



**TIMELESS
WOMEN'S
CONFERENCE**

2016

CONFERENCE REPORT



TAKING THE *Step*



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TAKING THE STEP



Nyakan Munyeki,
CEO Timeless & Dynamic Services Ltd
Founder - TWOW
(Timeless Women Of Wonder)

“I thank God for life and for chances to make a difference.” Nyakan began her welcome address by thanking God for the gift of life and the opportunity to make a difference. She also thanked participants for coming to TWOW 2016.

In 2004, Nyakan had a near-death experience when she was expecting her second child. As she battled for her life, fighting for a second chance, she thought about what she would like to be remembered for. This led to her dream of TWOW, Nyakan wanted to ensure that everything she did would have an impact and transformation. “I would like to be remembered as a solution provider,” said Nyakan. “Africa is the richest continent in the world. How can the richest continent be called the poorest?” asked Nyakan. Nyakan argued that if Africa is to be great, we need to have all sectors working together to create synergies and harness the opportunities available in Africa. She called for women to occupy centre-stage in Africa’s economic development. “The characteristics of women, their fortitude and resilience, should be brought into Africa’s economic development.” “We need to bring the other half of the population to drive economic growth in Africa,” said Nyakan, underscoring the importance of working with men to further empower women.

“OPTIMISE WHAT YOU HAVE, TAKE WHAT YOU LOVE, THE PASSION FOR WHAT YOU DO, AND USE IT TO CHANGE THE WORLD”

Nyakan noted that men are the majority in leadership positions, thus to impact on decision making, women have to collaborate with men. “Men must understand the benefits of supporting women. They have to see that it is not a threat but a benefit to have women empowered,” asserted Nyakan. “In T-WOW, we have deliberately included men. This is a smart and sustainable strategy.” Nyakan thanked the men present at the conference for participating in the conversation.

Referring to the conference theme, Nyakan said: “Taking the step is about doing what we have to do, despite of the challenges.” She underlined that Timeless Women’s Conference provides participants with the platform to make the step. Nyakan noted that at the 2015 conference, women agreed to have a paradigm and birthed the T-WOW platform.

“T-WOW is a platform to speak, suggest, come up with strategies and implement ideas.” She highlighted the wins from the 2015 forum that resulted in a mentorship program for women leaders and the capacity building program in the field of construction where 320 women were trained. She hailed the representatives of these women who were participants at the conference.

Nyakan urged participants to think about their legacy. She encouraged all to bring their thinking hats and work together to develop a strategy to ensure more women ‘take the step.’

TIMELESS WOMEN'S *Conference 2016*



CHIEF GUEST



"I am part of God's plan for this generation and I will do what I can to inspire, bring about change." This was the rallying call that Senator Taylor asked participants to exchange.

Senator Taylor referred to the conference theme, taking the step, highlighting that it speaks to where many women are, at crossroads. "We gather to derive strategies and plans for the next leg of this journey." To do this, Senator Jewel urged participants to take a retrospective look at the path they have taken, in order to reflect on whether it is the right path.

The Senator noted that many women do not consider themselves an integral part of the political space. This she noted after calling for all women politicians to raise their hands – just a few participants identified themselves as politicians.

Noting that women often shy away from the title 'politician,' because of it carries negative connotations; Senator Taylor called on all women to identify as politicians. "As a woman, whether you are a mother, wife, child, sibling, employer, employee or just a friend, you are a politician by virtue of the fact that you are constantly involved in situations that require negotiated settlements, concessions and agreements for mutual benefits," said Taylor.

"IT IS IMPORTANT TO REMEMBER THAT WE REPRESENT ALL WOMEN ON THAT JOURNEY AND WHAT WE DO AND PERCEPTIONS ABOUT OUR ACTIVITIES WILL GENERALLY REFLECT ON WOMEN AS A WHOLE."

The Senator argued that politics is an art of persuasion, something that is a major part of women's daily interactions. "Women are politicians who aspire to change the status quo for what they believe is better," said Senator Taylor urging women to actively participate in political processes. "Together we must take our political hats and take the next step. It is time for women's participation and involvement," said Senator Taylor. She also underlined that women can only take the step by partnering with their male counterparts.

CHIEF GUEST



"Women have both a right and an obligation to be a critical part of the transformation in today's world," said Senator Taylor. She argued that women can play a transformational role, they need to have a say in the decisions that affect their lives and those of their loved ones. The Senator noted the following benefits of women's participation in business, civil society, governance and political leadership:

- Ensuring good governance
- Helping balance the scale in decision making processes especially those relating to poverty, human rights, economic empowerment, education, health, peace, good governance and democracy.
- Creating and sustaining successful enterprises due to the inherent patience and resilience of women as they dream, initiate and see processes to the very end.

"Women are multidimensional thinkers," said Senator Taylor. "Each of us must nurture a burning desire to be an agent of change." The Senator also underscored the importance of education for women's enlightenment. Senator Taylor also urged women to dream big. "If your dreams don't scare you, then your dream is not big enough," said Senator Taylor quoting the Liberian President Ellen Johnson Sirleaf.

The politician also cautioned women to note that there are cost implications to taking the step, urging them to be prepared to pay the price. "You must be ready to pay a price, but one you reach that goal it is worth every sacrifice made." She urged participants to join a local women's movement, nurture a burning desire for change, obtain a sound education, remain focused, take calculated risks, embrace humility and be disciplined as they take the step.

In her conclusion, Senator Taylor reminded participants that winners don't quit and quitters don't win. "If you believe in your dream, just take that step and you can make it." She urged the women to keep the dreams of the women who have walked this path before alive. "We must keep the dreams of our mothers and grandmothers alive."

MCs



Ms. Faith Muturi Ngugi (KE)

Corporate & Personal
Development Trainer,
TV host



Mr. Allan Favor (KE)

Creative, Media VP at
Timeless & Dynamic
Services Ltd

MODERATORS



Strategy Panel



Ms. Nyakan Munyeki (KE)

Founder & CEO,
Timeless and Dynamic
Services Ltd,
TWOW

Men Panel



Dr. Pete Odera (KE)

Director,
Ixos Synergies EA Ltd,
Senior Pastor at
The Waterbrook

Finance Panel



Ms. Faith Muturi Ngugi (KE)

Corporate & Personal
Development Trainer,
TV host

Women Governors



Ms. Jaclyn Beulah Juma (KE)

VP Public Relations
and Marketing,
TWOW.
Political Strategist

Agribusiness Panel



Ms. Serrainne Nyamori (UG)

Advisory Board Member,
PACE (Promoting
Access to Education) -
PaceMaker International

Leadership Panel



Ms. Farai Gundan (USA)

Founder and CEO,
Farai Media LLC.
Forbes Africa / 2015 Young
Global Leader

Future Industries



Ms. Nancy Kacungira (UG)

News Anchor,
Social Media Editor,
KTN
Kenya

Media Panel



Mr. Debarl Inea (KE)

Journalist,
Media Personality

PROGRAM OF EVENTS



DAY 1

8th Feb. 2016

8:30AM - 8:40AM	Welcome Speech - Ms. Nyakan Munyeki, CEO Timeless & Dynamic Services Ltd. Founder - TWOW (Timeless Women of Wonder)
8:40AM - 8:50AM	Opening Remarks (Special Guest) - Ms. Christine Musisi, Regional Director, UN Women, Eastern and Southern Africa
8:50AM - 9:00AM	Keynote Address
9:00AM - 9:30AM	Opening of Conference by Chief Guest - Hon. Senator Chief - Jewel Taylor, former First Lady, Liberia. Chair - Women Legislative Caucus of LIBERIA
9:30AM - 11:00AM	'Outstanding Leadership for Africa's Growth" Panel Session
11:00AM - 11:30AM	Tea Break
11:30AM - 1:30PM	"Women in Future Industries for Africa" Panel Session
1:30PM - 2:30PM	Lunch
2:30PM - 4:30PM	"Financing that Works for Women" Panel Session
4:30PM - 5:30PM	Evening Tea Break

PROGRAM OF EVENTS



DAY 2

9th Feb. 2016

8:30AM - 8:40AM	Welcome
8:45AM - 9:00AM	Opening Remarks by Special Guest
9:00AM - 11:00AM	“Men Building Bridges” Panel Session
11:00AM - 11:30AM	Tea Break
11:30AM - 1:30PM	“Women Transforming Agribusiness for Accelerated Growth & Food Security” Panel Session
1:30PM - 2:30PM	Lunch
2:30PM - 4:30PM	“Leveraging Media for Economic and Social Impact” Panel Session
4:30PM - 5:00PM	Evening Tea Break
5:00PM - 7:00PM	Social Evening “Your Persona, The Glue of Life”

PROGRAM OF EVENTS



DAY 3

10th Feb. 2016

8:30AM - 8:40AM	Welcome
8:40AM - 8:50AM	Special Guest Remarks
9:00AM - 12:00PM	Market Place Innovation Platform
12:00PM - 1:00PM	Recap of Market Place + Next Steps
1:00PM - 2:00PM	Lunch
2:00PM - 4:00PM	"Strategy for Impact - The Success Story" Panel Session
4:00PM - 6:00PM	1-1 Insights with Captains of Industry (Exclusive)
6:00PM - 7:00PM	Red Carpet Photo Session
7:00PM - 9:30PM	TWOW Gala Dinner
7:00pm	<i>Opening Speech - Special Guest</i>
7:30pm - 8:30pm	<i>Dinner</i>
8:30pm - 9:30pm	<i>Award Ceremony</i>
9:30PM	Guests Leave at Leisure

TAKING THE *Step*

THE CONVERSATIONS

2016

DAY 1



8 February, 2016

Emcees: Allan Favor and Faith Muturi

The 2016 Timeless Women's Conference brought together women leaders from different spheres: public and private sector, development organizations, media, cultural organizations and grassroots organizations. This was a multi-cultural and cross-generational gathering bringing participants from different counties and invited guests from Malawi, Britain and Liberia.

The conference opened with song and dance as the emcees led the participants in a warm-up session. Allan reflected on his take-home message from the 2015 conference which culminated in the creation of a platform for a group of women from Kibera to be trained in construction. In addition to building their capacity, the women's livelihoods have improved.

"To transform mindsets you have to visualize." Faith Muturi

Faith gave participants a sneak peek into the conference program, highlighting the important of visualizing one's goal. She also indicated that there would be a panel of men, looking in and partnering with women to enable them 'take the step.'

**"OPTIMISE WHAT YOU HAVE, TAKE WHAT YOU LOVE, THE
PASSION FOR WAHT YOU DO, AND USE IT TO CHANGE THE WORLD"**




OUTSTANDING LEADERSHIP FOR AFRICA'S GROWTH



Monday, February 8 | 9:30am - 11am


The Panelists




Ms. Mariam Yunusa (NG)
Director,
Partners & Inter-Agency
Coordination,
UN-Habitat



Mr. Farid Abdulkadir (KE)
Country Representative,
International Federation
of Red Cross and Red
Crescent Societies (IFRC)



Mr. James Mworira (KE)
MD and CEO
Centum Investment
Company Limited



Hon. Naisula Lesuuda (KE)
Senator
Samburu County
Government of Kenya



Hon. Ruth Odinga (KE)
Deputy Governor,
Kisumu County
Chairperson - KENWOG
Government of Kenya

"We are in the best of times and the worst of times." Charles Dickens
For Africa to continue advancing, it requires outstanding leadership. The first panel discussion brought together women and men who are leaders in different spheres to share their insights on how good leadership can drive Africa's growth. The panel deliberated on how we could harness Africa's rising, looking at the steps that we could take both individually and collectively. Ms. Odinga observed that Kenya has no women Governors and even fewer women in positions where they can influence decisions that affect the lives of the citizenry. She challenged participants to empower women to participate in key committees in government and generate new legislation. "We must be role models and more visible," said Odinga, urging women to push forward despite the challenges they face to open new leadership and economic opportunities.

OUTSTANDING LEADERSHIP FOR AFRICA'S GROWTH



Monday, February 8 | 9:30am - 11am

Asserting that we are all leaders, Hon Naisula Lesuuda called for a leadership that affirms, empowers and improves others. "As you work to lift up others, it also helps you in your leadership walk," said Lesuuda called for women to be the first to change the narrative on their communities, countries and the African continent. "We should be the first that speak the stories that build and not stories that destroy."

Mariam Yunusa highlighted that 2016 has been declared the African Union Year of Women's Empowerment. With this, comes the push by the AU to have member states to adopt gender parity. She highlighted the gains for women under the leadership of the current AU Chair Nkosazana Dlamini-Zuma. Yunusa called for regional integration and specialization to avoid replication. "Women are the best cross-border traders and are very strong integration elements."

"Leadership is never one person, it is a team effort," James Mworia.

"Create an environment where people can enjoy, thrive and give life to dreams." James Mworia.

Mworia called for leadership that creates an environment to empower others. Noting that people do what they see leaders doing, he emphasized the importance of role-modeling and mentorship. "It is important for women in leadership to have tangible outcomes."

Farid Abdulkadir noted that women demonstrate leadership even in the worst of times, during civil unrests and disaster situations where they are leaders in refugee and displacement camps. "Poverty is not lack of money, it is when we lose our pride, culture and tradition, that is when we are poor," said Abdulkadir highlighting that poverty is not an excuse for poor leadership.

The panelists called for leadership through action, calling for leaders to demonstrate this through running African institutions better, weeding out mismanagement and corruption. "We have to deal with corruption and impunity," said Lesuuda. "Invest in sustainable policies that will punish the wrong and reward the right," said Yunusa. She also called for leadership built around ideas not individuals. "Our politics should promote ideas and not personalities," Yunusa.

Steps to bridge the leadership gap

"Begin to understand where the problem is and make deliberate steps to address it," Farid Abdulkadir.

"We need to accept that leadership is not for one gender but it is for all of us," Naisula Lesuuda.

"In all my travels I have not come across a monument erected for a critic," James Mworia.

The leaders highlighted some of the ways participants could begin to make steps to bridge the leadership gap:

- Start making small steps like taking a child to school.
- Celebrate fellow women and walk together to transform the continent.
- Take the step to better oneself and break barriers.
- See women as partners and not competitors.
- Men should take up leadership roles in unlocking barriers like harmful cultural practices that impede women's empowerment such as forced/early child marriages and female genital mutilation.
- Establish a T-WOW resource centre; this should be linked to AU and UN networks.
- Commit to work with communities affected by terrorism such as Boko Haram in Nigeria.
- Find your purpose and be enthusiastic about what you want to do.

Referring to John Maxwell's writing on leadership, Mworia urged participants to lead themselves, add value, study and practice leadership and make conscious efforts to grow. The moderator summed up the session encouraging women to support each other and urging youth to work with what they have as was highlighted in the panel.

DAY 1 *In Pictures*



WOMEN IN FUTURE INDUSTRIES FOR AFRICA




Monday, February 8 | 11:30am - 1:30pm


The Panelists




Hon. Martha Karua (KE)
Chairperson,
NARC Kenya
Political Party



Ms. Nyakan Munyeki (KE)
Founder and CEO,
Timeless and Dynamic
Services Ltd,
TWOW




Prof. Oyebanji Oyeinka (NG)
Director, Chief Scientific
Advisor, Monitoring and
Research Division,
UN-HABITAT



Ms. Rita Kavashé (KE)
Managing Director,
General Motors
East Africa



Ms. Phyllis Wakiaga (KE)
CEO,
Kenya Association of
Manufacturers (KAM)



Ms. Elly Mathenge (KE)
General Manager Global
Customer Experience,
Techno Brain Group

This panel recognized that Africa's growth into the future dictates active participation in industrialization. The panelists also noted that there are many opportunities for women in future industries noting that women need to be strategic in tapping into them. However, there are barriers that hold women back in these largely male-dominated fields. Many of these are socially-constructed thus it is imperative that women and men, make conscious efforts to break down these barriers through mentorship, training, role modeling and lobbying for legislative frameworks to encourage women's participation.

The panelists shared personal stories that underlined how societal bias contributes to holding back women from going into traditionally male-dominated fields or rising to top leadership positions. They also shared how they managed to overcome such barriers and reach the pinnacle of their careers. This could be because it is perceived that women should work in industries that allow them to play caregiver roles as mothers and wives.

Nyakan noted that technology is a big driver of development. She called for women tap into opportunities in construction, extractives, infrastructure and mining. "Women should increasingly own these spaces. Women should transform their minds," said Nyakan noting that venturing into these fields allows women to increase their incomes.

WOMEN IN FUTURE INDUSTRIES FOR AFRICA



Monday, February 8 | 9:30am - 11am

Hon. Martha Karua called for women to break the barriers and claim the space in future industries. She underscored that women should not wait to be given the space, they should fight for it. "We need to start at family level and open doors for children; regardless of their gender," said Karua urging parents to contribute to breaking barriers. She noted that parents in both urban and rural areas are investing in the education of their children without gender bias. "Let us free ourselves. We are the ones who are putting a yoke on our children," said Karua.

"Africa needs to be industrialized," said Prof Oyeibanji Oyeinka. The panel noted that industry has a multiplier effect on other industries. Rita Kavashe gave an example of a woman who used to run a small business, selling samosas. She was approached by one of the supermarkets and asked to supply the entire chain with samosas. As a result of her business expansion, she had to invest in trucks to deliver her products and technology to manage her business systems. "I strongly support industrialization as I see the benefits in industry," said Kavashe as she had witnessed the transformation in this woman's business. Kavashe called for the involvement of women in industry to cater for women's needs. She cited the example of GM where they are making deliberate efforts to attract women to work in vehicle design.

Elly Mathenge noting that this is a misconception that women cannot fit in the information technology field. "Women should get into IT. Technology can solve problems," said Mathenge. She noted that there are numerous opportunities for women in IT. Mathenge called for a shift in mindsets, calling for women to advocate for their daughters to take up careers in future industries. "Women play a big role in food production in agriculture. If we invest in storage and value addition, we are industrializing and increasing women's livelihoods," said Phyllis Wakiaga. Wakiaga noted that there are numerous opportunities for women under the African Growth and Opportunity (AGOA) Act but many women lack information on this.

Noting that even when women get into these traditionally male-dominated fields, barriers still exist that hinder their advancement on the corporate ladder. The panelists called for enabling environments to level the playing field and allow women to thrive. This includes creating awareness and helping women to access capital, equipment and certification. "Push for explicit laws in Parliament to push women in industry," said Prof Oyeinka noting that without good legislative frameworks are key to ensure women overcome institutional and structural barriers.

Quotes

"We need to have a paradigm shift at the home level, career decision level and industry," Rita Kavashe.

"Economies are growing in Africa but we are not transforming. Prof Oyeibanji Oyeinka

"If you leave 50% of your workforce untrained, your society suffers." Prof Oyeibanji Oyeinka

"My boss mentored me to overcome a cultural barrier," Rita Kavashe.

"Women should be conscious that we belong to a majority that is a minority," Martha Karua.

DAY 1 *In Pictures*




FINANCING THAT WORKS FOR WOMEN




Monday, February 8 | 2:30pm - 4:30pm



The Panelists



Ms. Sarah Blomfield (UK)
Managing Director,
Rothschild



Mr. Steve Lugalia (KE)
Director,
Finance & Administration,
Heritage Insurance
Company Ltd

More than 80% of the world's wealth lies in the hands of men. As women strive to generate wealth, access to finance remains a major barrier. This panel discussion was geared towards helping women overcome these barriers. This calls for an examination of mindsets and practices that limit women's access to finance. Drawing from personal experiences, two panelists shared how they negotiated for rewards for their work in the finance sector. This resulted in career advancement once they achieved their set goals. Noting that women seldom move out of their comfort zones, panelists urged women to be confident in what they do and build on the skills they have to tackle the finance sector. "Put yourself out there, stand out there, be confident and show the results," said Fatuma Gatheca.

FINANCING THAT WORKS FOR WOMEN



Monday, February 8 | 9:30am - 11am

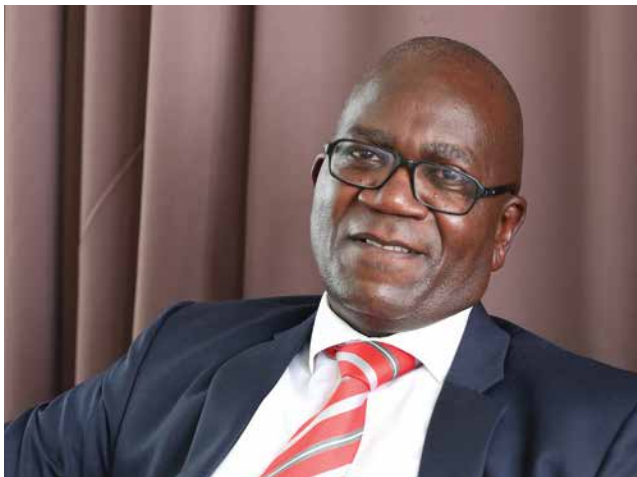
"The main barriers for women in business are lack of ambition and fear of debt," said Steve Lugalia. Lugalia also noted that women in business fail to make adequate investment in basic structures and are not good at articulating their business plans. "We do not invest enough in the structures. We need to do the basics such as record keeping," said Lugalia. "Record keeping is a pain but a must!" underlined Makena Mworira.

Mworira noted that there is knowledge-gap in the finance sector urging women to make deliberate efforts to gain information on finance institutions that target them. She cited the example of KWH which invests in finance and financial literacy at the micro-level, targeting urban and peri-urban women as the main stakeholders. "Women do not leverage on our networks for trade," Mworira lamented calling for women to embrace mentorship and equip other women to leverage opportunities in the finance sector.

Fatuma Gatheca underscored the importance of identifying one's passion and investing in training. Emphasizing the importance of research, Gatheca said: "Women need to understand the niche markets for the financial institution they are targeting." The panelists also urged women to research financing options thoroughly and approach angel investors who would be interested in investing in a niche area.

The panelists noted that women should engage in lobbying government to institute measures to lower the cost of business such as the interest rates which are considerably high in Kenya. "We need a lot more women at decision making levels for us to push for either good will or legislation that is favorable for women in financing," said Mworira.

DAY 1 *In Pictures*




MEN BUILDING BRIDGES




Tuesday, February 9 | 9am - 11am

The Panelists




Mr. Mohammed Nyaoga (KE)
Board Chairman,
Central Bank of Kenya
(CBK)



Mr. Irūngū Houghton (KE)
Associate Director,
Society for International
Development



Mr. John Kashangaki (KE)
Executive Director,
SBA Consulting Africa Ltd



Amb. Bethuel Kiplagat (KE)
Independent Consultant
on Peace and
Conflict Resolution, COMESA
Committee of Elders



Mr. Mbugua Njihia (KE)
CEO,
Symbiotic Media

John Kashangaki: He observed that the society does not take time to understand the role of women in society, adding that women need to go the next level. "If private sector is grown in Africa, it will benefit everyone," he remarked. He also alluded to the fact that missing data does not give planners a clear picture. "Where is the data? Where are the women? We have an intuitive feeling that women are not represented. What are the trends?" he posed. "Women have certain choices that they need to make in their career and this can disadvantage them in the corporate sector," he concluded.

Mohamed Nyaoga: "What step is being taken? Backward or forward," he posed in his opening remarks. As women, what steps have you taken to seize the opportunities that are emerging? Are we building capacity? Are we victims of fear of old habits of perceptions of history? How can we break out of this? How will we deal with the challenges facing us? What are women doing to take advantage of opportunities presented in the constitution he said in reference to the Company's Act allows women to own and run their business. Mr. Nyaoga said men play a role in disempowering women and have to make deliberate choices to empower them instead. "Women have a role to play in empowering themselves," he noted.

MEN BUILDING BRIDGES



Monday, February 8 | 9:30am - 11am

Houghton Irungu: Having grown up in an environment with sisters only, he quickly realized that chores are for both genders, since everyone had their chores. "There are no gendered roles," he quipped. That same environment exposed him to the vulnerabilities of the girl, and set him on to the path of empowering women in his career. "Africa is deeply unequal – the solution is rights' based strategies. He talked about six pillars to build bridges:

- Demand and organize your work/career.
- Ensure there are anti-harassment policies to protect women.
- Need for work places that are friendly to the needs of women.
- Affirmative procurement for women- owned businesses.
- Encourage young people to have a career progression plan.
- Get out of the way – if you are a man.

Mbugua Njihia: From an early age, Njihia saw his mother as a strong pillar for his father and this shaped his perceptions about the strength of a woman. Being in the Science, Technology, Engineering, Mathematics (STEM) sector, he has observed the glaring disparity in the sector. "Women are not bold enough to venture in the science sphere." He made a plea for more women to get into the sector and to take hold of opportunities that come their way. He shared an anecdote saying that the person who helped him start his business, was his own mother who gave him the capital to buy his first laptop.

Ambassador Bethuel Kiplagat: Amb. Kiplagat started by painting a picture of all the negativity going on – rape, violence, wife beating, chances of dying while giving birth whilst adding it's not all gloom. "Women you have the numbers – you should not settle for 30 %. Are you 30% of the population?" he asked. "Let us think big. Let us dream impossible dreams." Amb. Kiplagat revealed he is part of a bold new movement that is pushing for 50-50 by 2030. He challenged women to push for 50% of all opportunities going forward, in all facets – political, economic, social and to begin to take baby steps. "You are not 30%," he reiterated.

Question: Do men view women as a threat?

John Kashangaki said it all begins in the home setting adding that men need to be comfortable with the growth of their spouses before moving to the workplace. He observed that women need to get the right skills, training, financing and mentorship as they aspire to grow professionally. He observed that men at the workplace can play a role in opening doors for women to grow. "We don't realize the ingenuity of our women ." Mentoring and advice for women will be crucial to get women to the next level.

Mohamed Nyaoga: "If you empower your wife, you empower the family and society. Men and women play complementary roles. Women bring diversity that men don't have," Mr. Nyaoga said. He noted that being victims of wrong attitudes stands in the way of women's potential whilst calling for advocacy to change such attitudes.

Houghton Irungu: "There are no gendered hormones for innovation resilience and diversity. We are not the labels that society creates for us. Labels are created by society to suit them," he observed. He challenged the participants to make demands of their workplaces that will allow them to express themselves fully.

Mbugua Njihia: "Opportunity meets preparedness," he noted. Njihia made a case for women applying themselves more and grabbing opportunities and preparing themselves in advance.

DAY 2 *In Pictures*



MEN BUILDING BRIDGES



Monday, February 8 | 9:30am - 11am

Question: How can men champion development? What role can men play to bring down those walls?

Amb. Kiplagat: He said that both genders are needed for the society to develop and to have an attitude of building each other up. "Do you have an idea? Can you build me? Can I build you?" he posed.

Mbugua Njihia : He said that the narrative needs to change. "Men need to be true champions of change and should not shy away from doing so in public conversations."

Mohammed Nyaoga: He challenged existing stereotypes and challenged both genders to step up and play their roles. "Are men playing their roles as fathers, uncles and husbands? Are we man enough? Are both genders playing their roles?" he posited.

Houghton Irungu: His perspective was that society could be missing out on meaningful conversations that could potentially change situations simply because of deeply held persistent views. "There is a deep cost to holding persistent views," he said. He also talked about the need to have multiple conversations that protect women.

John Kashangaki: "What can be done to create a level playing field for women in all spheres?" he queried. He challenged women to take advantage of the democratic space in the country to freely elect their leaders.

Amb. Kiplagat: He said everything starts at the household level. "What is the father doing to inculcate gender equality?" He threw a challenge to men to interact more with their children and for stronger family bonds. He observed that legislation alone is not enough; the law must be practiced and implemented at household levels.

PLENARY QUESTIONS

One participant challenged the panel to draw out potential from female folk.

Another one asked "What is the role of women in enhancing security at all levels - even at the national level? Where are the women?"

In response, panelists said more needs to be done to empower women but women also need to take initiative. With regard to security, it was noted that women will always be at the centre of disasters hence the more reason why they need to be part of the solution.

There was a clarification on definition on masculinity and femininity. "Our identities are ascribed; we need to create our own identities in the spaces in which we live and work," Houghton Irungu said.

It was observed that the workplace needs to have frameworks that will protect both men and women and that there needs to be less framing of women through their biology.

In closing this session, the panelists were asked to say what they would do to build bridges.

The moderator, Pete Odera, answered the question and said he would continue to make breakfast frequently, for his household. He also committed to employing the female gender at his business outfits and to deliberately women so that they reach their potential.

Njihia Mbugua: "Your network is your nett worth," he concluded. He said he is committed to networking more with women and where possible, create opportunities for them.

Mohanmmed Nyaoga: He said he will continue to be a facilitator on a men's transformation program called Man Enough. He committed to advocating and opening doors for women to play their roles fully.

Houghton Irungu: He said he would give preference to women candidates for roles he is currently recruiting for, to enhance diversity. He said he would continue to support feminists and campaigns.

Amb. Kiplagat: He would continue to push for parity at governance level and to identify a leader at the continental level to champion gender parity. With regard to culture, he would only practise aspects of culture/tradition that are positive. He committed to using his influence for more women to be empowered economically.


Concluding plenary remarks was that there is need to change mindsets of both genders and more collaboration among womenfolk.

WOMEN TRANSFORMING AGRIBUSINESS FOR ACCELERATED GROWTH & FOOD SECURITY




Tuesday, February 9 | 11:30am - 1:30pm

The Panelists




Ms. Christine Musisi (UG)
Regional Director,
UN Women,
Eastern and Southern
Africa



Hon. Gerald Githinji (KE)
Deputy Governor,
Kiambu County
Government of Kenya



Ms. Mary Njuguna (KE)
Agriculture Sector
Programme Leader,
SNV Netherlands
Development Organization



Ms. Pansi Katenga (MW)
Country Manager,
Christian Aid

Objective: Look at key drivers of change in the agribusiness sphere and to generate a dialogue for African women to advance Africa's agenda.

Christine Musisi, Regional Director, UN Women
She observed the need for an alternative macro-economic framework adding that regardless of the speed of a country's economic growth, it will be futile if no investment has been made in human potential. She noted that women's potential has not been fully tapped as a result of women's disempowerment. She challenged current existing contractual agreements with external partners saying that these need to be reexamined, if they are not favouring Africa. "We need leadership that does not focus on self but rather the community. She mentioned the difference between leadership and politics. "Politics is a profession, leadership is a calling," she said.

WOMEN TRANSFORMING AGRIBUSINESS FOR ACCELERATED GROWTH & FOOD SECURITY



Monday, February 8 | 9:30am - 11am

The moderator posed a question on how African farmers can be supported to take advantage of export markets.

Pansi Katenga said farmers need to be made aware of existing policies. Farmers also need to be assisted in order to be compliant before they can trade.

Regarding sustainability of markets, Mary Njuguna said focus needs to be made on value chains beyond domestic markets. There is a need for inclusiveness and linking up farmers to processors. Farmers too need to be integrated, especially, women farmers. As well, they need absorption capacity for information and to be mainstreamed. She blamed current education systems for de-emphasizing farming/ agriculture as career options and noted that the government needs to invest at least 10% of its budget, to research.

With regard to how youth are being included in agriculture, Governor Githinji talked about a dairy success story in Githunguri , Kiambu county, which produces over 50% of the milk supplied to Nairobi, where youth are involved. His county has also bought greenhouses to encourage youth to farm, and they will be expected to pay for them. His county is actively dealing with unemployment and wealth creation by focusing on and including youth in their programmes.

The moderator asked Christine Pansi, how her upbringing shaped her current mission?

She said she had two powerful women who were committed to ensuring that their girl-children would access education, because her aunt had to give up a chance to get an education. She mentioned that Christian Aid works with women farmers so that they have a voice to change prices and negotiate in the markets. They also link them up with external markets. They also talk to government on policies e.g. working around schedules of women farmers and mothers and send extension workers at that time.

They also promote untapped opportunities; she gave an example of pigeon peas and their success of looking at it with a gender lens and climate smart lens. Their greatest success has been linking rural Malawi women to buyers in India, and they accompanied them to a summit In India in 2015, and this has resulted to orders for the women

Question: Why is it taking long to bridge the gender gap in agriculture?

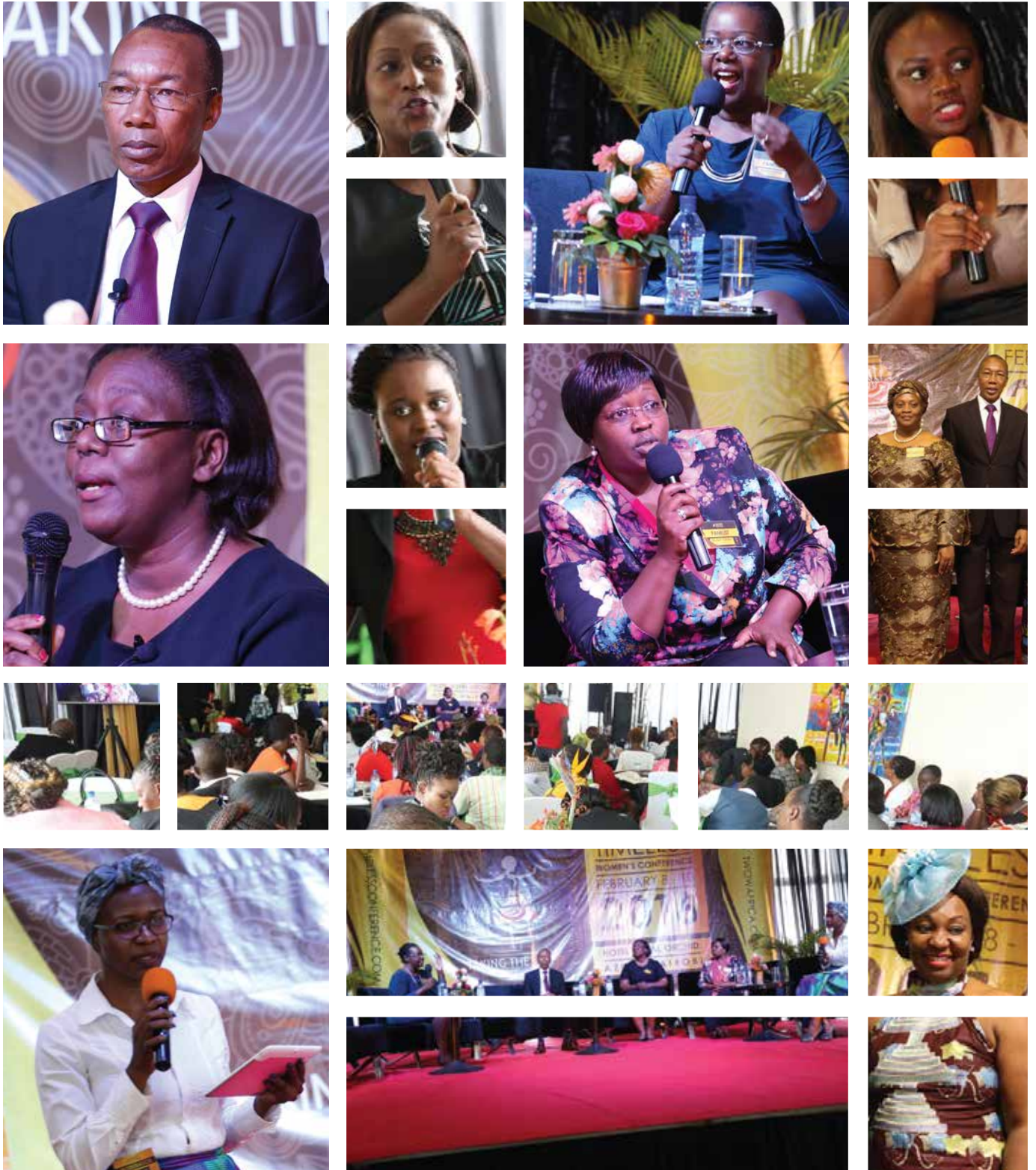
Mary Njuguna observed that 60-80% of food produced in Africa is by women, who are mostly casual labourers - that's why there is no real impact on the lives of women. The solution lies in organizing women to increase their negotiating power. "As long as the value chain is informal, there will be no real difference in women's lives and sustainability," she said.

The moderator posed a question on closing the gender gap and leadership to Christine Musisi: Christine said there has been a significant paradigm shift. Women are no longer viewed as vulnerable; rather they are key actors. Women are also playing roles as farmers, agroprocessors, decision makers - a step in the right direction. With regard to labour, she mentioned that women have no access to free male labour, while their male farming counterparts do. Solutions should be the creation of innovative, appropriate technology that women can use, with spending more time on manual labour themselves. Christine noted that studies indicate there is a big gender gap of 30% with regard to productivity. "In Malawi alone, the Cost of the Gender Gap is \$100 million. Closing the gap would feed between 100-150 million more people. N Women must be brought to the centre/heart of agriculture," she noted.

She shared her story where she took up a job as a UN volunteer in Mongolia. She challenged women to get out of their comfort zones, take the step and take hold of opportunities.

"Women need to reinforce themselves and believe in themselves. They need to take a step to learn something new - women need to believe in their ability to do something."

DAY 2 *In Pictures*



WOMEN TRANSFORMING AGRIBUSINESS FOR ACCELERATED GROWTH & FOOD SECURITY



Monday, February 8 | 9:30am - 11am

PLENARY

How are women farmers supported, given they are the majority of farmers? The solution is addressing post-harvest losses, especially where perishable goods are concerned and focus on storage and warehousing.

With regard to vertical integration, women should be encouraged to produce instead for industries. Country sourcing strategies need to be stepped up and as a country, we need to feed other parts of the country that may be suffering food insecurity.

With regard to ending the use of dated tools like hoes, there is a need to invest in tools and appropriate technology that is woman-friendly and less laborious. Innovators, too, need to be linked up to producers of affordable mass technology.

There needs to be more trade among African countries and the need for economic integration.

Parting shot:

Women should be encouraged to re-examine their role in agriculture from just being suppliers of labour to further up the value chain. Systems need to be put in place to enable this.


"Go back to the land – you are a good bridge between city and country as an urban woman. "Be part of the solution. I am." Christine Musisi

LEVERAGING MEDIA FOR ECONOMIC AND SOCIAL IMPACT




Tuesday, February 9 | 2:30pm - 4:30pm

The Panelists



Ms. Farai Gundan (USA)
 Founder and CEO,
 Farai Media LLC.
 Forbes Africa / 2015 Young
 Global Leader

Ms. Gladys Gachanja (KE)
 Operations coordinator
 Easy FM/Q FM,
 Nation Media Group



Question: How can the power of media be leveraged to tell stories of impact and development?
 Farai Gundan: She gave examples of the US where President Barack Obama has used social media to promote his agenda as an American president and where Donald Trump, a presidential candidate, is using media to consistently media to build up votes for his presidential bid. She observed however, that the presence of women on editorial boards is still wanting. She said that women's absence in these decision-making fora, means the media narrative will not favour women. She called on media personalities to shape the narrative about women in Africa.
 Farai shared tips on how to get published in the media which entails, having a good story, pitching it, developing the story and being persistent until it gets published.

LEVERAGING MEDIA FOR ECONOMIC AND SOCIAL IMPACT



Monday, February 8 | 9:30am - 11am

Gladys Gachanja: A research carried out in 2015, revealed that the female gender got coverage of 16 hours in total noting that clearly women barely make news. The agenda is determined by consumers and media owners with sensationalism carrying the day, because that's what consumers want. She encouraged women especially those in media, to use their influence to change the narrative. "Make use of what you have, where you are. Make a difference wherever you are. Where there is a will, there is a way," she said.

Zeba Siaanoi: She said that it's time women owned media so that they can tell their own stories. She encouraged those in media houses, to use their spheres of influence, to tell such stories. She said that in this day and age of new media, women should take up these spaces like you tube, blogging to write their own stories and write stories that speak to women – stories of hope and inspiration.

Kent Labiso: Speaking as an investor in media, he confirmed that media houses are in business and that audience' interests shape what is covered or aired. He encouraged women to tap into opportunities at county levels which may be more open to women's issues. He said that there needs to be research on what specifically interests women consumers, so that media owners focus on that as well.

DAY 2 *In Pictures*



GOVERNORS' ROUND TABLE - SPECIAL EVENING SESSION




Tuesday, February 9 | 6pm - 9pm


SPECIAL GUEST



H.E. Senator Chief Jewel Taylor (LR)


Former First Lady, Liberia
Chair - Women Legislative
Caucus of LIBERIA



Ms. Karimi Kinoti (KE)

Head of African Division,
Christian Aid



Session started with two musical renditions.

Question: Tell us about the journey of being a mother, leader and politician?

Senator Chief Jewel Taylor: She became First Lady at 35 years, just when the country was thrown into turmoil adding that she was clueless on where to started what with all the anguish, tears and bitterness. A visit to a camp for Internally Displaced Persons was the turning point in her life. "I saw women openly giving birth, dying, bombs being dropped children being blown apart," At the point, she resolved it would not be business-as-usual and threw herself into humanitarian work. She also had to wake up and go to an office; something that had been erstwhile unheard of for serving First Ladies. "It stole my youth in a way. Nevertheless, I took a step to go into the community to listen to the women. Every day, there were new camps being created," she said. She used that season of turmoil to reflect on her life's purpose. "God has a special purpose for all of us," she said.

GOVERNORS' ROUND TABLE - SPECIAL EVENING SESSION



Tuesday, February 9 | 6pm - 9pm

She vied for political office as a Senator and she won with the highest number of votes. "I was elected, unprepared, and did not know what to do. I knew there were many young girls looking up to me," she says of being thrust into political office. During her political stint, she has educated nearly 4,000 students in the last 16 years, saying that her own father inspired her, because he educated his daughters.

Speaking about the downs of politics, she admitted that it affects her family and time with her two children. "My children say they don't have a mother," she said.

In conclusion, she encourage more women to get into politics. "Women are still left behind and we need women bring a critical voice to the table. Women must get into elective positions. Women add value, by virtue of being women. She will talk about issues that are important for your daughters. She sustains the conversations."

Dorothy Nditi, Deputy Governor, Embu County

Dorothy was widowed at 27 years and is a mother to a 19 year old. She has been in pursuit of trying to emancipate herself in every sense of the word.

Working in her rural setting, was a huge eye opener and she saw poverty first hand. "Poverty is real," she said. This fired in her a zeal to change things from the ground up. She was especially dismayed by women who did not have identity cards, simply because their spouses who had not paid bride price, meant they could not take up new names, hence no identity card. These and other disempowering issues led her to start a movement, Mbeere for Change, in 2006. "I was the only woman. I was a young mother, widowed and did not have the money." This movement later opened up doors for her to get into politics because people knew her. She started by taking up a job at the County Government in 2009 as the Director for Development. The new Constitution, presented another opportunity and she run for political office in 2013. "When you are serving, stand for what is right and stand for the truth," she said. She cautioned that politics for women is not easy. "Anything little you do as a woman is amplified ten times over. As a woman politician in this country, you have to raise your bar above the rest," she concluded. She longs for the day when there will no negative ethnicity in Kenya.

Hazel Katana, Deputy Governor, Mombasa County

She was working in Rwanda before she made the unexpected move to politics. She is a mother of five.

She was approached by Ali Hassan Joho, current Mombasa governor before being interviewed by a panel of 11 men for the position of running mate. She talked about the immediate loneliness she felt upon being elected noting that politics is not for the faint-hearted. She has taken it in stride and has thrown herself into winning the hearts of people and working with women, children and partnering with churches. Her Christian faith has also encouraged her in her political journey.

Jenifer Kere, County Executive, Kisumu County

Her story is one of a woman who got married early, started her family, then went back to finish her high school, after having her children. She started her leadership journey early by volunteering in the church whilst taking advantage of opportunities to further education. She has a Masters' degree in Distance Education and is passionate about creating education opportunities for women. Her pride has been designing a distance education course for female fisherfolk. With her passion in education, she took up the role of Minister of Education at Kisumu County, after being unsuccessful in getting a political position. She runs the biggest ministry – education, sports, culture, youth and sports and says she has a heart for the grassroots. "I am a woman of the people. As women, we can get anywhere we want," She concludes. Her current educational venture is Criminal Studies and Criminology so that she can work with youth in crime.

GOVERNORS' ROUND TABLE - SPECIAL EVENING SESSION



Tuesday, February 9 | 6pm - 9pm

H.E. Ruth Odinga, Deputy Governor, Kisumu County

Ruth Odinga is a mother of two and has six adopted children. She has learnt to live through identity of being Raila's sister and is now her own person, Deputy Governor of Kisumu County. Hailing from a political family, came with its fair share of challenges including going on exile at the tender age of 16. She lived in exile for over 15 years and was deeply traumatized by that experience. "It's not been rosy. However, I got a lot of exposure and was well-travelled." She said that all that prepared her for her political journey. "Because I am a woman, I should not be less privileged. It gives me space to support other women and be a role model," she says. Her stint with the corporate sector opened her eyes to the needs of communities, and with time, she wanted a bigger platform where she could impact more people; this led her to vie for the position of Deputy Governor. She says her role is to pave the way for younger women who will come after her and to encourage them to join politics. "We will show you the way," she concluded. Her legacy would be that more women have joined politics because she inspired them.

PLENARY

One participant noted that women should get in first then begin the change from the inside out as opposed to obsessing with getting the numbers first.

"The pitfall of democracy is the tyranny of the majority," Jewel Taylor said in response to a question on why women the Bill on polygamy to sail through.

Ruth Odinga: "Violence against women in politics is on the rise. Women now fearful of venturing into politics because of what women leaders have suffered. We need to think about how to protect women from violence," in response to the fear that women have of joining politics.

Final words: Nyakan Munyeki

She thanked all the participants for their openness and encouraged women to pursue their purpose. "Your life must be about impacting people. It doesn't matter your differences. We need to look at the bigger picture and find a way of making it work. Put petty differences aside," she urged.

GOVERNORS' ROUND TABLE - SPECIAL EVENING SESSION



Tuesday, February 9 | 6pm - 9pm

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MARKET PLACE AWARDS

DAY 3
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TIMELESS INNOVATIVE MARKET PLACE AWARDS



Facilitated and Presented by

Ms. Christine Musisi

Regional Director,
UN Women, Eastern and Southern Africa

and



Ms. Nyakan Munyeki

CEO, Timeless & Dynamic Services Ltd
Founder - Timeless Women Of Wonder (TWOW)

Wednesday, February 10
9am - 12pm



MARKET PLACE

THE TIMELESS INNOVATIVE MARKET PLACE



Showcasing innovative ideas and strategies for transforming Africa economically and socially. Come and see what others are doing to drive Africa's growth through women. Come see innovative solutions and opportunities that organizations are implementing to make money at the same time addressing a social challenge.



TWOW



UN WOMEN



CHRISTIAN AID



NATIONAL ENVIRONMENT TRUST FUND (NETFUND)



CPF FINANCIAL SERVICES LTD



TECHNO BRAIN GROUP



TRADEMARK EAST AFRICA – TMEA



KPMC HOLDINGS LTD



SMALL & MEDIUM ENTREPRENEURIAL RESOURCE CENTRE



ETIQUETTE XLLENT COMPANY LTD



BOTANIC TREASURES LTD



GREEN ENERGY AFRICA



THE HIVE LTD

Wednesday, February 10
9am - 12pm

THE TIMELESS INNOVATIVE MARKET PLACE



The Market Place

This was a United Nations' Women sponsored event which entailed displays by women-owned businesses who were selected to take part. Their businesses would be judged based on innovation, replicability, and socio-economic impact.

Objectives of the Market Place

To showcase one key country and regional initiatives, best practices and/or innovation in socio economic interventions in Eastern and Southern Africa.

The market place seeks to showcase programmes on social and economic empowerment as well as provide evidence information on the impact of these programmes at various levels including policies, institutions and in the lives of women. To document the best practices/innovations and produce a knowledge product of socio-economic empowerment and share with development partners who could contact organizations showcasing at their own levels.

AT THE MARKET PLACE

UN WOMEN: Was showcasing gender equality in the extractives industry and bringing in women to the centre. The novelty is the focus on extractive industries. "We have created a platform for women to air their grievances – women are either in mining or are affected," Valerie Awuor, Programme Assistant.

TRADEMARK: Trademark exists to facilitate trade across the region, to address poverty and to propel economic growth. "Women are treated differently because of their gender. We want to demystify trade for women. Some of our innovations are bringing more women to trade and we are targeting 25,000 women over the next few years. After all, 70% of cross-border traders are women. Our innovation lies in providing solutions to the different segments," Gloria Atuhurwe.

"We are making trade environments safe for women and ensuring that gender is mainstreamed in all operations. Trademark has provided lighting on the paths and security. We are making trade environments safe for women," Julia Liposwisecka, Technical Advisor.

SME RESOURCE CENTRE: SME focuses on agribusiness and specifically empowering entrepreneurs and youth. It is providing a platform for startups and providing information that somebody starting up in business would require.

KENYA PROMOTIONS AND MARKETING COMPANY: This company has come up with innovative storage solutions for grains which keep fresh for up to 21 days. It is a simple solution comprising a chemical free bag which effectively cuts out the middleman, and ploughing more profits to farmers. All of this because grains can keep longer without being hurriedly sold off for fear of grains spoiling.

Wednesday, February 10
9am - 12pm

THE TIMELESS INNOVATIVE MARKET PLACE



CHRISTIAN AID MALAWI: It has enhanced food security through the value chains of beans, rice and pigeon peas. It has organized 9,000 pigeon pea farmers and linked them directly to markets in India in a bid to alleviate poverty, by cutting out the middleman. "We picked on the pigeon pea, because from a cultural perspective, it is the one crop that women own, access and control," Pansi Katanga says. This is the first time that a venture of this nature, that is, using the pigeon pea, organizing women and getting them markets overseas, has taken place.

XLLENT: This company provides etiquette skills for corporates and for women. "There is no finishing school in Africa, neither is there focus on soft skills like confidence, expression, projection and managing ones image; all essential ingredients for today's woman at her workplace or business," the founder of the company says. Xllent is providing a unique service, which is oft overlooked.

CENTUM: The company is showcasing its flagship estate, Two Rivers, an ambitious project that is a city, on the outskirts of the capital Nairobi. This is a massive investment, which has been deliberate about employing women at all levels including marketing, engineering and construction of the city. The company has also ploughed back its profits to the Mathare community by refurbishing Mathare Primary School.

THE HIVE GROUP. The company, which is present in 14 African countries is providing markets for its farmers and ensuring quality control by providing equipment. The Hive also controls the entire value chain leaving no room for the middle man, ensuring their honey farmers reap maximum benefits. They have centres of excellence where aspiring bee farmers go and learn, hence making the business replicable. The company has focused on technology that works and that is woman-friendly.

BOTANIC TREASURES: This is a pioneer is sweetened, moringa herbal tea in different flavours. It is a leader in blended teas and the use of stevia as a sweetener. 80% of the value chain, are women. They have also partnered with The Green Belt Movement to plant over 500,000 trees. Moringa is a tree with numerous health benefits and all parts of the tree have nutritional/health value.

NETFUND – This is a state corporation that is committed to improving sustainability. It is a recipient of the Green Innovations Award. It was showcasing a maize peeler, which cuts the time spent by women in peeling maize; time which could be used for other productive activities.

CHRISTIAN AID KENYA – It was showcasing an organized women's group from Narok County which does beadwork and sells beaded items and jewellery. They link them up to markets so that women can reap maximum profits.

TWOW FOUNDATION – It was showcasing the success of having trained 320 women from Kibera slums, in construction related skills like masonry, plumbing and carpentry. Other than the training, they have encouraged the women to be registered with the National Construction Authority so that they can get contracts that will increase their revenue streams. The main innovation is breaking the stereotype that the construction field is for men only.

Wednesday, February 10
9am - 12pm



THE TIMELESS INNOVATIVE MARKET PLACE

Opening remarks: Nyakan Munyeki

She opened the floor by thanking all the organizations that supported the Market Place by taking part. She made special mention of UN Women who were the main sponsors. She mentioned that UN Women has put up 17 women leaders to look at social and economic development of Africa.

Senator Taylor

Thanked TWOW for arranging the conference. She called on UN Women Kenya's Country Director Zebib Kavuma to address participants.

Zebib Kavuma, UN Women Kenya, Country Director

"We have to celebrate as a country and also as women what we have achieved. Women should go out of their comfort zone and not hide behind certain barriers. We have individual responsibility as much as we have a collective responsibility."

UN Women is working on women facilitating on bringing men and women to discuss issues affecting women and how men can be the change players in bringing gender equality. This year, UN Women has partnered with Timeless to have organizations showcase their products that benefit women socially and economically.

Karimi Kinoti:

She listed what the judges were looking for in the market place. Each business was judged based on Social and economic empowerment, innovation, replicability and sustainability. The judges were:

Kent Libiso, Joel Mulel, Francis Onditi, Jack Obebe and Martha Wanjala all of UN Women.

Winners:

Firstly, certificates of participation were given to all exhibitors. These included: SME, Etiquette, Botanic Treasures, Green Energy Africa, NETfund, TWOW foundation, Christian Aid Malawi, The Hive Limited, KPMC Holdings, Trademark EA, Centum Investments, Christian Aid Kenya, and UN Women ESARO.

The top three winners were awarded based on their total scores.

NO 3 at 69% - was KPMC Holdings

N02 at 72% - Botanic Treasures

No 1 at 76% - The Hive

Nyakan Munyeki – Closing Remarks

"Can you start seeing the wonders? Everything here began with a thought an idea a possibility – all these were ideas. Some stood back in fear – some took the step," she said in reference to all the businesses that took part in the market place." Ideas start where you are with what you have."

Wednesday, February 10
9am - 12pm

STRATEGY FOR IMPACT - THE SUCCESS STORY




Wednesday, February 10 | 2pm - 4pm

SPECIAL GUEST



H.E. Senator Chief Jewel Taylor (LR)

Former First Lady, Liberia
Chair - Women Legislative
Caucus of LIBERIA

Ms. Karimi Kinoti (KE)

Head of African Division,
Christian Aid



"Noone can limit your dream. Your mind is your space - you are the only person who can limit yourself," Nyakan Munyeki.

What strategies do we need to implement for Africa to rise?

Question: What strategies can we implement to take this continent forward? What can you do to make a difference and what have you done?

Jewel Taylor:

We must find out what our place in in God's scheme of things. Sometimes it requires doing things even if they don't make sense. She admitted that this is pretty unconventional.

Then write down the vision. Write down what you want to do, how you will do it and how it will impact others. Have a daily to-do list.

"Seize that moment in spite of the fear. And take the step. Run with it do not be afraid, inspire and capacitate other."

Hazel Katana:

Their political strategy was to appeal to the different segments of their county. She was a Christian and a woman. She is committed to work for her local communities - women and children. Challenge was after being away for 30 years and coming back to serve her local communities.

STRATEGY FOR IMPACT - THE SUCCESS STORY



Wednesday, February 10 | 2pm - 4pm

Dr. Patricia King'ori:

Hers has been a "very strange walk" but has consistently embraced values of excellence and integrity in everything she does. The switch from a vet doctor to a marketer in a technology firm stretched her beyond measure whilst being intentional about, not being complacent, setting targets and goals and rewarding herself. "Take on challenges with a vision and have a passion for it."

Karimi Kinoti:

She started by asking participants to google the "Real Map of Africa" adding that is a huge continent at 30 million km sq. whose one billion inhabitants, inspire her daily. She quipped that we all have a collective responsibility to ensure that our children's children, enjoy the abundant resources found in the continent.

What can we do going forward to harness the potential of this continent with an eye on the past present and future?

Hazel Katana: She referred to the East African Community of the 70s, alluding to its common purpose and common goal to be a regional bloc. "That was our past before we became selfish as a country and moved ahead of the pack. But now we are back to the same place. This community has been revived. Is it more inclusive, is it encouraging trade and removing barriers. As we are looking to having one Africa with economic inclusion, we are still selfish," she remarked.

Dr. Patricia King'ori: She observed that socialization of African girls instills a spirit of fear which limits their potential at a later stage. She said that more women need to be influencers, noting that that's where the real change happens. "Until we step up to influence policy, nothing will change for women, yet they are the ones who are affected the most by land and health policies which do not work for them." Her advice for women in the board room was, "When you get into the board room, it's not about rough and tough. It's about networking and influencing. Women have better communications and peoples skills."

Senator Jewel Taylor:

"We have come from a dark place as Africa. We have been working separately even with families, communities, nations and regional blocs," she remarked. Talked about laws in place for regional blocs, but still makes border crossing difficult. Laws are important because they create frameworks, but the problems is with us individuals. We need to see ourselves as one Africa. Africa needs to move to a place where we realize we are one continent. Every country has its own blessing. We need not have fights. We are the last frontier - if we do not come together, we will become impoverished. We are the last frontier - if we do not come together, we will become impoverished.

Question: How can we drive change in Africa and leverage on our unity and synergy?

Karimi Kinoti:

"Just take a step," she remarked. In addition, she spoke about the need for collective self- confidence and dealing with insecurities which pull us back. Africa needs to nip corruption in the bud and deal with it so that the continent can make progress. "Let's build trust, have a clear vision and leverage on our partnerships." She observed that all hands on deck are needed if the new Sustainable Development Goals are to be achieved - government, civil society and the private sector need to come together.

Karimi Kinoti - It's our own insecurities and feeling that someone else may outshine us. Yet we need to go beyond this, be connected and build this house. Each brick has its place QUOTE. Let's deal with our insecurities. On class matters, she noted as far as she is concerned, there is only one class - that of women. "We all want the same things for our families and communities - good health, education security and the like. If we don't break these barriers, it leads to problems like insecurity. We need to share the resources we have, share in the prosperity of this continent. There is no reason why people should go hungry." QUOTE

STRATEGY FOR IMPACT - THE SUCCESS STORY



Wednesday, February 10 | 2pm - 4pm

Dr. Patricia King'ori – she made mention of Public Private Partnerships and observed at the end of the day it's all about self-interest. "There is no genuine interest to help and work," she concluded. . .
Nyakan: What is Africa doing about its future? Are we looking to outsiders to come and help us? What is the role of political leadership?

Hazel: Kenya's constitution has devolution at its core. The idea is to fast track development and growth and learning from past mistakes. She gave an example of Mombasa county which has taken advantage of PPPs, citing the improvement of Coast General Hospital.

Our policies do not address our partnerships she noted.

The moderator asked how we should move beyond personal agenda to ensure political longevity.

Jewel: Leaders need to work together and need to be genuinely concerned about solving the problems of their constituencies. Politicians are only seen when looking for votes and focus on self-preservation.

Politicians also need to be connected at the grassroots so that they make policies that favour them – the disconnect must be bridged. Leaders must also be accessible.

She said she was involved in strategizing in getting a female President in Liberia. "Politics is about explaining your agenda and forget about things that divide like tribe, religion and class."

Question: What can we do shift from political cycle planning to long term sustainable planning?

Hazel – all about policies that work. There is a difference between a politician and a leader. Need to focus on the aspect of leadership. There is need for policies that move people forward; not slowing down development at all levels; national, county and private sector..

The moderator asked a question about how Africa should exploit her own resources – natural, economic and human resources especially the youth. What should Africa's role be?

Jewel Taylor: The youth is a huge resource. We have a wrong perception of what we really need as Africa.

Africa needs to put together its own programmes. "What do we want? We need to plan our own trajectory. The youth can be a threat or a blessing. We need to plan now, to determine the future. We need to retrain our youth to take advantage of the resources that Africa has."

The moderator posed a question on what Africa is doing, considering it's a cheap source of labour for global industries?

Karimi Kinoti:

If you look at countries that industrialized before Africa, they got their countries to a certain economic space first, before allowing outsiders in. Korea protected its industries. We have lots of young people – jobs will be created by business and enterprises. If they are not protected by their own governments, how will they get to the international stage? We want to see African multinationals "Our history has been extraction for others, not us. We need to be competitive and add value to products. We need to compete globally and industrialize," she said. She noted that some of the economies including Asia have a growing middle class. There is trend of industries moving to Africa. This is a key political issue. How can open up our markets from a point of disadvantage?

STRATEGY FOR IMPACT - THE SUCCESS STORY



Wednesday, February 10 | 2pm - 4pm

PLENARY

How can the public be involved in policy making processes? How can they access information at the grassroots?
How can mentoring be done practically?

With regard to civic education and the role of civil society, does civic education really empower?

Responses:

Patricia King'ori – any top management that has both genders works better and results in more profitable institution. Leaders should take mentorship as a personal responsibility especially at the corporate level. "Women need to be bold and take a step and apply for jobs even if you don't have 100. You will never be perfectly qualified. Speak up you have it in you."

Jewel Taylor: National leadership should look at the problems of its citizens and speak to that. She talked about a huge drug problem in Liberia. Liberia is a transit point for drugs. "There is nothing in the legal framework that addresses the drug menace. We need to make laws that affect the grassroots and address issues at that level. We need to put square pegs in square holes and round pegs in round holes."

Hazel Katana: responding to issue of public participation in policy making. She said it's unfortunate that the public is more interested in the financial gain when they attend a meeting, as opposed to genuinely participating and adding their voice to the matter at hand. She admitted that the vast majority of MCAs is wanting. "We plunged into devolution with no rule book – it has been trial and error."

Question: What do we fix already broken systems?

There is a need to admit that not all youth will go to university – others will take other paths in the creative industry. The challenge is for parents to harness those other potentials.

Question: Prioritize budgets for sectors where women can be involved and where they face less competition from male counterparts.

What's happening to the technical creative industry in Kenya? Why isn't there a distinct route to nurture athletes and sports people?

People from conflict areas issues also need to be looped in. How can you expect women in South Sudan, Burundi and DRC take a step?

Responses:

Karimi Kinoti:

Where there is donor dependency, makes sustainability difficult? NGOs and local communities should focus on sustainable development and sustainable livelihoods. A subsistence farmer need not remain a subsistence farmer – he can move up the value chain.

With regard to finances, individuals should embrace savings and pool resources in self-help groups to grow financially as groups.

What small step can we take to move challenge to opportunity?

We need to reexamine our sense of patriotism, our values.

How can we leverage on networks and connections as women? What is the issue and how do we collectively engage?

Patricia King'ori: We are the only people who can solve our own problems. Help will come from within us, not out there. How can I make a difference as an individual? She posed.

STRATEGY FOR IMPACT - THE SUCCESS STORY



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Hazel Katana:

Mombasa County has city polytechnics to cater for technical skills' training. She asked citizens to assess the choices they made especially in the face on incoming elections year. I'm making a difference what about you? She challenged the participants.

Jewel Taylor:

She applauded the South Sudanese participant from a conflict area for stepping up and making a difference. Challenged her to take initiative, take a step to make a difference and be part of the solution. Look around yourself and see what you can do.

She gave an anecdote on how her son has taken a creative path and parents should be more supportive. "It requires retooling of the government, retooling of parents' mindset," she said.

"Make a difference where you are - there is something you can do where you are," she concluded. Nyakan Munyeki 's concluding remarks touched on the need to change mindsets and to look at challenges as opportunities to innovate. She reiterated that there is only one class - that of women.

"Here we are just women," she emphasized.

"Take steps - some big, some small. Sometimes we need to retrace our steps. Take a step. What step is that?" she mused. She threw a challenge to the participants with regard to resourcing projects.

"We are the investors," she said, "Break it down and see what works for us," as she challenged the notion that resourcing needs to come from elsewhere.

She said that TWOW said would like to partner with different people from the different countries as they forge ahead.

Let's take the step.

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GALA AWARDS' CEREMONY



Wednesday, February 10 | 2pm - 4pm

"Life is about overcoming your fears." Nyakan June Munyeki
 The highlight of the conference was the gala event which culminated in the awards ceremony where women who have made strides in different fields were crowned. The gala event also gave participants an opportunity to expand their networks.
 Speaking at the gala event, Nyakan urged women to take up challenging tasks and overcome their fears. She also recognized the role of Christian Aid, a key conference sponsor. Karimi Kinoti, Head of Africa Division, Christian Aid note the importance of platforms such as the Timeless Women's Conference that provide opportunities for women to connect and network. "This is a platform to dialogue, encourage and lift each other to enable us see the light at the end of the tunnel."
 During the gala, Kent Libiso who led the nomination committee noted that all nominees are doing great work. He lauded their efforts in projects that are scalable and have a multiplier effect. Libiso is the chair of the Economic Committee of the Kenyan National Chamber of Commerce and Industry. To mark the end of the conference, all the women participated in a symbolic candle-lighting ceremony. This signified women's networks which strengthen collaboration across different fields. It demonstrated that sharing one's knowledge does not diminish it but only serves the purpose of enriching the network as was demonstrated in the beauty in all the candles lit at the gala event. During the conference closing ceremony, Senator Jewel Taylor urged participants to share their skills and experiences to enrich other women. "All it takes is a small light that you can share," said Taylor. She also called on each participant to take the step to share that light.

Quotes

"Liberia came out of crisis with more than US\$5 billion in debt. This is a story of stepping out in a space of her expertise to benefit her country." Senator Jewel Taylor on the Economic Empowerment Award

"African Women endure a lot. They are very resilient in the face of adversity and they excel." Kent Libiso

"Crawl if you have to but you cannot dare stop where you are," Pastor Terry Gobanga

"Be your greatest source of encouragement," Rev Dawn Gikandi.

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