



## Conference Report and Recommendations

*Thematic Conference on Women and Employment in Africa  
Maputo, Mozambique  
15 August 2008*



## The Africa Commission

*Commission on Effective Development Cooperation with Africa*

### Conference Report and Recommendations

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#### Content

<i>Introduction</i> .....	3
<i>Sub-themes for discussion and recommendations</i> .....	3
1. Women's Occupation and Workload.....	4
2. Women's Entrepreneurship.....	5
3. Agriculture and Rural Economies .....	6
4. Labour Intensive Manufacturing .....	7
5. Social Protection .....	7
6. Advancing Women's Economic Empowerment.....	8
7. Policy Level Working Group .....	9
<i>The way ahead</i> .....	9
Annex I - About the Africa Commission.....	11
Members of the Africa Commission .....	12
Annex II - Agenda .....	13
Annex III - List of Participants .....	15
Annex IV - List of working groups.....	21

## ***Introduction***

The second thematic conference of the Africa Commission “Women and Employment in Africa” took place in Maputo, Mozambique on 15 August 2008. The aim of the conference was to engage African experts, practitioners and stakeholders of international development cooperation in identifying best practices and tentative recommendations in regard to women and employment for the Africa Commission.

The conference was opened by H.E. the President of the Republic of Mozambique, Armando Guebuza and hosted by three of the 18 members of the Africa Commission: The Prime Minister of Mozambique, Ms. Luísa Dias Diogo; the Danish Minister for Development Cooperation, Ms. Ulla Tørnæs; and the Director of the Brenthurst Foundation, Dr. Greg Mills. The approximately 100 participants were representatives from various civil society organisations, regional organizations, UN organizations, academia, African governments and youth organizations.

The participants addressed women and employment in working groups under the following themes: 1) Women’s Occupation and Workload; 2) Women’s Entrepreneurship; 3) Agriculture and Rural Economies; 4) Labour Intensive Manufacturing; 5) Social Protection; and 6) Advancement of Women’s Economic Empowerment. A high level policy working group was established as well.

The deliberations of the working groups were focusing on identifying constraints and opportunities for women’s access to decent employment. Recommendations were identified by the groups, targeted at African governments; NGO and civil society; the private sector; international organizations; bilateral donors; the African Union and other relevant stakeholders.

This report builds on discussions from the working groups. The report will be widely circulated and feed into the work of the Africa Commission at its second meeting in Addis Ababa on 20 November 2008.

Attached in annex I is information about the Africa Commission, in annex II the agenda of the conference and in annex III and IV the list of participants and the working groups.

## ***Sub-themes for discussion and recommendations***

The conference confirmed that inequality in employment opportunities among women and men is still prevalent in Africa. Gender imbalances are widespread and women have, compared to men, more limited access to decent work.

It was recognized that decent work for women is important not only for women’s empowerment but also for poverty reduction and economic and sustainable growth. Gender gaps in employment and employment opportunities impose a distortion on the economy and artificially reduce the pool of talents and production and productivity of human capital, all of which serve to reduce economic growth.

There was a call for more investments in employment opportunities for women and for more effective measures in line with the principles of the Paris Declaration of Effective Aid for enhancing decent employment opportunities in Africa in general from African Governments, the private sector and multilateral and bilateral development partners.

The conference concluded that in order to increase the possibilities of women becoming entrepreneurs certain structural challenges need to be overcome. For example reducing women's time burden, increasing their access to education, training and information, financial services and financial as well as their rights to property, inheritance and land.

And we have to learn to celebrate success where this is happening. This will encourage men to change their attitudes and for women to increase their self-belief.

### **1. Women's Occupation and Workload**

In most countries, women are more likely to work in certain sectors, rather than others. Often there is a higher concentration of women in the lower paid segment of the public sector, the informal economy, and in the "caretaking economy", where girls and women often do unpaid work. The conference concluded that it is important to improve women's existing jobs in terms of working environment, productivity and wages, and not just increase their workload in the reproductive economy. Investments in time saving infrastructure, such as water, sanitation, transportation etc. are crucial in this regard. Furthermore it was emphasized that there is a need for a change in attitudes and mindsets relating to women's empowerment.

The conference presented a large number of concrete recommendations and ideas to be considered in the further work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Reduce women's time burden by investing in water supply and sanitation, energy for household needs, access to appropriate means of transport and investment in labor-saving technologies. Furthermore, it was suggested that time surveys should be conducted to collect information on women's and men's time spent on paid work and household work.
- Women are overrepresented in the informal sector, which is characterized by poor wages, insecure working conditions, and no social security system. Therefore improving working conditions in the informal sector is crucial, one important step is to put in place supportive systems including social security systems for women in the informal sector.
- Introduce affirmative action in order to ensure women's access to decent jobs. Public and private sectors should reserve jobs for women, in jobs where women normally are not represented. Affirmative action has proved very successful in improving women's access to the political decision-making processes.
- As women in many instances are lacking behind men in terms of skills training, it was recommended that the private and public sector should establish a mentoring system for

women, and offer on-the job training to provide opportunities for women to get the right skills mix to enter the labor market.

- Finally changing the mindset within the household, on the labor market and in the society in general is necessary to improve women's access to wage employment and really change the division of labor at household level. It was recognized that this is a long term process. It was recommended to look into the experiences from awareness raising campaigns in regard to HIV/AIDS.

## **2. Women's Entrepreneurship**

The number of women entrepreneurs is increasing in most African countries. Businesses owned by women often have a higher survival rate than male-owned businesses. Female-owned businesses, however are frequently one-woman businesses and possibilities of expanding the business are limited, partly because of women's lack of access to financial resources, and partly because business women tend to take fewer risks than men do. The conference concluded that there are a sufficient number of women wanting to be entrepreneurs, but the issue is lack of structural support for these women including access to training, special trade fairs, financial services, rights to property, inheritance and land etc.

The conference presented a large number of concrete recommendations to be considered in the future work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Improve vocational and technical education and training of women. Transform the segregated approach to vocational and technical training in which girls and women are trained in traditional occupations, such as knitting, cooking and others. Skills training programs need to be developed in conjunction with the labour market.
- Design learning programmes to promote an enterprise culture among women. Establish business management and support centers at the community level for small businesses and establish alternatives to commercial banks for women friendly loans.
- Support capacity development of non-governmental organizations, employer associations and trade unions in advocating for women's economic empowerment and train women in organizing themselves in economic associations (instead of only social organization).
- Increase women's economic empowerment by making markets work for women, e.g. reduce time and monetary costs for formalization of small scale enterprises, provide information to women entrepreneurs on potential export markets and trade agreements.
- Increase women's access to financial services. Special consideration should be given the use of smart card technology in opening up previously unbanked areas of the economy, such as has been done in the province of Kwa-Zulu Natal in South Africa where 3.5 million people now transact in this way. Digitised money and transactions are safer and open up a world of possibilities especially for women, in the home and as entrepreneurs.

- Focus on key areas of infrastructure such as roads, water and electrification, which will help open up markets and relieve time pressure for women.
- Provide appropriate legislation and enforcement of a minimum wage for women in Africa at all levels, to be monitored by trade unions.
- We need to think of novel ways to move women to the centre of consumer activity: Branding goods and services as 'Women First' where there might be a majority of women involved in production, management and ownership, might be a good place to start.

### **3. Agriculture and Rural Economies**

The majority of women in Africa are engaged in the agricultural sector. Development of rural areas has the potential of providing women with better jobs. Many rural areas are undergoing a process towards market oriented systems where agricultural and non-farm products are produced for the market. Economic growth and increased activity in the agricultural sector can benefit women if the necessary prerequisites for equitable and broad-based economic growth are present. The conference concluded that rural women lack the capacity to increase food production because of lack of knowledge, credits, marketing skills, and because of gender blind policies at the national as well as at the WTO level.

The conference presented a large number of concrete recommendations to be considered in the future work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Promote sustainable land use techniques such as diversification of mixed farming using crops such as traditional beans and multipurpose trees for effective soil fertility maintenance. It was also emphasized that energy saving technologies should be introduced for women to ensure a decrease in women's workload, as women are overburdened already with household activities.
- Governments need to pass legislation to ensure women's rights and access to land, property and inheritance and introduce mechanisms for enforcement of these laws. Governments should ensure that a certain amount of land is set aside for women.
- Governments should ensure women's access to financial services and to basic infrastructure such as water, roads etc., ensure cheap agricultural inputs especially for women, and ensure that women have access to relevant information on improving the food production process.
- Introduce appropriate technologies for crop production, and promote research and extension especially focusing on sustainable crop production techniques. This will minimize labor requirements especially for women.
- There is a need to document current land use pattern in Africa and the role of women in regard to extension services, legal mechanisms available for women in case of violations of their land rights etc.

- We have to ensure that a green revolution in Africa will happen. We need to bring the private sector into these schemes from the outset. As has been shown with tobacco in Mozambique and coffee in Uganda, co-operative private sector-led schemes can quickly transform the lives of the rural poor.

#### **4. Labour Intensive Manufacturing**

Countries in Asia have managed to create millions of jobs for women. In a few African countries as well many jobs have been created in the textile industry because of improved access to the American market provided by the Africa Growth and Opportunity Act. There might be unexploited market opportunities which could create additional jobs for women in particular. The question is whether it is feasible for African countries to create these jobs, and what conditions are required for this to happen. The conference concluded that there are a number of constraints faced by African women to access jobs in the manufacturing sector, these include: time constraints, poor infrastructure, lack of skills and access to financial services, lack of capacity and cultural and traditional practices that hinders growth of these industries.

The conference presented a large number of concrete recommendations to be considered in the future work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Governments should provide an enabling environment for enterprises to grow. An enabling environment includes legal and regulatory framework as well as financial services.
- Governments and the private sector should provide women with modern and new improved technology e.g. cell phones to improve access to ICTs and markets. They should also reduce women's time burden by investing in water supply and sanitation, energy for households needs, access to appropriate means of transport and investment in labour-saving technologies.
- Encourage sub-contracting from large to small businesses and identify niche production and markets which could benefit women in particular. This should include packaged services to women entrepreneurs from training, product development to market promotions.
- Support women groups and youth associations from village to national levels, which could facilitate women's access to financial services and support capacity development of women.

#### **5. Social Protection**

It is recognized that the relationship between social protection and poverty reduction is a complex one in which many tradeoffs are inherent. By providing the necessary short term funds social protection support can help ensure poor women and men get the necessary capacity to start seeking employment and other income generating opportunities, increasing their labour force participation.

As indicated above a majority of women are employed in the informal sector, with no access to social and health insurances. The conference concluded that social protection policies should be designed and implemented taking women's specific needs into considerations.

The conference presented a large number of concrete recommendations to be considered in the future work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Budget allocations should be gender sensitive, and part of the budget allocation should be for social protection.
- To ensure that social protection programs are sustainable, women workers themselves need to be in the design and ownership of programmes.
- Governments should put in place mechanisms for ensuring that girls/women are not harassed at school, in the workplace and in the society in general. Law enforcement mechanisms should be developed/strengthened to enable violators to be prosecuted.
- The Government and labor unions should help insure and enforce a more equal situation for men and women in the workforce.

## **6. Advancing Women's Economic Empowerment**

Economic empowerment is about making markets work for women at the policy level and empowering women to compete in markets. The four key markets for increasing women's productivity and incomes are land, labour, product and finance. The aim therefore is to identify and implement policy measures to level the playing field and improve the policy and institutional environment for women in these four markets, including both formal and informal markets. The conference noted that women are not a homogenous group, and diversity among women is a challenge as they have differential needs.

The conference presented a large number of concrete recommendations to be considered in the future work of the Africa Commission. Together these recommendations and ideas point to the following tentative suggestions:

- Introduce equal participation and representation of women in decision-making and at leadership levels in all sectors – in line with the 50/50 gender balance adopted by the African Union, through domestication at national levels. The APRM and PAP can be designated to review and monitor its implementation.
- Promote the design, technology, quality of women's produce throughout Africa which will enhance the value of women's produce through the development of patents and copyrights policies and other support mechanisms.
- Provide relevant education and training for women on how to manage businesses, by establishing entrepreneurship incubators and providing access to markets.



- Promote the relevant quality education and retention of girls. Ensure teachers deliver quality education (especially in post-conflict situations) through the provision of incentives (dormitories, incentives to girls and teachers), and establishing quality teacher training programmes such as use of Information and Communication Technologies.
- Donors and the private sector should create a "Women's fund" to provide essential resources for women.
- Develop new indicators for measuring education within the Millennium Development Goal documents, analyze and map the impact of women and leadership in Africa, in order to develop a role model and mentoring programme for young women.
- Develop programmes and curricula to challenge attitudes and mind-sets relating to women's empowerment, by implementing socialization and mentoring programmes.
- Promote peace education curricula at all levels in schools to address the impact of conflicts in Africa, including the negative impact on women. Promote policies at the AU and national levels that provide for zero-tolerance on sexual violence and all forms of violence against women.

## **7. Policy Level Working Group**

The Policy Level Working Group identified a number of key challenges to improve women's access to decent employment. These challenges included:

- Women are still lacking behind in terms of education, there is a higher poverty incidence among women compared to men, high fertility rates and low social status. All these factors affect women's employment.
- A situational analysis should be conducted to identify factors determining women's employment.
- Gender policies are in place, implementation of these policies does not always follow because of lack of resources.
- Gender budgeting should be introduced. Gender budgets are excellent tools for checking whether policies are being implemented, and also how the policies impact on women in particular.
- Increase funds committing to achieve the MDG 3 goal.
- Provide increasing human and financial resources to the Ministries of Women. Compile best practices in an organized way and ensure that lessons learned from countries, which have good experiences, are disseminated to other countries in the region as well.

### ***The way ahead***

Following the working program adopted at the first meeting of the Africa Commission, five thematic conferences will take place in all between the first and the second meeting of the Africa Commission. The first thematic conference on the educational challenge took place in

Ouagadougou, Burkina Faso in June and three additional thematic conferences will follow this one in Maputo. Members of the Commission will participate and co-chair each conference.

The reports and the recommendations from the five conferences, including this one on Women and Employment in Africa, will be gathered in a catalogue for the Commissioners to consider at their second meeting in Addis. The catalogue will be made available on the website of the Africa Commission and the participants from the thematic conferences will be invited to comment on the chapter pertaining to the conference that they participated in.

It is the aim to continue the dialogue with African and international partners throughout the work of the Africa Commission and even after the Commission present its final report in May 2009. Participants are encouraged to engage in the online debate forum and subscribe to the newsletter on [www.africacommission.um.dk](http://www.africacommission.um.dk) and to present discussion papers on relevant best-practices, ideas and recommendations.

## ANNEX I - ABOUT THE AFRICA COMMISSION

The aim of the Africa Commission is to improve international development cooperation with Africa and find new and innovative strategies for creating job opportunities for the youth of Africa. The Commission builds upon and seeks to contribute to the implementation of the UN Millennium Development Goals and the Africa EU Strategic Partnership agreed in Lisbon in December 2007.

At the first meeting in Copenhagen on 16 April 2008, the Commission identified a number of areas where more action is required: The first is to give the youth in Africa better opportunities for education and employment. The second is to ensure that Africa is able to adapt to climate change and exploit opportunities created by mitigation. The third is to empower women economically to foster gender equality and welfare. Increased and sustained growth that benefits all is a necessary condition to meet these challenges. But it is not a sufficient condition. Specific policy actions, tailored to country and sub-region specific conditions, are required that address each of the challenges. The Commission will seek to strengthen enterprise-led efforts at development as well as donor support to government-led initiatives. The Commission agreed on its primary objectives, which are:

- To be a Commission *with Africa* that seeks *international partnerships to support African solutions to African problems*.
- To enhance the focus of the international community on job opportunities for young Africans.
- To assist in creating ways to improve the impact of international development assistance.
- To renew thinking on how long-term programmable international development assistance can strengthen African economic performance.
- To leave a permanent mark on the way in which international development assistance programmes are structured in order to achieve the greatest possible employment effect.

The members of the Commission represent key stakeholders in international development cooperation with Africa, notably African governments, representatives from the major donor agencies, experts and representatives from NGOs as well as business people.

The Commissioners will meet three times before submitting recommendations for more effective development cooperation with Africa. The first meeting took place in Copenhagen on 16 April 2008. A second meeting will take place in Addis Ababa, Ethiopia on 20 November 2008. The third and final meeting will take place in Copenhagen in May 2009.

The Commission organizes a series of thematic conferences in Africa between the first and the second meeting of the Commission. The conferences will include broad participation of relevant stakeholders from regional organizations, youth organizations, women organizations, government, civil society, private sector, academia and international resource persons.

### **Members of the Africa Commission**

1. Anders Fogh Rasmussen, Prime Minister of Denmark (Chairman)
2. Christian Friis Bach, International Director of DanChurchAid
3. Klaus Bustrup, Chairman of the Board for International Development Cooperation
4. Robert Calderisi, Economic consultant, teacher and writer
5. Mohamed Ibn Chambas, President of the ECOWAS Commission
6. Luísa Dias Diogo, Prime Minister of Mozambique
7. Mo Ibrahim, Founder of Celtel
8. Donald Kaberuka, President of the African Development Bank
9. Jakaya Kikwete, President of Tanzania
10. Ellen Margrethe Løj, Special Representative of the UN Secretary General to Liberia
11. Betty Maina, Executive Director of the Kenya Association of Manufacturers
12. Asha-Rose Migiro, UN Deputy Secretary-General
13. Greg Mills, Director of the Brenthurst Foundation
14. Lauritz Holm-Nielsen, Rector of Aarhus University
15. Ngozi Okonjo-Iweala, Managing Director of the World Bank
16. Jean Ping, Chairman of the African Union Commission
17. Ulla Tørnæs, Minister for Development Cooperation of Denmark
18. Koen Vervaeke, European Union Special Representative and Head of the European Commission Delegation to the African Union

## ANNEX II - AGENDA



The Africa Commission  
*Commission on Effective Development Cooperation with Africa*

Conference on Women and Employment in Africa  
Maputo, 15 August 2008

### Agenda

#### Thursday 14 August

- 19.00 Reception dinner at Jardim dos Namorados hosted by the Prime Minister of Mozambique, Ms. Luísa Diogo

#### Friday 15 August

- 08.00 Registration of conference participants
- 08.30 Entry of participants in conference hall
- Arrival of conference guests at the conference hall
- 09.00 Official Opening Session of the Africa Commission thematic conference on Women and Employment in Africa:
- Welcoming remarks by Commissioner Ms. Luísa Diogo, Prime Minister of Mozambique
- Remarks by Commissioner Ms. Ulla Törnæs, Minister for Development Cooperation of Denmark
- Remarks by H.E. the Deputy President of South Africa, Ms. Phumzile Mlambo-Ngcuka
- Opening Statement by H.E. the President of the Republic of Mozambique, Mr. Armando Guebuza

- Family photo
- 09.45 Morning break
- 10.15 Participants reconvene in plenary:
- Remarks by Commissioner Dr. Greg Mills, Director of the Brenthurst Foundation:  
Introduction to the working methodology, aim and intended outcome of the  
working groups.
- 10.30 Working Session: The participants divide into working groups with more focused  
sub-themes (within the overall theme)\*.
- 12.15 Buffet lunch
- 13.15 Working groups continued
- 14.45 Afternoon break
- 15.00 Working groups continued (finalizing of template and preparation of plenary  
presentation)
- 16.00 In plenary: Presentations by each working group (approx. 10 min.) on  
recommendations followed by a short question and answer session
- 17.45 Concluding remarks by the Commissioners
- 18.00 Press Conference (Commissioners only)
- 19.30 Dinner hosted by the Africa Commission at Costa do Sol Restaurant

\*The aim of the working group sessions is to develop concrete, applicable and operational recommendations, which can feed into the Commission's work. Each group will be represented by a moderator. Commissioners will participate in discussions where appropriate.

## ANNEX III - LIST OF PARTICIPANTS



**The Africa Commission**  
*Commission on Effective Development Cooperation with Africa*

Thematic conference on Women and Employment in Africa  
Maputo 15 August 2008

**List of Participants**  
(Alphabetically by last name)

Name	Title	Organization	Country of residence
<b>Commissioners</b>			
Ms. Diogo Luisa	Prime Minister		Mozambique
Ms. Tornas Ulla	Minister for Development Cooperation		Denmark
Mr. Mills Greg	Director	Brenthurst Foundation	South Africa

**VIPs**

Ms. Mlambo-Ngcuka Phumzile	Deputy President		South Africa
Ms. Guebuza Maria da Luz	First Lady - President of the Organisation for Mozambican Women	Office of the First Lady of the Mozambican Republic	Mozambique
Ms. Abreu Alcinda	Minister	Ministry for Coordination and Environmental Action	Mozambique
Mr. Baloi Oldemiro	Minister	Ministry of Foreign Affairs	Mozambique
Mr. Baptista Ali Aires Bonifácio	Minister	Ministry of Education and Culture	Mozambique
Ms. Bias Esperança	Minister	Ministry of Natural Resource	Mozambique
Mr. Cuerencia Aiuba	Minister and Member of National Council for the Advancement of Women	Ministry of Health	Mozambique
Mrs. Damba Sina	Minister	Ministry for Family Matters and the Promotion of Women	Mali
Ms. Didiza T.	Minister	Ministry of Public Works	South Africa
Ms. Diogo Vitória Dias	Minister	Ministry of the Public Sector	Mozambique
Mr. Gundana Feliciano	Minister	Ministry for War Veterans	Mozambique
Ms. Levi Benvinda	Minister	Ministry for Justice	Mozambique
Mr. Massingue Venâncio	Minister	Ministry for Science and Technology	Mozambique
Ms. Matabele Virgília	Minister	Ministry of Women and Social	Mozambique

				Affairs	
Mrs.	Mollocome	Arralia	Attorney General and Minister	Ministry of Justice	Botswana
Ms.	Mongella	Gertrude	President	Pan-African Parliament	South Africa
Ms.	Mulasikwanda	Patrícia	Minister	Ministry for Gender Equality and Women in Development	Zambia
Mr.	Nhaca	Soares	Minister and Member of National Council for the Advancement of Women	Ministry of Agriculture	Mozambique
Ms.	Nkavandeka	Isabel Manuel	Ministra na Presidência para os Assuntos Parlamentares	Presidência da Republica	Mozambique
Mr.	Rasmussen	Lars Løkke	Minister	Ministry of Finance	Denmark
Ms.	Taipo	Maria Helena	Minister and Member of National Council for the Advancement of Women	Ministry of Labour	Mozambique
Mr.	de Sousa	Carlos	Deputy Minister	Ministry of Youth and Sport	Mozambique
Ms.	Libombo	Aida	Deputy Minister	Ministry of Health	Mozambique
Ms.	Pajume	Catarina	Deputy Minister	Ministry of Agriculture	Mozambique
Ms.	van der Merwe	Susan	Deputy Minister	Ministry of Foreign Affairs	South Africa
Ms.	Xavier	Antónia	Deputy Minister	Ministry of Education and Culture	Mozambique
Dr.	Thiam	Mareme Cissé	Director of Women's Entrepreneurship	Ministry of Family, National Solidarity, Women's Entrepreneurship and Micro Finance	Senegal

### Participants

Ms.	Abdula	Salimo	President	Women in Law in Southern Africa (WLSA)	Mozambique
Mr.	Abdulrahman	Oumar	Economic Affairs Officer	UNECA	Ethiopia
Ms.	Ageng'o	Caroline	Executive Director	Tomorrow's Child Initiative	Kenya
Ms.	Akatsa-Bukachi	Marren	Executive Director	Eastern African Subregional Support Initiative for Advancement of Women (EASSI)	Uganda
Mr.	Alitsi	Edward	Programme Officer	Danish Association for International Cooperation (MS Kenya)	Kenya
Ms.	Artur	Maria José	Investigadora	Women in Law in Southern Africa (WLSA)	Mozambique
Ms.	Astawes	Shitaye	Board Member	Ethiopian Center for Disability and Development (ECDD)	Ethiopia
Ms.	Astawes	Tigist	Personal Assistant	Ethiopian Center for Disability and Development (ECDD)	Ethiopia
Ms.	Bernadette	Lucia	Director of National Institute for Social Affairs	Ministry of Women and Social Affairs	Mozambique
Mr.	Bero	Eduardo	Member of CTCNAM	Ministry of public Works (MOPH)	Mozambique
Ms.	Brito	Lidia	Representative		Mozambique



Ms.	Bule	Natividade	Representative	Confederation of Economic Associations (CEA), ECOSIDA	Mozambique
Ms.	Buque	Celia	National Director	Ministry for Women and Social Affairs	Mozambique
Mr.	Buque	Sansao	Director of Cooperation in MMAS	Ministry for Women and Social Affairs	Mozambique
Mr.	Caifaz	Ilídio	Director of Employment	Ministry of Labour (MITRAB)	Mozambique
Mr.	Campbell	Alan	Chief Operations Officer	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Ms.	Casimiro	Isabel	President	Women in Law in Southern Africa (WLSA)	Mozambique
Mr.	Chinavane	David Uassane	Secretary for International Relations and Projects	Organizacao Nacional dos Professores (ONP)	Mozambique
Ms.	Chingobe	Rudo	Training Coordinator	Kara Umoyo	Zambia
Ms.	Bibiana	Amelia	International Secretary	Organisation of Mozambican Workers (OTM/COMUTRA)	Mozambique
Ms.	Christensen	Bolette	Deputy Director General	The Confederation of Danish Industry (DI)	Denmark
Ms.	Cossa	Celina	President	National Union of Farmers (UNAC)	Mozambique
Mr.	Cruz	Antonio S.	Director of DNEAP	Ministry of Planning and Development	Mozambique
Ms.	da Silva	Rosa	Govenor	Govenor of Maputo City	Mozambique
Ms.	da Silva	Terezinha	National Coordinator	Women in Law in Southern Africa (WLSA)	Mozambique
Ms.	Dias	Marinela	Entrepreneur	DPMAS – Niassa	Mozambique
Ms.	Ellemann	Karen	MP	Danish Parliament	Denmark
Mr.	Feer	Mads Jules	Manager Sustainability-SHEA West Africa	AarhusKarlshamn Denmark A/S	Denmark
Mr.	Finnegan	Gerry	Director (& Representative for Malawi, Mozambique and Zambia)	Interantional Labour Organization (ILO)	Zambia
Ms.	Goshu	Nigest Haile	Executive Director	Center for African Women Economic Empowerment	Ethiopia
Ms.	Gunc	Jéssia	Representative	SINTIQUIGRA	Mozambique
Ms.	Johnsen	Eva	Programme officer, Southern Africa	LO/FTF Council, Maputo, Mozambique	Mozambique
Mrs.	Kahara-Kawuki	Audrey	Director	Makerere University Business School – Entrepreneurship Centre	Uganda
Mr.	Kaspersen	Jens	Head of Office, Representative	LO/FTF Council, Denmark, Maputo Office	Mozambique
Dr.	King	Rudith	Head of Centre	College of Architecture and Planning, Kwame Nkrumah University of Science and Technology (KNUST),	Ghana
Mr.	Larsson	Knud	Sourcing & Trading Director	AarhusKarlshamn Denmark A/S	Denmark
Ms.	Lucas	Maria Francisca	Deputy Director	Ministry of Women and Social Affairs	Mozambique
Ms.	Mangaze	Esperança	Representative	Folha Verde	Mozambique

Ms.	Mangueira	Joana	Executive Secretary	National AIDS Council (CNCS)	Mozambique
Ms.	Massango	Zilda	Member of CTCNAM	Ministry of Agriculture (MINAG)	Mozambique
Ms.	Masta	Jane Nyaboke	Director, Gender	Central Organisation of Trade Unions (Kenya (COTU (K))	Kenya
Ms.	Mateus	Paulina	Secretary General	Organisation for Mozambican Women (OMM)	Mozambique
Ms.	Mcha	Marietta Charles	AG. Assistant Director, Employment Promotion	Ministry of Labour, Employment and Youth Development	Tanzania
Ms.	Mchomvu	Happiness	Women Entrepreneurship Development Coordinator	Small Industries Development Organization	Tanzania
Ms.	Meneses	Miquelina	President	Association of Mozambican Economists (AMECON)	Mozambique
Ms.	Mossa	Ema	Representative	ACTIVA	Mozambique
Ms.	Mugisha	Faith Ahabyoona	Administrator	Uganda Christian University	Uganda
Mr.	Munhequete	Eduardo	President	National Youth Council (CNJ)	Mozambique
Ms.	Muthemba	Esmeralda	Representative	Ministry of Education and Culture (MEC)	Mozambique
Mrs.	Nayenga	Rosetti	Policy Analyst	Ministry of Finance, Planning and Economic Development	Uganda
Ms.	Ndiaye	Aminata Mbengue	Vice-President	Socialist Party	Senegal
Ms.	Ngaliga	Dorah	Director for Human Resources	CRDB Bank Limited	Tanzania
Ms.	Ngari	Pauline	General Manager Operations	Kenya Women Finance Trust	Kenya
Ms.	Ngonde	Inácia	Entrepreneur	DPMAS – Zambézia	Mozambique
Ms.	Niyibizi	Aline Aurorc	Member	Medical Students Association of Rwanda (MEWDSAR)	Rwanda
Ms.	Novela	Sudecar	President	Mukhero Association	Mozambique
Ms.	Ogana	Litha Musyimi	Gender Director	The African Union	Ethiopia
Ms.	Olsen Dyhr	Pia	MP	Danish Parliament	Denmark
Ms.	Onubagu	Elsie	Advisor on Gender	Commonwealth Secretariat	UK (Nigeria)
Ms.	Orá	Xazarda	Representative	Organisation of Mozambican Women (OMM)	Mozambique
Ms.	Osório	Conceição	Investigadora	Women in Law in Southern Africa (WLSA)	Mozambique
Ms.	Pereira	Telmina	Governor	Governor of Maputo Province	Mozambique
Ms.	Piores	Maria Verónica Teófilo	Member of CTCNAM	Ministry of trade and Industry (MIC)	Mozambique
Mr.	Rand	John	Associate Professor	Department of Economics University of Copenhagen Department: DNEAP	Mozambique
Ms.	Romão	Francelina	Representative	Ministry of Health (MISAU)	Mozambique
Ms.	Rudvidzo	Thokozile	OIC African Centre for Gender and Social Development	UNECA	Ethiopia
Ms.	Ségla	Ariane Djossou	Programme Officer (gender)	Danish Embassy Cotonou	Benin

Ms.	Silva	Celmira	Director of Studies, Projects and Planning	Ministry of Youth and Sport (MJD)	Mozambique
Ms.	Sithole	Nordestina	Member of CTCNAM	Ministry of Labour (MITRAB)	Mozambique
Mr.	Matsinhe	Justin	Education Coordinator for Region South	CoNEFS OTM CS	Mozambique
Ms.	Sserubombwe	Joyce	Coordinator	Uganda Investment Authority	Uganda
Mr.	Stubkjær	Henrik	General Secretary	DanChurchAid	Denmark
Ms.	Swamina-than	Umadevi	Managing Director	Self Employed Women's Association, SEWA	India
Ms.	Talapa	Margarida	Head of the Office for Women Parliamentarians	Parliament	Mozambique
Ms.	Tamele	Abiba	Directora General - INEFP	Ministry of Labour (MITRAB)	Mozambique
Mr.	Thusi	Nathaniel	Manager SME Development & Training	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Ms.	Ussene	Deolinda Abdul Rahimo	Entrepreneur	DPAMS – Nampula	Mozambique
Mr.	Vallik	Steven	Regional Coordinator and Representative	3F – United Federation of Danish Workers	Mozambique
Mr.	Walter	Jake	Director	TechnoServe Mozambique	Mozambique
Ms.	Yde-Andersen	Signe	Coordinator	Gendemet	Denmark

#### Royal Danish Embassy, Maputo

Mr.	Flentø	Johnny	Ambassador	Royal Danish Embassy, Maputo	Mozambique
Mr.	Richter	Niels	Head of Cooperation	Royal Danish Embassy, Maputo	Mozambique
Ms.	la Cour Madsen	Birgit	First Secretary	Royal Danish Embassy, Maputo	Mozambique
Ms.	Saifodine	Farida	Program Officer	Royal Danish Embassy, Maputo	Mozambique
Ms.	Macuácuá	Graciete	Program Officer	Royal Danish Embassy, Maputo	Mozambique

#### Danish Ministry of Foreign Affairs

Ms.	Ulbæk	Sus	Under Secretary for Multilateral Affairs	Danish Ministry of Foreign Affairs	Denmark
Ms.	Knudsen	Mette	Head of Africa Department	Danish Ministry of Foreign Affairs	Denmark
Ms.	Wendt	Susanne	Technical Advisor	Danish Ministry of Foreign Affairs	Denmark
Ms.	Lysdal	Dorthe	Press adviser	Danish Ministry of Foreign Affairs	Denmark
Mr.	Andersen	Anders Garly	Private Secretary to the Minister for Development Cooperation	Danish Ministry of Foreign Affairs	Denmark
Ms.	Damkjær	Dorthea	Chief Consultant	Danish Ministry of Foreign Affairs	Denmark

**Secretariat of the Africa Commission**

Mr.	Klynge	Casper	Head of Secretariat	The Secretariat of the Africa Commission	Denmark
Mr.	Flkjær	Morten	Chief Technical Advisor	The Secretariat of the Africa Commission	Denmark
Mr.	Harboe	Esben	Head of Communication	The Secretariat of the Africa Commission	Denmark
Mr.	Ravnkilde	Adam	Head of Section, Logistics	The Secretariat of the Africa Commission	Denmark
Ms.	Hoths	Lena	Head of Section, Reporting and Coordination of Side Events	The Secretariat of the Africa Commission	Denmark

**Journalists**

Mr.	Muhangi	Josy	Journalist	African Press Agency / Radio West LTD	Uganda
Mr.	Hassani	Mohamed	Journalist	Watwan, La Gazette Des Comores, Panapress	Comores
Mr.	Mogensen	Lars Trier	Journalist	Politiken	Denmark
Mr.	Agerlin Olsen	Esben	Journalist	Ritzau	Denmark
Ms.	Thomsen	Nanna	Journalist	Freelance	Denmark
Mr.	Rasmussen	Henrik Lomholt	Journalist	Danish Association for International Cooperation (MS Mozambique)	Mozambique

## ANNEX IV - LIST OF WORKING GROUPS



**The Africa Commission**  
*Commission on Effective Development Cooperation with Africa*

Thematic conference on Women and Employment in Africa  
Maputo 15 August 2008

### List of Working Groups

#### Working Group 1 (blue): Women's Occupation and Workload

Name	Position	Organisation	Country of residence
Ms Luisa Diogo	Prime Minister		Mozambique
Ms. Margarida Talapa	Head of the Office for Women Parliamentarians	Parliament	Mozambique
Mr. Oumar Abdulrahman	Economic Affairs Officer	UNECA	Ethiopia
Ms. Eva Johnsen	Programme officer, Southern Africa	LO/FTF Council, Maputo, Mozambique	Mozambique
Ms. Nordestina Sithole	Member of CTCNAM	Ministry of Labour (MITRAB)	Mozambique
Ms. Jane Nyaboke	Director, Gender	Central Organisation of Trade Unions (Kenya (COTU (K)))	Kenya
Ms. Celia Buque	National Director	Ministry for Women and Social Affairs	Mozambique
Ms. Marietta Charles Mcha (Rapporteur**)	AG. Assistant Director, Employment Promotion	Ministry of Labour, Employment and Youth Development	Tanzania
Ms. Isabel Casimiro	President	Women in Law in Southern Africa (WLSA)	Mozambique
Ms. Pauline Ngari	General Manager Operations	Kenya Women Finance Trust	Kenya
Ms. Bolette Christensen (Moderator*)	Deputy Director General	The Confederation of Danish Industry (DI)	Denmark
Ms. Lucia Bernadette	Director of National Institute for Social Affairs	Ministry of Women and Social Affairs	Mozambique
Ms. Maria Francisca Lucas	Deputy Director	Ministry of Women and Social Affairs	Mozambique

Mr. Miguel Mause	Facilitator <sup>***</sup>	Ministry of Women and Social Affairs	Mozambique
Ms. Susanne Wendt	Facilitator <sup>***</sup>	Danish Ministry of Foreign Affairs	Denmark

### Working Group 2 (green): Women's Entrepreneurship

Name	Position	Organisation	Country of residence
<b>Mr. Greg Mills</b>	<b>Director</b>	<b>Brenthurst Foundation</b>	<b>South Africa</b>
Ms. Deolinda Abdul Rahimo	Entrepreneur	DPAMS – Nampula	Mozambique
Mr. Alan Campbell <b>(Rapporteur**)</b>	Chief Operations Officer	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Ms. Abiba Tamele	Directora General - INEFP	Ministry of Labour (MITRAB)	Mozambique
Mrs. Audrey Kahara-Kawuki	Director	Makerere University Business School – Entrepreneurship Centre	Uganda
Ms. Terezinha da Silva	National Coordinator	Women in Law in Southern Africa (WLSA)	Mozambique
Ms. Aminata Mbengue <b>(Moderator*)</b>	Vice-President	Socialist Party	Senegal
Ms. Dorah Ngaliga	Director for Human Resources	CRDB Bank Limited	Tanzania
Mr. Steven Vallik	Regional Coordinator and Representative	3I <sup>2</sup> – United Federation of Danish Workers	Mozambique
Ms. Umadevi Swaminathan	Managing Director	Self Employed Women's Association, SEWA	India
Mr. Eduardo Munhequete	President	National Youth Council (CNJ)	Mozambique
Mr. Mads Jules Feer	Manager Sustainability-SIIEA West Africa	AarhusKarlshamn Denmark A/S	Denmark
Ms. Celmira Silva	Director of Studies, Projects and Planning	Ministry of Youth and Sport (MJD)	Mozambique
Ms. Paulina Mateus	Secretary General	Organisation for Mozambican Women (OMM)	Mozambique
Mr. Gerry Finnegan	Director (& Representative for Malawi, Mozambique and Zambia)	Interantional Labour Organization (I.L.O)	Zambia
Ms. Ema Mossa	Representative	ACTIVA	Mozambique
Mr. Carlos Costa	Facilitator <sup>***</sup>	Ministry of Foreign Affairs and Cooperation	Mozambique
Ms. Lena Hothes	Facilitator <sup>***</sup>	The Secretariat of the Africa Commission	Denmark

### Working Group 3 (orange): Agriculture and Rural Economies

Name	Position	Organisation	Country of residence
<b>Mr. Greg Mills</b>	<b>Director</b>	<b>Brenthurst Foundation</b>	<b>South Africa</b>
Ms. Zilda Massango	Member of CTCNAM	Ministry of Agriculture (MINAG)	Mozambique
Mr. Edward Alitsi <b>(Rapporteur**)</b>	Programme Officer	Danish Association for International Cooperation (MS Kenya)	Kenya
Ms. Inácia Ngonde	Entrepreneur	DPMAS – Zambézia	Mozambique
Mrs. Rosetti Nayenga <b>(Moderator**)</b>	Policy Analyst	Ministry of Finance, Planning and Economic Development	Uganda
Mr. Antonio S. Cruz	Director of DNEAP	Ministry of Planning and Development	Mozambique
Ms. Celina Cossa	President	National Union of Farmers (UNAC)	Mozambique
Ms. Pia Olsen Dyhr	MP	Danish Parliament	Denmark
Ms. Lídia Brito	Representative		Mozambique
Ms. Ariane Djossou Ségla	Programme Officer (gender)	Danish Embassy Cotonou	Benin
Ms. Xarzarda Orá	Representative	Organisation of Mozambican Women (OMM)	Mozambique
Dr. Rudith King	Head of Centre	College of Architecture and Planning, Kwame Nkrumah University of Science and Technology (KNUST),	Ghana
Mr. Pita Alfundega	Facilitator***		Mozambique
Ms. Graciete Macuácuá	Facilitator***	Royal Danish Embassy, Maputo	Mozambique

### Working Group 4 (purple): Labour Intensive Manufacturing

Name	Position	Organisation	Country of residence
<b>Mr. Greg Mills</b>	<b>Director</b>	<b>Brenthurst Foundation</b>	<b>South Africa</b>
Mr. Ilídio Caifaz	Director of Employment	Ministry of Labour (MITRAB)	Mozambique
Mr. Knud Larsson	Sourcing & Trading Director	AarhusKarlshamn Denmark A/S	Denmark
Mr. Eduardo Bero	Member of CTCNAM	Ministry of public Works (MOPII)	Mozambique
Ms. Nigest Haile Goshu <b>(Moderator*)</b>	Executive Director	Center for African Women Economic Empowerment	Ethiopia
Mr. Justin Matsinhe	Education Coordinator for Region South	CoNEFS OTM CS	Mozambique

Ms. Happiness	Mchomvu (Rapporteur**)	Women Entrepreneurship Development Coordinator	Small Industries Development Organization	Tanzania
Ms. Jéssia	Gunc	Representative	SINTIQUIGRA	Mozambique
Mr. Nathaniel	Thusi	Manager SME Development & Training	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Mr. Jake	Walter	Director	TechnoServe Mozambique	Mozambique
Ms. Joyce	Sserubombwe	Coordinator	Uganda Investment Authority	Uganda
Ms. Maria Verónica Teófilo	Piores	Member of CTCN.AM	Ministry of trade and Industry (MIC)	Mozambique
Mr. Jens	Kaspersen	Head of Office, Representative	I.O/FTF Council, Denmark, Maputo Office	Mozambique
Ms. Shitaye	Astawes	Board Member	Ethiopian Center for Disability and Development (ECDD)	Ethiopia
Ms. Tigist	Astawes	Personal Assistant	Ethiopian Center for Disability and Development (ECDD)	Ethiopia
Ms. Amelia	Bibiana	International Secretary	Organisation of Mozambican Workers (OTM/COMUTRA)	Mozambique
Mr. Gilberto	Botas	Facilitator***	Ministry of Education and Culture	Mozambique
Ms. Dortehea	Damkjær	Facilitator***	Danish Ministry of Foreign Affairs	Denmark

### Working group 5 (red): Social Protection

Name	Position	Organisation	Country of residence	
Ms. Ulla Tørnæs	Minister for Development Cooperation		Denmark	
Ms. Caroline	Ageng'o	Executive Director	Tomorrow's Child Initiative	Kenya
Ms. Maria José	Artur	Investigadora	Women in Law in Southern Africa (WLSA)	Mozambique
Ms. Rudo	Chingobe	Training Coordinator	Kara Umoyo	Zambia
Ms. Sudecar	Novela	President	Mukhero Association	Mozambique
Ms. Esmeralda	Muthemba	Representative	Ministry of Education and Culture (MEC)	Mozambique
Mr. David Uassane	Chinavane	Secretary for International Relations and Projects	Organizacão Nacional dos Professores (ONP)	Mozambique



Mr. John Rand (Rapporteur**)	Associate Professor	Ministry of Planning and Development Department: DNEAP	Mozambique
Ms. Karen Ellemann	MP	Danish Parliament	Denmark
Ms. Francelina Romão	Representative	Ministry of Health (MISAU)	Mozambique
Ms. Rudvidzo Thokozile	OIC African Centre for Gender and Social Development	UNECA	Ethiopia
Ms. Aline Aurore Niyibizi	Member	Medical Students Association of Rwanda (MEWDSAR)	Rwanda
Ms. Joana Mangureira	Executive Secretary	National AIDS Council (CNCS)	Mozambique
Ms. Telmina Pereira (Moderator*)	Governor	Governor of Maputo Province	Mozambique
Ms. Signe Yde-Andersen	Coordinator	Gendernet	Denmark
Ms. Elsa Alfai	Facilitator***	Ministry for Women and Social Affairs	Mozambique
Ms. Farida Saifodine	Facilitator***	Royal Danish Embassy, Maputo	Mozambique

#### Working Group 6 (yellow): Advancing Women's Economic Empowerment

Name	Position	Organisation	Country of residence
Ms. Ulla Tornæs	Minister for Development Cooperation		Denmark
Ms. Marren Akatsa-Bukachi	Executive Director	Eastern African Subregional Support Initiative for Advancement of Women (FASSI)	Uganda
Ms. Rosa da Silva	Governor	Governor of Maputo City	Mozambique
Ms. Elsie Onubagu (Moderator*)	Advisor on Gender	Commonwealth Secretariat	UK (Nigeria)
Ms. Conceição Osório	Investigadora	Women in Law in Southern Africa (WLSA)	Mozambique
Ms. Ogana Litha Musyimi	Gender Director	The African Union	Ethiopia
Ms. Natividade Bule	Representative	Confederation of Economic Associations (CEA), ECOSIDA	Mozambique
Ms. Miquelina Meneses	President	Association of Mozambican Economists (AMFCON)	Mozambique
Ms. Marinela Dias	Entrepreneur	DPMAS – Niassa	Mozambique
Mr. Henrik Stubkjær	General Secretary	DanChurchAid	Denmark
Mr. Sansao Buque	Director of Cooperation in MMAS	Ministry for Women and Social Affairs	Mozambique

Ms. Salimo Abdula	President	Women in Law in Southern Africa (WLSA)	Mozambique
Ms. Faith Ahabyoona Mugisha (Rapporteur*)	Administrator	Uganda Christian University	Uganda
Mr. Andre da Silva	Facilitator**	Ministry of Environment	Mozambique
Mr. Niels Richter	Facilitator***	Royal Danish Embassy, Maputo	Mozambique

### Working Group 7: Policy Level Working Group

Name	Position	Organisation	Country of residence
Ms. Luisa Diogo	Prime Minister		Mozambique
Ms. Phumzile Mlambo-Ngcuka	Deputy President		South Africa
Ms. Maria da Luz Guebuza	First Lady - President of the Organisation for Mozambican Women	Office of the First Lady of the Mozambican Republic	Mozambique
Ms. Alcinda Abreu (Moderator*)	Minister	Ministry for Coordination and Environmental Action	Mozambique
Mr. Oldemiro Baloi	Minister	Ministry of Foreign Affairs	Mozambique
Mr. Aires Baptista Ali Bonifácio	Minister	Ministry of Education and Culture	Mozambique
Ms. Esperança Bias	Minister	Ministry of Natural Resource	Mozambique
Mr. Aiuba Cuereencia	Minister and Member of National Council for the Advancement of Women	Ministry of Planning and Development	Mozambique
Mrs. Sina Damba	Minister	Ministry for Family Matters and the Promotion of Women	Mali
Ms. T. Didiza	Minister	Ministry of Public Works	South Africa
Ms. Vitória Dias Diogo	Minister	Ministry of the Public Sector	Mozambique
Mr. Feliciano Gundana	Minister	Ministry for War Veterans	Mozambique
Ms. Benvinda Levi	Minister	Ministry for Justice	Mozambique
Mr. Venâncio Massingue	Minister	Ministry for Science and Technology	Mozambique
Ms. Virgília Matabele	Minister	Ministry of Women and Social Affairs	Mozambique
Mrs. Attalia Mollocomme	Attorney General and Minister	Ministry of Justice	Botswana
Ms. Gertrude Mongella	President	Pan-African Parliament	South Africa
Ms. Patrícia Mulasikwanda	Minister	Ministry for Gender Equality and Women in Development	Zambia
Mr. Soares Nhaca	Minister and Member of National Council for the Advancement of Women	Ministry of Agriculture	Mozambique

Ms. Isabel Manuel	Nkavandeka	Ministra na Presidência para os Assuntos Parlamentares	Presidência da Republica	Mozambique
Ms. Maria Helena	Taipó	Minister and Member of National Council for the Advancement of Women	Ministry of Labour	Mozambique
Mr. Carlos	de Sousa	Deputy Minister	Ministry of Youth and Sport	Mozambique
Ms. Aida	Libombo	Deputy Minister	Ministry of Health	Mozambique
Ms. Catarina	Pajume	Deputy Minister	Ministry of Agriculture	Mozambique
Ms. Susan	van der Merwe	Deputy Minister	Ministry of Foreign Affairs	South Africa
Ms. Antónia	Xavier	Deputy Minister	Ministry of Education and Culture	Mozambique
Dr. Mareme Cissé	Thiam	Director of Women's Entrepreneurship	Ministry of Family, National Solidarity, Women's Entrepreneurship and Micro Finance	Senegal
Ms. Maimuna	Ibraimo (Rapporteur**)	Rapporteur	Ministry for Planning and Development	Mozambique
Ms. Merte	Knudsen	Facilitator***	Danish Ministry of Foreign Affairs	Denmark

**\* Moderator:** The moderator will be responsible for guiding the discussion and making sure that the discussion is canalized into concrete and implementable recommendations (cf. the discussion paper)

**\*\* Rapporteur:** The rapporteur is responsible for taking notes and preparing a short written report, which reflects the discussions in the group and the suggested recommendations (cf. the template)

**\*\*\*Facilitator:** The Facilitator is responsible for escorting participants to and from the break out room, to lunch on time, securing that delays are avoided, securing that the process is adhered to (preferably that the template is filled in) and securing that the plenary presentation is prepared on time. The facilitator is also requested to assist with practical matters such as laptops, translations etc. including finding solutions to unexpected problems.