplace culture is an Achilles heel to the uphill battle of advancement in the technology sector, due to male domination. Furthermore, this is due to their experience of gender discrimination as their nonexistent policies in place to protect women. The of sexual harassment, is a shadowed topic and is further perpetuated due to being out-numbered and fostering incessant meditated gender bias.

Women are equally capable of being at the forefront of technological development and advancement, in Tanzania. This requires a vigorous intervention between social, political and economic barriers that hold women back from breaking the glass ceiling barrier, an invisible systemic barrier that prevents certain demographics from rising to senior-level positions, with an organization or industry. This deficiency of advancement and simmers down to an unconscious bias that does not emphasize the importance of diversity.

Diversity and inclusion are central to the goals of achieving innovation. It is about removing barriers, biases and obstacles that impede equal access and opportunity to succeed. Diversity is fundamentally about highlighting, appreciating and valuing human differences and recognizing diverse talents. By embracing diverse perspectives, nurturing inclusive environments and intentionally dismantling conventional barriers, the Technology sector in Tanzania can soar to new heights of innovation and manifest a more inclusive future for all.

Tanzania has made substantial steps towards a more ungendered Technology and IT-related industry, by punctuating evident hinderances, that range from societal to educational impediments, faced by Tanzanian women in the Technology industry. The objective is to metamorphize these impediments into tangible opportunities for growth and empowerment.

A FEW SOCIETAL LAYERS THAT WOULD NEED TO BE TRANSFIGURED, PER MY SUGGESTION AND OBSERVATION, WOULD BE:-

- Implementation of ICT pedagogy and amplify digital literacy: when girls learn coding skills at a young age, they develop critical thinking and problem-solving skills. With such skills, they can work independently and make informed decisions about their lives.
- Eradicate inequality of access to digital tools and enhance skills training: With fast-growing technology and digital tools, observers say

aspirations for the younger generation, notably girls, seem boundless.

- Dismantling societal & cultural misconceptions: closing the gender gap in technology requires efforts to remove cultural hurdles that perpetuate stereotypes about who belongs in tech and who doesn't as well as encouraging girls to persevere rather than strive for perfection.

Reformation of policies on a Government and community level: developing policies that support gender equality in the digital realm and investing in infrastructure that enhances connectivity in areas predominantly inhabited by women.

This reformation stiffens the resolve of imparting women with digital skills and digital literacy. These 21st century skills, arms women with the currency to be part of the digital economy, and more over valuable and key figures to digital novelty operations.

By enhancing women's participation in the digital economy, we place women to be economic harnesses for the nation, by facilitating several opportunities such as: entrepreneurship, allowing women to innovate and operate businesses without traditional barriers

and doing so where they are safe and feel competent and no pressure to prove themselves.

The participation of women in Tanzania's Technology industry, is not just a significant issue, that can be simmered down to gender equality, but a platform to trajectory a mainspring and rebirth for a more robust economic growth. An intentional

and collaborative nexus of efforts from several sectors such as governments, schools, NGOs, public & private businesses, and CSOs are the key stake holders to be the catalyst to initiate change in the Technology industry and to empower women in this sector.



COMMONWEALTH BUSINESS WOMEN AFRICA (CBW-Africa)
Our Skill is our Strength, our heritage is our Bond

Membership Form

COMMONWEALTH BUSINESS WOMEN - AFRICA

Personal Information

Full Name : _____

Place Birth : _____

Birth of Date : _____

Full Address : _____

Nationality : _____

City/Country : _____

Your current title/job _____

Email : _____

Phone Number _____

For Office review

*PAID MEMBERSHIP / UNPAID/ COMMENT

Leadership Approval

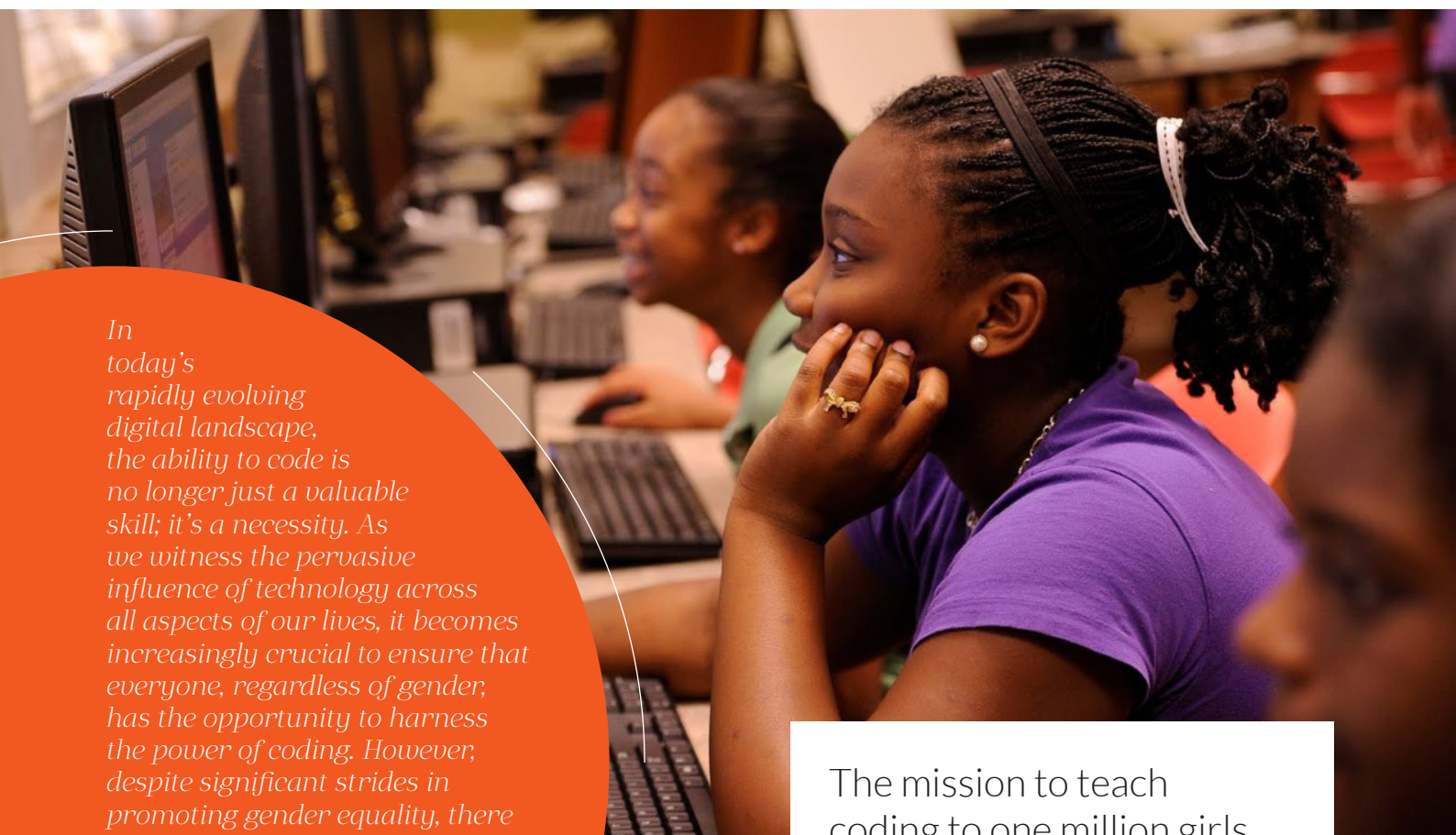
Full name of the leader _____

FPosition of the leader _____

FSignature of the leader _____

Empowering Girls

THE SIGNIFICANCE OF TEACHING CODING SKILLS



In today's rapidly evolving digital landscape, the ability to code is no longer just a valuable skill; it's a necessity. As we witness the pervasive influence of technology across all aspects of our lives, it becomes increasingly crucial to ensure that everyone, regardless of gender, has the opportunity to harness the power of coding. However, despite significant strides in promoting gender equality, there remains a glaring disparity in the tech industry, with women significantly underrepresented. Recognizing this gap, initiatives such as Commonwealth Women Business Africa (CWBA) have taken up the mantle to empower girls by equipping them with vital coding skills.

The mission to teach coding to one million girls championed by CWBA holds profound implications for the future of these young women and for society as a whole. Here's why empowering girls through coding is of paramount importance:

Bridging the Gender Gap in Tech:

1

Historically, the tech industry has been male-dominated, with women often facing barriers to entry and advancement. By teaching girls how to code, we can begin to bridge this gender gap and create a more inclusive and diverse tech workforce. When girls are equipped with coding skills, they are better prepared to pursue careers in STEM fields, thereby breaking down stereotypes and challenging gender norms.

Building Confidence and Resilience

Mastering coding requires patience, perseverance, and resilience. As girls learn to navigate the intricacies of programming languages, they develop confidence in their abilities and gain a sense of accomplishment with each milestone achieved. This confidence extends beyond coding and empowers girls to tackle other challenges they may encounter in life. By instilling a growth mindset and nurturing resilience, coding education equips girls with the tools they need to thrive in an ever-changing world.

3

Fostering Innovation and Creativity

2

Coding is not just about writing lines of code; it's about problem-solving, critical thinking, and creativity. By learning to code, girls develop a unique set of skills that are essential for success in the digital age. They learn to think analytically, approach problems systematically, and innovate solutions to complex challenges. Empowering girls to code not only opens up new career opportunities but also fosters a culture of innovation and entrepreneurship.

Promoting Economic Empowerment

4

In an increasingly digital economy, coding skills are in high demand, with tech-related jobs offering competitive salaries and opportunities for advancement. By equipping girls with coding skills, we empower them to pursue lucrative career paths and access economic opportunities that may have otherwise been out of reach. Moreover, by diversifying the tech workforce, we can drive innovation and foster sustainable economic growth across Africa and beyond.

In conclusion, the importance of empowering girls through teaching them how to code cannot be overstated. As initiatives like CWBA's mission to equip one million girls with coding skills gain momentum, we move one step closer to creating a more equitable, inclusive, and prosperous future for all. By investing in girls' education and providing them with the tools they need to succeed, we unlock their full potential and pave the way for a brighter tomorrow. Empower a girl with code, and you empower her to change the world.

Holistic Mental Wellness

A Prescription for Preventive Mental Health

Understanding the diverse forms, shapes, and sizes in which love manifests is crucial. Holistic mental wellness emerges as the antidote to various mental challenges, making prevention the new mental health frontier. Why seek a cure when prevention is within reach? Addressing the root causes of mental challenges holistically eliminates the swiftly escalating threat to our lives.

A loving heart is paramount in spreading love, and recognizing our role as our brothers' keepers is crucial. Mental challenges often stem from emotional, spiritual, financial, medical, social, psychological, and environmental factors. In Africa, where poverty reigns as a leading cause, promoting financial literacy and empowerment becomes a critical preventive measure. Drug and alcohol misuse can be curbed through psychosocial support and awareness. Stress and

depression prevention hinge on the availability and affordability of counseling services.

Preventing violence requires widespread awareness and robust laws protecting individuals. Acknowledging the holistic nature of human beings should guide us in prioritizing their needs. Mental wellness brings the support system closer to individuals before their minds face threats.

Hearing discussions about mental wellness in Africa often feels akin to passing by a graveyard. While sirens worldwide are clamoring about mental health, it prompts a reflection on the wisdom of the saying, "prevention is better than cure." Holistic mental wellness emerges as the unmistakable face and voice of love, the most potent weapon we possess. Love can shatter the mightiest but also shield the most vulnerable.

The prevailing trend of showing up only when someone has hit rock bottom must end. Recognizing the subtle signals and silent cries before mental health deterioration occurs is paramount. Caring more for one another involves hearing the quiet pains, seeing tears behind eyes, perceiving sadness in voices, and acknowledging the need for help.

Unfortunately, self-focus and a desire for personal gain often divert our attention. We must recognize that change starts within us, as we are the world. If hate can be taught, so



can love. Holistic mental wellness becomes the face and voice of love, essential for uprooting the causes of mental challenges.

To tackle mental challenges collectively, we need love. Love propels us to care, be kind, show compassion, have empathy, and be patient. Everyone needs somebody; we must strive to be somebody for someone. Remember, what we give to the universe returns to us, emphasizing the importance of giving not just anywhere but with genuine intent.

Losing mental power is one of the gravest occurrences. While transplants are available for every organ except the brain, the mind often receives the least attention. Shouldn't we prioritize the very organ on which our entire well-being hinges? Being a powerful professional is futile if mentally challenged. Mental challenges can affect anyone, making us all potential candidates.



“
Everyone needs somebody; we must strive to be somebody for someone.
”

United, we can triumph against mental challenges in Africa. Let prevention be your health strategy, with love reigning supreme above all.

Author
DOCTOR GLORIA AMINAT
Uganda



Navigating Toxic Work Environments: A Call for Change

The Personal Journey: Unveiling Workplace Toxicity

Despite initial discouragement from friends and relatives, I am motivated to write this article, driven by a personal commitment to confront the reality of working in a toxic environment. While acknowledging the benefits derived from the job, I stress the imperative of acknowledging the existence of workplace toxicity. I argue that everyone, regardless of position, is susceptible to the negative effects of toxic workspaces, affecting not only professional but also personal lives, leading to stress, burnout, mental health disorders, and strained relationships.

Symptoms of Toxic Work Environments

The article delves into a range of symptoms characteristic of toxic workplaces, including poor communication, lack of transparency, favoritism, gaslighting, abusive behavior, fear, inequality, absence of teamwork, and inadequate support mechanisms. I underscore the potential health consequences, both physical and mental, that employees may face with prolonged exposure to toxic environments.

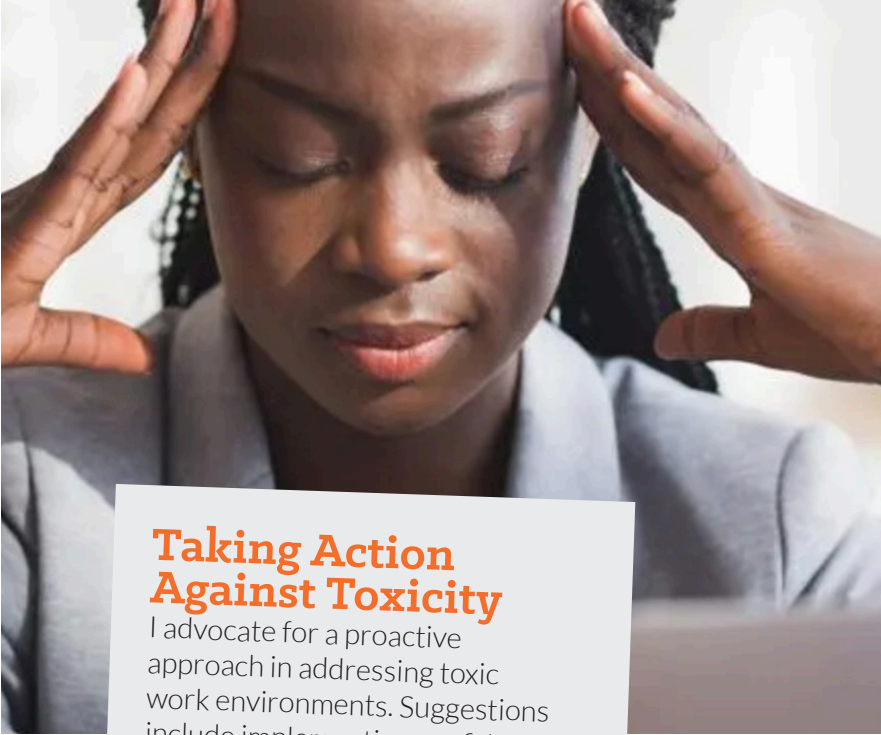
In this article, my aim is to shed light on the pervasive issue of toxic work environments, emphasizing the signs and symptoms that individuals can use as red flags to proactively address and resolve workplace toxicity. The focus is on creating safe and healthy workspaces across various sectors, urging both individuals and organizations to tackle and overcome these challenges.

I advocate for an exploration of mental health issues and mindset transformation as crucial elements of human development, aligning with Uganda's Vision 2040, which places human capital development at its core.



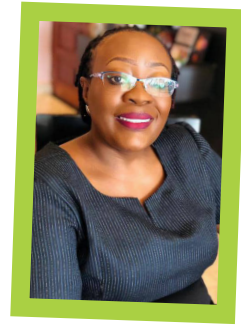
Defining Toxic Work Environments

I provide a comprehensive definition of toxic work environments, highlighting indicators such as negativity, poor communication, cliques, authoritarian leadership, unequal career growth opportunities, and high employee turnover. I emphasize the detrimental impact on mental and physical health, resulting in burnout, frustration, and diminished productivity. I note that even regulated sectors like the public service can harbor toxicity due to employee silence.



Taking Action Against Toxicity

I advocate for a proactive approach in addressing toxic work environments. Suggestions include implementing confidential grievance mechanisms, independent disciplinary committees, mental health awareness initiatives, leadership training, and the enforcement of regulations. The article calls for subordinate appraisals of leaders, victim protection, and the provision of psycho-social support and free counseling services for employees. Positive examples, such as the Uganda Revenue Authority's introduction of free counseling for employees and their families, are highlighted as potential models.



Author

JOY AGUM

Lawyer and Mental Health Lobbyist

Email: joyagum66@gmail.com

Challenges in Addressing Workplace Toxicity

Acknowledging the challenges individuals face in confronting workplace toxicity, such as fear of retaliation and societal expectations, I stress the importance of speaking out for the sake of mental and physical health. I urge individuals to challenge the silence that perpetuates toxic environments.

Igniting Transformation

In conclusion, the article asserts the prevalence of toxic work environments and the need for proactive measures to address them before they become pervasive. I encourage self-reflection and corrective actions to improve work environments, fostering a culture where individuals can thrive, contribute their skills, and enhance personal and community welfare. The article advocates for a deliberate and intentional shift towards mindset transformation and work culture change as essential components of leadership and organizational development.



“Be part of the change you want to see. You are a victim once and an overcomer forever.”

JOY AGUM | Lawyer and Mental Health Lobbyist | Email: joyagum66@gmail.com



In the diverse tapestry of African traditions and cultures, love takes center stage as a timeless and revered aspect of life. A discussion that often sparks interest and debate is the symbolic act of a man kneeling down when proposing marriage.

Is it merely a gesture or does it carry profound cultural and emotional significance?



Jema Weddings

African Love

UNVEILING THE SIGNIFICANCE OF THE PROPOSAL GESTURE

The Significance of Proposals in African Culture

In many African cultures, the act of proposing is not just a personal commitment but a communal affair. The significance lies not only in the union of two individuals but in the merging of families, tribes, and histories. While customs vary across the continent, the act of kneeling often symbolizes humility, respect, and the acknowledgment of the gravity of the commitment being made.

Kneeling: A Gesture of Humility and Respect

For many African men, kneeling during a proposal is not a sign of weakness but a powerful demonstration of humility and respect. It is an acknowledgment of the importance of the moment and a show of deep reverence for the woman they are asking to share their life. In a culture that

places immense value on family and community, this act extends beyond the couple to embrace the larger social fabric.

Preserving Cultural Identity

As Africa experiences the winds of change and globalization, the debate surrounding traditional customs like kneeling during proposals intensifies. Some argue that such practices are archaic and should give way to more modern expressions of love. However, proponents emphasize the importance of preserving cultural identity and rituals that have been passed down through generations.

Expressions of Love Beyond Tradition

While kneeling during a proposal is a deeply ingrained tradition for many, it's essential to recognize that expressions of love are diverse and can take various forms. The most crucial aspect is the

sincerity and authenticity behind the gesture. In modern times, African couples are increasingly finding ways to blend tradition with personal preferences, creating unique proposals that resonate with their values.

Changing Dynamics: Empowering Women

In the evolving landscape of relationships, discussions around gender roles and empowerment play a significant role. Some argue that the act of a man kneeling might perpetuate unequal power dynamics. However, it's important to note that cultural practices are fluid and adaptable. Many African women today appreciate the gesture for its cultural richness while emphasizing the need for mutual respect and understanding in a partnership.

African love is a dynamic force that weaves together tradition, culture, and personal choices. The act of a man kneeling during a proposal is a nuanced expression deeply rooted in cultural significance. As Africa navigates the crossroads between tradition and modernity, it is crucial to foster conversations that respect diverse perspectives and celebrate the rich tapestry of love in the continent. Ultimately, the importance of any proposal lies not solely in the act itself but in the sincerity, respect, and love that it represents.

Prioritizing Your Financial Wellness for a Secure Future

In today's fast-paced world, discussions about health and lifestyle often revolve around physical fitness, nutrition, and mental well-being. However, one critical aspect is often overlooked: financial wellness. Just as we make conscious lifestyle choices to care for our bodies and minds, it is equally important to nurture our financial health. While many of us focus on self-care, how much time do we dedicate to understanding our finances? In this enlightening article, we delve into the concept of financial wellness, its significance in our lives, and practical tips to help us achieve it.

Financial wellness encompasses the ability to effectively manage all financial resources, make informed decisions, and maintain a healthy financial life. It goes beyond simply earning and saving money. It involves understanding our financial goals, reducing stress related to money matters, and establishing a solid foundation for long-term financial security.

For individuals, financial wellness means having a clear understanding of our financial situation, setting and achieving financial goals, and effectively managing our income and expenses. It involves creating a spending plan (budget), building an emergency fund, managing debt wisely, and investing for the future. Financial wellness also includes developing healthy money habits, such

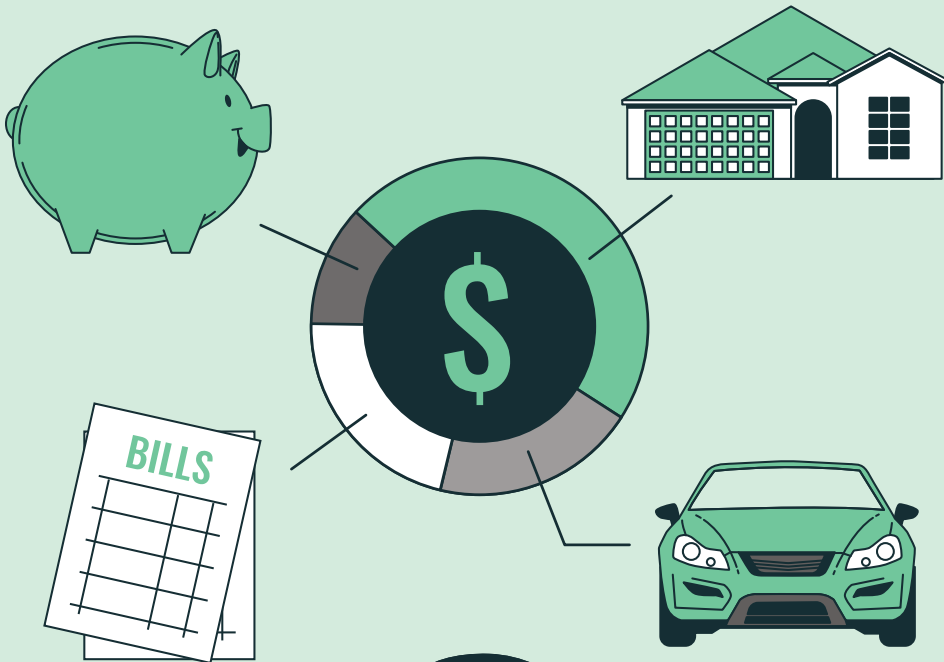
as regular savings, tracking expenses, and being mindful of financial decisions.

For business owners, financial wellness extends beyond personal finances. It involves effectively managing cash flow, business expenses, maintaining accurate financial records, planning for growth and sustainability, and making strategic financial decisions. Prioritizing financial wellness is essential for several reasons. Financial stress can have a significant impact on our mental and emotional well-being. By taking control of our finances and improving our financial literacy, we can reduce stress levels and gain a sense of empowerment and control over our financial lives. In Tanzania, 1.5 million people experience both financial problems and mental health issues.

Financial well-being enables us to set and achieve our financial goals, such as saving for a down payment on a home, funding a child's education, or expanding a business. Having a solid financial foundation allows us to work towards our aspirations and dreams. It provides the freedom to make choices aligned with our values and long-term objectives. Imagine managing your financial affairs with ease, knowing that you have a secure future. By establishing emergency funds, managing debt wisely, and investing for retirement, we can protect ourselves from unexpected events and build a foundation for long-term financial security.

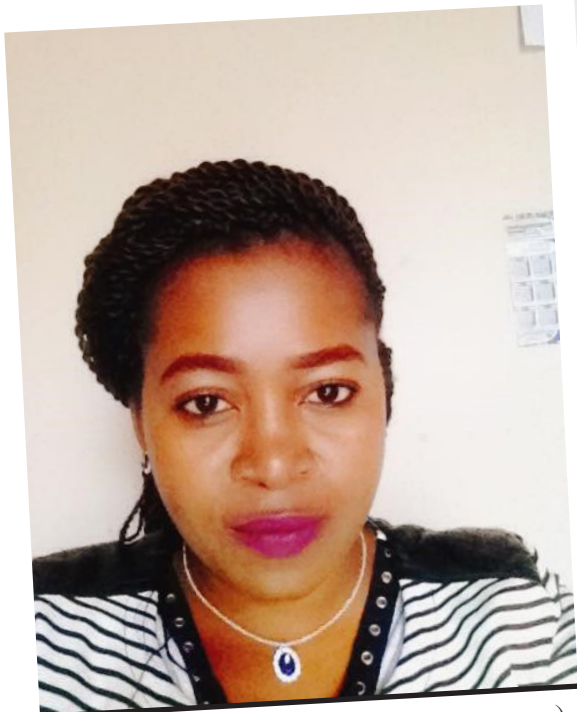
Here are some practical tips to help you achieve financial wellness

- Assess your current financial situation: Take an honest look at your income, expenses, and debt to understand your financial strengths and weaknesses.
- Define your short-term and long-term financial goals: Make them specific, measurable, achievable, relevant, and time-bound to provide a roadmap for your financial journey.
- Develop a realistic spending plan: Align your spending with your financial goals, track your income and expenses, and allocate your money wisely.
- Establish an emergency fund: Aim to save six months' worth of living expenses to cover unexpected expenses.
- Develop a plan to pay off high-interest debt systematically: Negotiate to reduce interest rates, avoid taking on unnecessary debt, and focus on paying off existing debt.
- Start investing early for your long-term financial goals, such as retirement.
- Continuously enhance your financial literacy: Read books, attend seminars or workshops, and explore reputable online resources.



In our pursuit of a holistic and fulfilling life, it is crucial to prioritize financial wellness. By understanding what financial wellness entails and incorporating practical tips into our lives, we can embark on a transformative journey towards securing our future financial success. Just as we invest in our physical and mental well-being, let us also prioritize our financial health and reap the benefits of financial wellness for a prosperous tomorrow.





Ms. Mpho Tapela (Botswana)

Amidst the global push for gender equality and inclusivity, it is crucial to address the often overlooked and marginalized group of women with disabilities. While strides have been made in recognizing and advocating for the rights of women and individuals with disabilities, there is still much work to be done in ensuring that women with disabilities are included, supported, and empowered.

Leaving **No One Behind** Empowering Women with Disabilities

The government plays a pivotal role through policies and legislation that should not only protect the rights of this demographic but also actively promote their inclusion in all aspects of society, including education, employment, and healthcare. Civil society can further amplify these efforts through vigorous advocacy that challenges stereotypes, fights for accessibility, and demands equal opportunities. Moreover, the business sector has an opportunity to sponsor and support startups led by women with disabilities, providing them with the resources and platforms to thrive as entrepreneurs, contributing to their financial independence and overall well-being through their Corporate social investment (CSI) initiatives.

It is time to recognize the strength and resilience of women with disabilities and collectively work towards a future where no one is left behind. By working together, we can create a more equitable and inclusive society for all and leave no one behind. The greatest hurdle we are yet to cross is that we often group together disabilities as “marginalized populations” and “people with special needs”, we do not unpack what it implies. Different disabilities require different solutions, and more often, the people with disabilities should ideally be consulted to be part of the solution. It makes empowerment even more difficult if solutions that are presented do not represent the groups we seek to assist.

Women with disabilities face systemic marginalization and stigmatization that become barriers to their economic and social development. They often face a higher risk of violence (including sexual), abuse, discrimination, social injustice and depending on their type of disability, they have limited access to information and services (including sexual reproductive health). If the different sectors of the economy worked together to empower women, with a focus on those with disabilities, the world would be a much better place.



GLOBAL WOMEN
EMPOWERMENT SUMMIT
CULTURED WOMEN, EMPOWERED SOCIETY

*A night of celebration for the most inspiring
and accomplished women of the world*

Jakarta,
Indonesia
November
23, 2023



**NGOZI
OYEWOLE**

Managing Director/ CEO
Noxie Limited, Nigeria

The
PRODIGY

GWES Exceptional Woman in Business Leadership



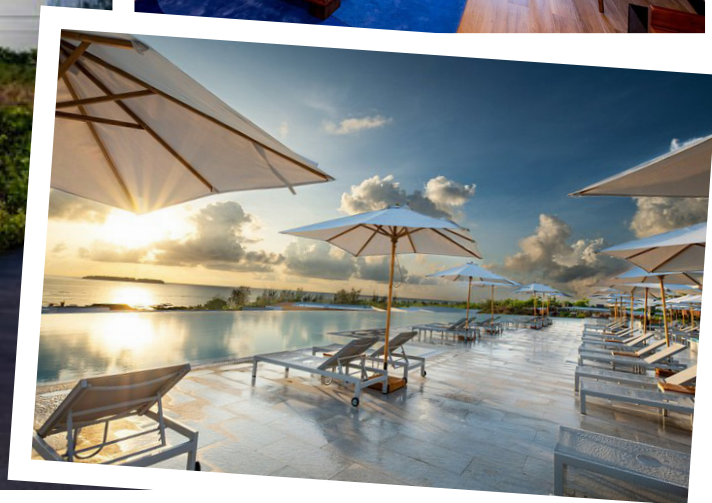
Experiencing Luxury & Serenity

From the moment I stepped foot onto the picturesque island of Zanzibar, I knew my experience at the Zanzibar Emerald Hotel would be nothing short of extraordinary. As I embarked on this journey with my daughter and a dear friend, the anticipation of exploring this vibrant destination was palpable. Little did I know that our stay at the Zanzibar Emerald Hotel would exceed all expectations, leaving an indelible mark on our hearts.

Located in the heart of Zanzibar's historic Stone Town, the Zanzibar Emerald Hotel epitomizes luxury and serenity. As we arrived, we were greeted by the warm hospitality of the staff, who welcomed us with genuine smiles and a refreshing drink, setting the tone for the rest of our stay. Our journey to the hotel was made seamless, thanks to the assistance of our Russian friend residing in Zanzibar, who graciously drove us through the charming streets of Stone Town to our destination.

Upon entering the hotel premises, we were immediately captivated by the elegant architecture and tranquil ambiance. The lush greenery and ornate décor exuded an air of sophistication, offering a serene oasis amidst the

A Stay at Zanzibar Emerald Hotel



bustling city. Our accommodation, a spacious and beautifully appointed room, provided the perfect retreat after a day of exploration.

One of the highlights of our stay was undoubtedly the culinary experience at the Zanzibar Emerald Hotel. From sumptuous breakfast spreads featuring an array of local delicacies to delectable dinners showcasing the finest flavors of Zanzibar, every meal was a culinary delight. The talented chefs spared no effort in creating gastronomic masterpieces that tantalized our taste buds and left us craving for more.

During our time at the Zanzibar Emerald Hotel, we indulged in a myriad of experiences that showcased the beauty and culture of this enchanting island. From strolling through

the historic streets of Stone Town, where centuries-old architecture and bustling markets tell stories of a bygone era, to embarking on a mesmerizing sunset cruise along the azure waters of the Indian Ocean, every moment was filled with awe and wonder.

However, what truly set the Zanzibar Emerald Hotel apart was the impeccable service and attention to detail provided by the staff. Whether it was arranging personalized excursions, offering insider tips on the best local attractions, or simply ensuring that our every need was met, the staff went above and beyond to ensure that our stay was nothing short of perfection.

Another highlight of our experience was indulging in the luxurious offerings of the Emerald SPA. Drawing inspiration from Thai and Balinese cultures, the spa offered world-class treatments designed to rejuvenate the body, mind, and soul. From soothing massages to invigorating body scrubs, every treatment was delivered with precision and care, leaving us feeling refreshed and revitalized.

The modern and elegant design of the spa provided the perfect backdrop for relaxation, with its serene atmosphere and panoramic views of the surrounding landscape. Whether lounging by the poolside or unwinding in one of the private treatment rooms, the Emerald SPA offered a haven of tranquility where we could escape from the stresses of everyday life and immerse ourselves in pure bliss.

As I reflect on my experience at the Zanzibar Emerald Hotel, I am filled with a profound sense of gratitude and contentment. From the luxurious accommodations to the exquisite dining, and the unparalleled hospitality, every aspect of our stay surpassed our wildest dreams. The Zanzibar Emerald Hotel not only provided us with a place to stay but also created memories that will last a lifetime. It is truly a gem nestled in the heart of Zanzibar, waiting to be discovered by discerning travelers seeking luxury, tranquility, and unparalleled experiences.



A Victors Storywritten by **Régina-Re Gitao**

Regina-Re Gitao is a Writer, Actress and Coach based in Kenya. She is passionate about making a global impact through the Creative & Performing Art and Training. Her signature training programs are PEPP Talk and Art-i-Quette.

“There is not enough darkness in the world to put out the light of even one small candle”

To meet her you sense an individual who possesses a quiet confidence; A lady who speaks clearly and deliberately, as she makes her views known, whether to one or a group of persons; Especially on issues close to her heart.

This is an individual who makes you feel like you've known her longer than you really have. I suppose it's due to her uncanny ability to just, “...fit into” any conversation and situation without much ado.

One cannot help but be curious as to the intent behind this lady's cheeky smile and cheery eyes, which easily light up the room.

Speak to her a while, and you'll find that she has an endearing calm, that immediately makes you feel at ease;

The warmth in her voice never increasing beyond a certain soothing decibel; Almost as though she's treading ever so carefully, so as not to be mistaken or misunderstood. Perhaps experience has taught her to be more cautious than most. Still, our Heroine, is a delight to be around.

But, just as we may be drawn to and clip a beautiful rose, so as to make it our own, resulting in bruising and damage, so have (on 3 separate occasions, almost 10 years apart), a few selfish, 'trusted' individuals attempted to shear this vibrant human rose, from the beautiful garden of life. In her case, though bent, over and over, her spirit was never broken....Her light never snuffed.

Our Victor Profile takes a closer look at particular phases in the life of 37 year Jennie-Gen (Not her real name), a unique 3 time survivor of heinous acts; Which perpetrators of have never been brought to book.

The first instance was at the age of 7 years, by the male House Manager. This was the only person who she felt was kind to her. Her nievite resulted in her being forcefully dragged to his quarters and raped.

Afer the assault, he would wash and put clean clothes on Jennie-Gen. Coming

home from work, “...mum would be proud that I managed to get cleaned up without being told”; Unsuspecting the painful events that led to her “cleaned up” daughter.

Sadly, this defilement continued unnoticed...daily for an entire month. Jennie-Gen never screamed nor told tell anyone because, “I thought that if I was a good girl, kept still and didn't make noise, maybe he would stop. Maybe the pain I felt as he tried to enter me would end ...”

At the age of 15 years, leading to her O-Level exams, in the company of classmates, at a house party of an older

man, Jennie-Gen would experience another defilement. The older man cornered and raped her.

He sat on a chair afterwards and decided that she would now be his wife because of his “wonderful experience”. He noticed that she was a “good girl...tight and untouched”. Still a child and fearful of the repercussions if she did not comply, the distresses Teeager agreed to continue seeing him.

At the age of 25 years Jennie-Gen would find herself victimised again, this time by a man she had considered a brother; A friend of the family. They had known each other most of their lives. She trusted him with her life. They slept at each others homes without incident like close knit families would in those days. “Of course this time would be no different!?”

Shock on her. She would go to sleep tired and unsuspecting, only to be rudely awoken by the feel and sight of her naked “brother” on top of, and moments later in her! In the morning, his nonchalant response to the incident, was that since he did not want any problems with pregnancies, she was to get out of his house immediately and go take the morning after pill. He later admitted that he had always considered her as, “the one that got away”. He had always wanted her but never knew how to have her. I guess he found a way.

Despite these unfortunate incidences Jennie-Gen is forgiving. She is a candle whose light will not be snuffed. She still chooses to see the best in people. She sees herself no longer a victim but as a survivor; as a Victor who's message to parents and guardians is, “..read the signs, listen to, love nurture and protect your children. Speak to them often. Be their Safe Space and Place”.

Indeed, our children are after all, the vibrant rose buds and blossoms in the beautiful garden of life.



FOLLOW US ACROSS ALL SOCIAL MEDIA PLATFORMS

  @cbwafrica



Commonwealth Business
Women Africa



Commonwealth Business
Women Africa (CBW-Africa)



CONTINENTAL SECRETARIAT

 Plot 27 Block 74 Emmanuel Abimbola Street , along Fola Osibo,
Lekki Phase 1. Lekki Lagos. Nigeria

 info@cwbafrica.org  cwbafrica.org



Your dependable service provider



Personal Protective Equipment

Office Furniture Supply



Monogram Machine

Promotional Items



Trucking & Haulage

Furniture Machine



Lagos Office:

Plot 27, Block 74, Emmanuel Abimbola Cole,
Lekki Phase 1, Lagos

Factory Address:

283, Agege Motor Road, Mushin, Lagos

0806-490-6812
www.noxielimited.com
noxie@noxielimited.com

LAGOS | PORT HARCOURT | EKET