



## 2019 WOMEN'S LEARNING EXPEDITION REPORT

24 – 26 OCTOBER 2019

VENUE: KIGALI, RWANDA



**THANK YOU TO OUR SPONSORS:**



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Pictured are the delegates (left) hosted by the Rwanda Women Parliamentarians Forum (right) led by Honourable Odette Uwamariya, the Chairperson of the Parliamentary Committee on Economy and Trade.



## 1. EXECUTIVE SUMMARY

The 2019 Women's Learning Expedition (WLE) hosted by the African Women's Movement (AWM) was the second instalment where the inaugural gathering was held on 24-26 May 2018. The meeting of young women leaders was held to a rousing reception from a select group of invitees in Kigali, Rwanda. Unlike the 2018 edition, this year, the event was held in October due to the timing of the South African 2019 national elections.

With the 2019 WLE, AWM opened and examined the following new vistas of change:

- The size of the delegation was reduced to facilitate more robust engagement;
- The learning material was more targeted and thoroughly prepared;
- A tour of Kigali was incorporated in the programme to contextualise the visit;
- A visit to the parliament to engage with the Rwandese Members of Parliament for a one on one engagement was included;
- Issuing of attendance certificates at the closing dinner was embraced;

In 2019, 64% of the delegates were African women chartered accountants (up from 11% in 2018). This included Zama Khanyile, the President of the African Women Chartered Accountants (AWCA), Nolitha Pietersen, the Chairperson of the Eastern Cape branch of the Advancement of Black Accountants of Southern Africa (ABASA) as well as the Deputy Dean of the University of South Africa's (Unisa) College of Accounting Sciences (CAS), Mandisa Gandela. The 2019 WLE also had Mmabatho Maboya in attendance, the CEO of the Cyril Ramaphosa Foundation (CRF) who was a returning delegate from the 2018 initiative – it was encouraging for us to get her thumbs up on the last day of the expedition as we were driving to the airport.

The congregation of young South African women leaders to draw knowledge from another African country that is thriving where gender equality is concerned, proved that the 2019 WLE did indeed serve its purpose as a platform for learning.



## 2. OBJECTIVES AND FORMAT

The selection of Rwanda as the African country to visit for the 2019 WLE was based on the ranking as per the World Economic Forum's (WEF) Global Gender Gap Index. Since 2006, the Global Gender Gap Index seeks to measure the relative gaps between women and men across four key areas: health, education, economy and politics (whereas AWM's key focus is on the economy and politics). The 2018 report benchmarked 149 countries across the globe with the following rankings for three top African countries:

- i. Rwanda (ranked 6th)
- ii. Namibia (ranked 10th)
- iii. South Africa (19th)

The index provides a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts.

With South Africa being ranked 19, AWM identified Rwanda as leaders in Africa in distributing resources more equitably between women and men thus serving as the ideal hosts for the 2019 WLE that was held from 24-26 October 2019. The core purpose was to explore ways in which the South African ranking can be improved; so as to bring about genuine change in gender dynamics not only in the workplace but in society as a whole.

In light of the Gender Based Violence (GBV) South Africa has been experiencing recently, there were definitely key learnings taken from the expedition in terms of policies and legislation presented by the MPs that are deliberately designed to protect and develop the women in Rwanda.

According to a Forbes<sup>1</sup> article titled '6 Ways Travel Can Jumpstart (And Advance) Your Career', traveling assists one to get a clearer perspective on life as a whole, gives one a better understanding of people, assists one in eliminating the fear of asking questions as well as learning to handle the unexpected better (being solution orientated).

The WLE, by design, is meant to take South African emerging women leaders out of their comfort zones to emerge as global leaders who are exposed to the challenges and opportunities the continent as well as the world at large has to offer. On 30 May 2019, Africa made history as the agreement establishing the African Continental Free Trade Area (AfCFTA) officially entered into force – this is the largest trading block since the formation of the World Trade Organisation. It therefore becomes that much more important for women in South Africa to be exposed to the continent to benefit in this regard.

*"@Phindile Llale and @Refilwe Matenche, Thank you so much for coordinating the WLE. It was a fruitful, thought-provoking and enriching experience. I also enjoyed getting to know all you ladies . I really feel privileged to have had this experience and exposure. "* Zama Khanyile, AWCA President via WhatsApp

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<sup>1</sup> <https://www.forbes.com/sites/averyblank/2019/01/15/6-ways-travel-can-jumpstart-and-advance-your-career/#b6c84f6610e7>

### 3. PROGRAMME

The delegation departed South Africa on 23 October 2019 in the afternoon and arrived in Kigali in the evening of the same day. The programme commenced on the next day.

The following was the programme from 24-26 October 2019:

Time	Topic of Discussion
<b>Day 1</b>	
10:00 – 12:00	<b>Kigali Genocide Memorial:</b> <i>The memorial commemorates the 1994 Rwandan genocide and serves as a place in which the bereaved could bury their family and friends.. The remains of over 250,000 people are interred there. There is a visitor centre for those wishing to understand the events leading up to the genocide of 1994.</i>
<b>12:00 – 14:00</b>	<b>Lunch</b>
14:00 – 14:30	Ice-breaker
14:30 – 15:00	Rwanda Vision 2020
15:00 – 16:30	Gender Responsive Budgeting
17:00 – 19:00	Kigali Tour
<b>Day 2</b>	
09:00 – 10:30	Gender Equality and Women Empowerment: MIGEPROF
	Women in Leadership Roles: Successes in Government and Corporate Sector
	Women Development
	Women Involvement in the Financial Sector
	Prevention of Gender Based Violence
	Mentoring
10:30 – 11:00	<b>Coffee Break</b>
11:00 – 12:00	Ministry of Youth: Youth Konnect
12:00 – 14:00	<b>Lunch</b>
14:00 – 15:00	Financial Sector: Skills Development Programmes
15:00 – 16:30	Rwanda Women Parliamentarians Forum
19:00 – 21:00	Closing Dinner
<b>Day 3</b>	
07:00	<b>Umuganda – Rwanda Community Work Day</b> <i>The word Umuganda originates from Kinyarwanda (a language) and can be translated as ‘coming together in common purpose to achieve an outcome’. Held on the last Saturday of the month from 8:00 A.M to 11:00 A.M, this is a legislated practice where members of the community get together to complete a task. For instance, farming for those who were unable to do so due to either physical handicap or old age, building houses for the poor.</i>
<b>14:00 – 15:00</b>	<b>Lunch</b>
15:00 – 18:00	Shopping at the market
18:00	Departures to airport

#### 4. SPONSORS

The following sponsors made the 2019 WLE possible:

Entity	Description	Cost (R)
SAICA	Five women sponsored	$R29\,500 \times 5 = 147\,500$
FASSET	Three women sponsored	$R29\,500 \times 3 = 88\,500$
NYDA	Learning Material and One woman sponsored	$R29\,500 \times 1$ $R100\,000 = R129\,500$
<b>Total sponsorship</b>		<b>R255 500</b>

The South African Institute of Chartered Accountants (SAICA) has committed, in writing, to sponsoring 10 and 15 women in 2020 and 2021 respectively. It is worth noting that both SAICA and NYDA are repeat sponsors.





## 5. DELEGATES

The 2019 WLE afforded the delegates the space and time for social and professional interaction in a relaxed and fascinating setting. This was a great opportunity to make new friends and renew acquaintances! The calibre, broad experiences and diverse industries of the delegates allowed for robust interactions.



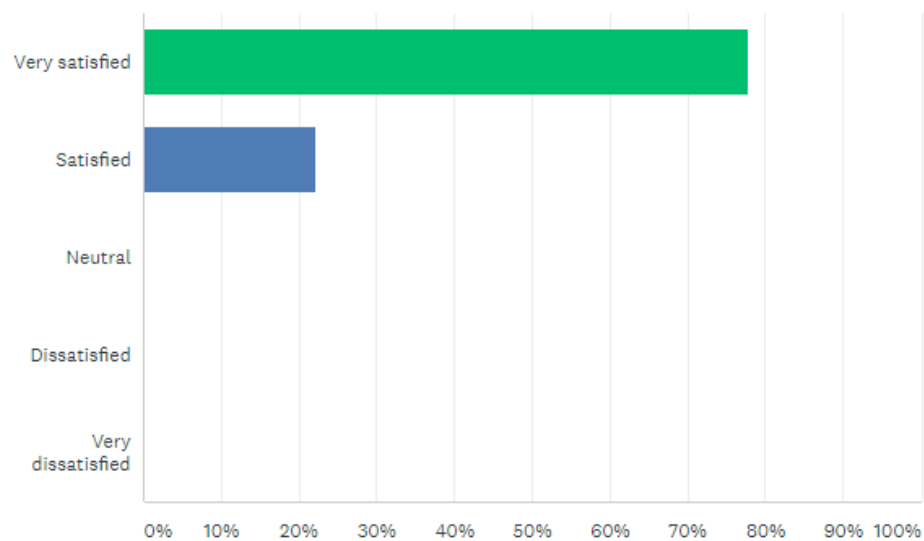
	Name	Surname	Organisation
1	Refilwe	Matenche	AWM President CA(SA)
2	Phindile	Yende	AWM Vice President
3	Nthabiseng	Mafa	Graduates For the Cause CEO
4	Mmabatho	Maboya	Cyril Ramaphosa Foundation CEO
5	Pearl	Keswa	Cyril Ramaphosa Foundation CEO PA
6	Olga	Maluleke	Cyril Ramaphosa Foundation
7	Phindiwe	Kamolane	UNISA - Auditing Chair of Department CA(SA)
8	Mandisa	Gandela	UNISA - Deputy Dean, College of Accounting Sciences CA(SA)
9	Zama	Khanyile	NEF and AWCA President CA(SA)
10	Mafiki	Duma	NYDA Senior Executive
11	Mollen	Mukuze	BrendMo Consultants Co-Founder and CEO CA(SA)
12	Natasha	Wyatt	Baila Afrika Founder and CEO CA(SA)
13	Nolitha	Pietersen	ABASA Chairperson of Eastern Cape branch CA(SA)
14	Zama	Chonco	Postbank Senior Management CA(SA)

## 6. FEEDBACK

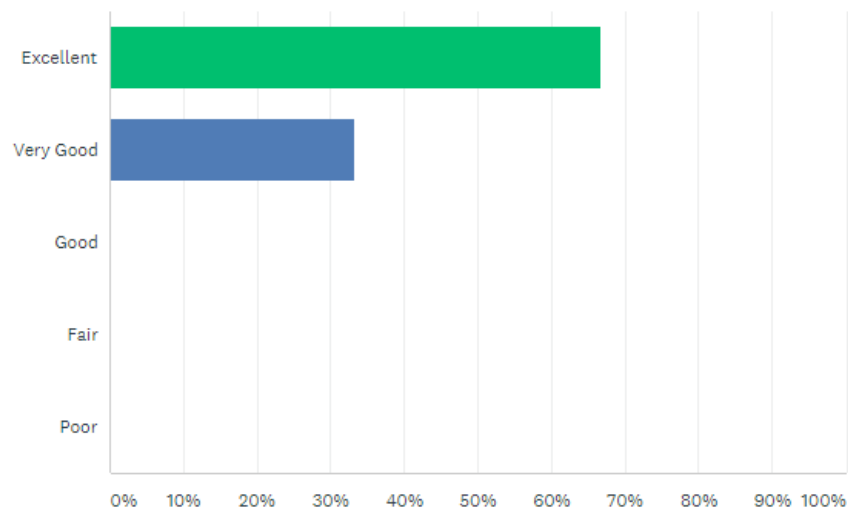
Upon returning from the expedition, a survey with 10 questions was sent to the delegates. Please refer to the detailed Monkey Survery results report for more detail.

Nine responses were received and summarised as follows:

### ***Question 1: How satisfied were you with the event?***



### ***Question 2: Overall, how would you rate the event?***





**Question 3: Respondents were required to rate the following aspects of the expedition**

	VERY SATISFIED	SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Date and time	66.67% 6	22.22% 2	11.11% 1	0.00% 0	0.00% 0	9
Location	88.89% 8	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9
Food	66.67% 6	33.33% 3	0.00% 0	0.00% 0	0.00% 0	9
Travel	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Presentations	100.00% 9	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9
Umuganda - Community Work Day	77.78% 7	11.11% 1	11.11% 1	0.00% 0	0.00% 0	9



**Question 4: What did you like most about the event? (This was an open ended question.)**

The delegates seemed to have generally embraced the learning experience and particularly enjoyed the interaction with the Rwandese especially during Umuganda – the community work day. One attendee mentioned ‘One can juxtapose many similarities between Rwanda’s history and South Africa. Though deeply painful Rwandans have manage to reconcile their painful past and rally together behind one vision.’ The delegates were also impressed by the presentation contents rated really good as per question 3 of the survey. These provided clarity on policy approaches that Rwanda is taking for gender equality

### ***Most delegates***

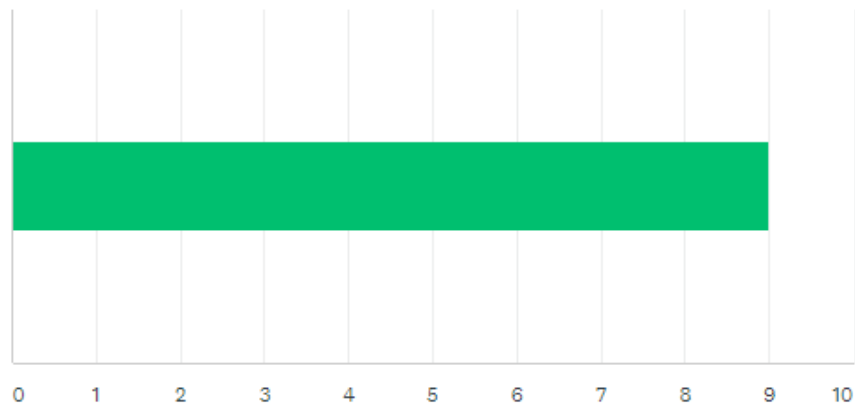
***Question 5: What did you like least about the event? (This was an open ended question.)***

The key area of improvement would seem to be time management. A number of delegates stated this as a dominant area of improvement.

***Question 6: How do you think this event could have been improved? (This was an open ended question.)***

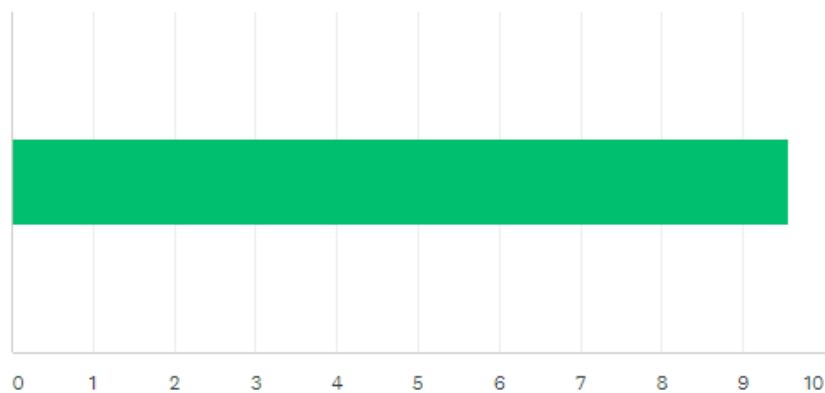
The time management again was dominant in this question.

***Question 7: Based on your experience at this event, how likely are you to attend future events? (On a scale of 1-10)***



***Question 8: How likely are you to recommend our events to a friend/colleague? (On a scale of 1-10)***

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***Question 9: Do you have any other suggestions or comments to help us improve our future events?***

The recommendations for this question included more diverse women in terms of ethnicity and age. The time management was also an area noted for improvement where some ladies would have loved to have more time to explore by themselves.

***Question 10: Name a country you would recommend for us to host future Women's Learning Expeditions?***

In 2018, Ghana was the dominant country the ladies wanted to explore. In 2019, Ghana came out tops again with two mentions. As a result, we have started engaging with Samia Nkrumah, the daughter of the first President of Ghana, Honourable Kwame Nkrumah. In 2020, we aim to take approximately 50 ladies to Ghana.

## **7. 2020 WOMEN'S LEARNING EXPEDITION**

In honouring the last question of the survey about where the ladies wish to go next, the 2020 Women's Learning Expedition will be held in Accra, Ghana. This will be held in partnership with the Chief Luthuli Museum who will also be hosting their annual Albert Luthuli Memorial Lecture at the same time. As mentioned above, we have started engaging with Ms Samia Nkrumah, the daughter of the first President of Ghana, Honourable Kwame Nkrumah. In 2020, we aim to take approximately 50 ladies to Ghana.



Ms Samia Nkrumah (left), the daughter of the first President of Ghana, Honourable Kwame Nkrumah with AWM Founder and President, Refilwe Mtenche (right).



## 8. CONCLUSION

It is worth noting that the following publicity is yet to be implemented for the 2019 WLE in alignment with the 2018 expedition:

- Event highlighting outcomes - to be hosted at Sanlam in March 2020 inviting delegates and sponsors to speak as well as potential attendees for 2020;
- A feature on ASA magazine;
- Social media engagement promoting the event were sponsors will be further acknowledged;
- Screening of a 10 minute video of interviews of delegates while in Kigali with sponsor backdrop.

If the WLE 2019 has demonstrated anything concrete, it is the need among African women in leadership to unite in sharing best practice. To add on, following were some of the major outcomes of expert sessions and meets:

- To overcome collective challenges together with planned synchronisation.
- To ensure there are more diverse delegates the next year including men.
- To include online resources, AI and apps to effectively manage data seepage.
- Designing more accurate and better managed action plans for the future, with strict attention paid to the timelines in question.
- Improving branding options for sponsors.
- Planning for long-term solutions to recurring issues which are common to multiple countries.
- Finally, making women believe in themselves and placing them in good stead for what can be an uneven journey.

During Umuganda, the delegates appreciated how selfless community building would impact not merely their shared future, but also determine that of the world. It was encouraging to see Rwandese participate in this initiative despite the pouring rain and muddy roads. The delegates saw another side of Rwanda, one that is often hidden by its riddled history and its splendid natural beauty. They saw the unexplored business horizon of the country and how far it stretched.

We wish to thank everyone who made this possible. Your contribution to the success of AWM WLE 2019 is singular and undeniable.







Umuganda – Community Work Day: Pictured is the Mayor of Nyarugenge District Mme Kayisime Nzaramba shaking hands with AWM President, Refilwe Matenche.

