

INCLUSIVE BUSINESS

Accelerating equality

**Business
Engage**

ACCENTURE GENDER MAINSTREAMING AFRICA AWARDS 2021 FINALISTS AND WINNERS ANNOUNCEMENTS

The 2021 Gender Mainstreaming Africa Awards, created and curated by Business Engage and sponsored by Accenture, Absa Group Limited and Barloworld Limited, aims to encourage the private sector to buy into achieving more meaningful representation of women in the mainstream of business. This year's awards have been expanded into Africa and now include companies in East and West Africa.

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Sunday Times

GENDER MAINSTREAMING CHAMPIONS

Southern Africa:



East Africa:



Africa:





AWARD CATEGORY CRITERIA

As gender diversity is still fairly new worldwide, we understand that many companies are just starting on their journey. Do not be put off by this. You are encouraged to use the awards as a springboard to further achievements.

WOMEN EMPOWERMENT IN THE WORKPLACE AWARD

CRITERIA: Empowerment of women in the workforce means allowing women to have more control over their lives. It means giving them the freedom to make their own schedules, learn new skills and gain self-reliance. This does not have to relate to your own company, but can be empowering women generally in the workplace.

Empowerment is created when the strengths that women already bring to the company are recognised and utilised. Research provided by the United Nations has shown that businesses that promote women empowerment and gender equality are more profitable. As more businesses take part in gender equality measures and see their revenue increase as a result, the case for empowering women in the workplace is likely to become a more recognised goal.

This award recognises and acknowledges organisations that have not only advanced women in their workplaces through training and capacity building, but have also successfully transformed corporate behaviour and practices.

WOMEN ON BOARDS AWARD

CRITERIA: The key focus of the 30% Club, an affiliate of Business Engage, is to encourage corporates to aim to achieve a minimum of 30 per cent female representation on boards. It is acknowledged that board diversity both in respect of gender and skill set leads to more successful boards.

The board of an organisation considers the strategy of the business with management and has oversight of the implementation of that strategy.

The crux of this award is to recognise and acknowledge companies that have successfully transformed their boards and board subcommittees while ensuring that female directors are judged on their experience, contribution to and involvement in the board and not their gender. It seeks to acknowledge companies who challenge themselves to diversify their boards.

In summary therefore, entries may be based on:

1. number of non-executive women directors on the board
2. number of women on subcommittees and a list of which subcommittees
3. entrants to supply the board diversity policy/framework, which they are obliged to give the JSE and/or
4. pipeline development – details of the outlined hard plan to improve the number of women on the board.

ECONOMIC EMPOWERMENT AWARD

CRITERIA: We consider women's entrepreneurship development to be an important channel to women's economic empowerment and a pillar on the road to sustainable development.

Through setting up their own businesses, women can transform their opportunity to gain economic independence, overcome poverty and improve their wellbeing. Through this process, women can also become drivers of change and take a long-term perspective accounting for the consequences of our actions for our children and their children and grandchildren to secure a better future.

This award recognises and acknowledges organisations that have strategies in place to allow for future empowerment of women-owned or -managed businesses or that have successfully used enterprise development as a mechanism to empower women-owned or -managed businesses.

It also includes organisations that source products and services from previously underused women-owned suppliers, resulting in a number of growth-orientated women entrepreneurs who are able to service various corporates.

EQUAL REPRESENTATION & PARTICIPATION AWARD

CRITERIA: This award recognises organisations that have developed strategies or have already implemented measures for the progressive realisation of a greater representation and meaningful participation of women in decision-making structures, which must include:

1. setting targets for such representation and participation;
2. building women's capacity to participate;
3. enhancing the understanding and attitudes of men to accept the capabilities and participation of women as their equals; and
4. developing support mechanisms for women.

WOMEN ON EXECUTIVE COMMITTEES IN MULTINATIONALS AWARDS

CRITERIA: In a multinational, those in charge of governance in the respective regions are expected to play a major role in shaping business and economic activities. They are expected to come up with a framework that will underpin the principles, policies, laws and regulations they put in place to guide these economic and business activities and the compliance thereof.

We are mindful, however, that to reach this status, a pipeline programme is required to make available this talent for consideration.

This reward recognises those multinationals that have successfully put in place a programme/s to shift the statistics in terms of women on their executive committees and have made successful appointments or have developed a pipeline programme geared towards appointments in the future.

Judging will be based on the following:

1. Number of women in executive management;
2. How many of these are board directors on the board of that company?
3. What roles do they occupy?
4. What programmes have been put in place to provide support for the existing women on exco?
5. What programmes have been put in place to create a succession pipeline for women to break the glass ceiling and get onto the exco?

EMPOWERMENT OF WOMEN IN THE COMMUNITY AWARD

CRITERIA: Sustainable development cannot be achieved without a more equitable distribution of resources and the eradication of poverty. Empowering women means giving the opportunity to thousands of women to get out of the poverty trap. Women not only constitute the vast majority of the world's poor, but they are at a higher risk of poverty compared to men. Poverty does not only refer to material resources such as money, food or housing, but also to social resources such as access to education, healthcare or meaningful relations with other people.

This award recognises and acknowledges organisations that have strategies in place to allow for future programmes or have implemented sustainable initiatives around poverty alleviation that have enhanced skills and provided income opportunities, which have positively impacted the lives of women and poor communities.

INVESTING IN YOUNG WOMEN AWARD

CRITERIA: Women are severely under-represented in decision-making processes across the continent including South Africa and internationally. Education has been identified as the major obstacle to women's access to leadership, and cost as the key barrier to girls' education.

Poverty and familial obligations end many girls' hope for education or the opportunity to fulfil her dreams.

This award recognises and acknowledges organisations that have strategies in place to allow for future education of young women or have implemented initiatives with the objective of addressing social inequities by educating and empowering young women leaders from diverse economic backgrounds. These initiatives have positively impacted the lives of young women who will become the next generation of women leaders!

GENDER REPORTING BY JSE LIMITED COMPANIES AWARD

CRITERIA: As from January 2017, the board of directors or the nomination committee of all JSE-listed companies, as the case may be, must have a policy on the promotion of gender diversity at board level.

The company is required to report to shareholders in its annual report on how the board of directors or the nomination committee, as the case may be, have considered and applied the policy of gender diversity in the nomination and appointment of directors. If applicable, the board of directors or the nomination committee must further report progress in respect thereof on agreed voluntary targets.

This award is to recognise and acknowledge companies that have embraced both the spirit and the letter of this new listing requirement. It also recognises organisations reporting on pipeline development and further recognises whether or not the organisation has made reference to gender or gender policies in the previous year's reports.

At the same time, the award recognises that many organisations report on "transformation" or "diversity and inclusion" which may include racial, gender and other transformation issues.

This is acknowledged that, like many of the other categories in the awards, the criteria for a winning award this year would naturally be set slightly lower than what would be expected in the following years as organisations get to grip with this new focus in their reporting requirements.

In 2017, the organisers reserved the right to "recognise" an organisation or organisations and not bestow an award as such.

This is currently the only award where nominations are actively sought by the awards' organisers. Organisations are of course welcome to apply to be included in this category.

INCLUSIVE LEADER AWARD

CRITERIA: Male or female who is actively sponsoring others up the ranks.

They have ingrained into their leadership style a recognition of the provable benefits to their business that diversity brings, with special emphasis on gender.

The nomination is made by a person or group of people who know the nominee very well, primarily in a business role, and the nominee accepts the nomination in writing.

POSITIVE ROLE MODEL AWARD

CRITERIA: A lady growing her career and who understands the responsibility that comes with being a role model and the need to inspire others to do the same.

The nominee is nominated by a person or group of people who know her very well, primarily in a business role, and the nominee accepts the nomination in writing.

SOUTHERN AFRICA AWARDS

THE SOUTH
AFRICA GENDER
MAINSTREAMING
CHAMPION:
**TIGER BRANDS
LIMITED**

WOMEN EMPOWERMENT IN THE WORKPLACE AWARD

LISTED COMPANIES

1st Imperial
2nd Rand Merchant Bank,
a division of Firststrand
Bank Limited
3rd AECI Limited

NON-LISTED COMPANIES

1st Webber Wentzel
2nd EY
3rd Pfizer
4th Rustenburg Junior
Girls School
5th The Insurance Apprentice

**OVERALL WINNER:
WEBBER WENTZEL**



CATEGORY JUDGES:



Helena Conradie
Satrix



Jeanett Modise
Sanlam Limited



Mchael Pryke
EQ Impact



William Surmon
Botswana Insurance Company

GENDER REPORTING BY JSE-LISTED COMPANIES AWARD

LISTED COMPANIES

1st Adcock Ingram Holdings Ltd
2nd Anglo Gold Ashanti Ltd
3rd Barloworld Ltd

**OVERALL WINNER:
TIGER BRANDS LIMITED**



CATEGORY JUDGES:



Malcolm Larsen
Business Engage



Shameela Soobramoney
JSE



Martie Janse van Rensburg
Board member



Shirley Machaba
PwC South Africa

INVESTING IN YOUNG WOMEN AWARD

LISTED COMPANIES

1st AECI Limited
2nd EY
3rd Ithuba Lottery
4th Manpower South Africa
5th Rustenburg Junior
Girls School

**OVERALL WINNER:
AECI LIMITED**



CATEGORY JUDGES:



Refiloe Nkadameng
African Rainbow Capital



Wade Cooper
DevelopMe



Dr Jerry Gule
Institute of People
Management



Boitumelo Mogopa
FNB Botswana

EQUAL REPRESENTATION AND PARTICIPATION

LISTED COMPANIES

1st Rand Merchant Bank,
a division of Firststrand Limited
2nd Tiger Brands Limited

NON-LISTED COMPANIES

1st EY
2nd Refinitiv SA, an
LSEG Business
3rd Cummins Africa Middle East
4th Pfizer South Africa

**OVERALL WINNER:
EY**



CATEGORY JUDGES:



Busisiwe Sithole
Absa Group



Ntombi Mhangwani
Accenture Africa



Dionne Kerr
Siyakha Consulting (Pty) Ltd



Megs Naidu
Citi

ECONOMIC EMPOWERMENT AWARD

LISTED COMPANIES

1st Joint winners: Tiger Brands Limited and AECI Limited
3rd JSE

NON-LISTED COMPANIES

1st EY
2nd AWCA Investment Holdings (Pty) Ltd
3rd SoulProviders Collective
4th 27four Fund Managers Development

**OVERALL WINNER: JOINT WINNERS
TIGER BRANDS LIMITED AND
AECI LIMITED**



CATEGORY JUDGES:



Magdeline Madibela
United Nations



Nikki Viljoen
Viljoen Consulting



Teryl Schroenn
Business Consultant

WOMEN ON BOARDS

1st Tiger Brands Limited
2nd Rand Merchant Bank, a division of
Firststrand Limited
3rd Adcock Ingram Holdings Limited
4th Rustenburg Junior Girls School

OVERALL WINNER: TIGER BRANDS LIMITED



WOMEN ON EXCO COMMITTEES IN MULTINATIONALS

1st Pfizer South Africa
2nd Refinitiv SA, an LSEG Business
3rd Cummins Africa Middle East

OVERALL WINNER: PFIZER SOUTH AFRICA



CATEGORY JUDGES:



Joy-Marie Lawrence
Boardvisory



Parmi Natesan
IoDSA



Patrice Lasserre
Board Whisperer



Shepherd Shonhiwa
Reatile Group

WOMEN EMPOWERMENT IN THE COMMUNITY

LISTED COMPANIES

1st Tiger Brands Limited
2nd AECI Limited : Umbumbulu Project
3rd AECI Limited : Umbumbulu Farming Co-operative

NON-LISTED COMPANIES

1st EY
2nd Gilbarco
3rd Panache International

**OVERALL WINNER:
TIGER BRANDS LIMITED**



CATEGORY JUDGES:



Elmarie Bissett
Nidaba Consulting



Rose Mamabolo
WDB Investment Holdings



Naresh Ashok
Brawne Capital Holdings Limited



Sazini Mojapelo
Absa Group Limited

SOUTHERN AFRICA AWARDS

POSITIVE ROLE MODEL

LARGE NATIONAL COMPANIES

1st Charmaine Mabuza
2nd Ziyanda Ntshona
3rd Prelisha Singh
4th Susan Watts
5th Bronwyn Williams

LISTED COMPANIES

1st Esha Mansingh
2nd Mpho Toolo
3rd Mamongae Mahlare
4th Thembi Sehloho
5th Gail Solomon

NON-PROFIT ORGANISATIONS

1st Lynn Hill
2nd Sara Philp Cloete
3rd Belinda Petersen
4th Melissa Awu

MULTINATIONAL/ PAN AFRICAN

1st Thandeka Ngoma
2nd Julia Modise
3rd Prinisha Khoosal
4th Dr Vuyelwa Nomakhosi
Orienda (Bha) Ndungane-Tlakula
5th Fouzia Goliath

ENTREPRENEUR/ INDIVIDUAL/CONSULTANT

1st Arthi Rabikrisson
2nd Peta Horn
3rd Christelle Colman
4th Portia Dlamini
5th Mumtaz Mahal Suliman

OVERALL WINNER:
CHARMAINE MABUZA



Charmaine Mabuza

CATEGORY JUDGES:



Andrew Crone
Nedgroup Investments



Carina Wessels
Alexander Forbes



Deirdre King
Jacaranda FM (94.2)



Grace Setlhare-Mankanku
BancABC Botswana a part of Atlas Mara

INCLUSIVE LEADER

LARGE NATIONAL COMPANIES

1st His Excellency Prof Dr Ambassador Tal Edgars
2nd Videsha Proothveerajh
3rd Kesagee Nayager
4th Hannalie Marsh
5th Rashnee Pawaar

LISTED COMPANIES

1st Joint winners: Simon Colman and Brian Duguid
3rd Donald Khumalo
4th Mpho Toolo
5th Joint winners: Litha Kutta and Nicola Comninos

NON-PROFIT ORGANISATIONS

1st Lizelle de Wet
2nd Yashina Singh
3rd Belinda Petersen

MULTINATIONAL/ PAN AFRICAN COMPANIES

1st Jan van der Putten
2nd Ajen Sita
3rd Jacques Fourie
4th Rhulani Nhlaniki
5th Gbile Adewunmi

ENTREPRENEUR/ INDIVIDUAL/CONSULTANT

1st Debbie Craig
2nd Samantha Pokroy
3rd Janine Rebelo
4th Peta Horn

OVERALL WINNER:
LIZELLE DE WET



Lizelle de Wet

CATEGORY JUDGES:



Chimango Chikwanda
Absa Bank Zambia PLC



Jo-Ann Pöhl
iOCO



Gavin Fitzmaurice
Webber Wentzel



Michael Judin
Judin Combrinck Inc

EAST AFRICA AWARDS

THE EAST AFRICA GENDER MAINSTREAMING CHAMPION:
KENYA BREWERIES LIMITED

WOMEN EMPOWERMENT IN THE WORKPLACE AWARD

LISTED COMPANIES

1st Kenya Breweries Limited
2nd NMB Bank Plc

NON-LISTED COMPANIES

1st EY
2nd Financing Alliance for Health
3rd Coca-Cola Beverages Africa: Kenya

OVERALL WINNER:
KENYA BREWERIES LIMITED



CATEGORY JUDGES:



Lenin Oyuga
Safaricom – Oracle



Margaret Kimani
SMB Bank Ltd (Kenya)

ECONOMIC EMPOWERMENT AWARD

1st Credit Bank Limited
2nd EY
3rd Let's Create Africa
4th Hesabu Dada Initiative

OVERALL WINNER:
CREDIT BANK LIMITED



CATEGORY JUDGES:



Alice Oyaro
Independent consultant



Magdalene Mwende Mulandi
SBM Bank Ltd (Kenya)



Waithera Mwai
Nairobi Securities Exchange Plc

WOMEN EMPOWERMENT IN THE COMMUNITY

1st Kenya Breweries Limited
2nd Collaboration of Women in Development
3rd Hesabu Dada Initiative
4th EY
5th Joint winners: Kofar Kenya and OML Africa Logistics

OVERALL WINNER:
KENYA BREWERIES LIMITED



CATEGORY JUDGES:



Donna Phoebe Rege
Safaricom PLC



Eva Komba
Gender, Governance and Development Specialist



Eva Muraya
BSD Group



Helen Nangonzi
Absa Bank Uganda Limited

EAST AFRICA AWARDS

EQUAL REPRESENTATION AND PARTICIPATION

1st NMB Bank Plc
2nd Women on Boards Network Kenya
3rd EY
4th Lady Askari

OVERALL WINNER:
NMB BANK PLC



CATEGORY JUDGES:



Ndu Okoh
Host in The Situation



Patrick Foya
Absa Bank Tanzania



Tendai Murahwa
Diversity Dividend Africa Ltd

POSITIVE ROLE MODEL

LARGE NATIONAL COMPANIES

1st Laura Chite
2nd Nimo Addullah Hussein
3rd Linda Motea
4th Caroline Keror
5th Eunice Kariui

ENTREPRENEUR/CONSULTANT

1st Annette Kimitei
2nd Amisa Ahmed
3rd Jane Ntunde
4th Hazel Gachunga
5th Naike Moshi

OVERALL WINNER:
ANNETTE KIMITEI



CATEGORY JUDGES:



Gladness Deogratias
NMB Plc



Janice Kemoli
Ignition Consortium



Tom Shivo
HF Group



Romana Rajput
Interswitch Group

INCLUSIVE LEADER

LARGE NATIONAL COMPANIES

1st James Dutkowski
2nd Laura Chite
3rd Susan Situma

INDIVIDUAL OR ENTREPRENEUR

1st Catherine Musakali
2nd Eunice Kariuki
3rd Elisabeth Belay
4th Waihiga K. Muturi
5th Hazel Gachunga

OVERALL WINNER:
CATHERINE MUSAKALI



CATEGORY JUDGES:



Dorothy Ooko
Google



Keabetswe Pheko-Moshagane
Absa Bank Botswana Limited



Risper Genga Ohaga
EABL

WEST AFRICA AWARDS

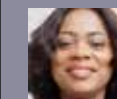
ECONOMIC EMPOWERMENT AWARD

1st Women's Investment Club Senegal
2nd Rendra Foundation
3rd Ecobank Nigeria
4th EY

OVERALL WINNER:
WOMEN'S INVESTMENT CLUB SENEGAL



CATEGORY JUDGES:



Audrey Abakah
Absa Group



Uche Uzoebor
SANEF

WOMEN EMPOWERMENT IN THE COMMUNITY

1st Rendra Foundation
2nd Foundation for Partnership Initiatives in the Niger Delta
3rd Ecobank Nigeria
4th EY
5th Women Impacting Nigeria

OVERALL WINNER:
RENDRA FOUNDATION



CATEGORY JUDGES:



Abena Osei-Poku
ABSA Bank Ghana



Birgit la Cour Madsen
Danish foreign service



Nneka Eze
VestedWorld



Toyin Dania
MEST Africa

INCLUSIVE LEADER

LARGE NATIONAL COMPANIES

1st Ayesha Bedwei Ibe
2nd Kofi N. Genfi
3rd Michael Mensah-Baah
4th Francis Damka

INDIVIDUAL/NON-PROFIT/CONSULTANT

1st Onyeka Akpaide
2nd Efe Ukala
3rd Janet Awokoya

OVERALL WINNER:
ONYEKA AKPAIDE



CATEGORY JUDGES:



Antoinette Kwofie
ABSA Bank Ghana and Nigeria



Dr. Juliette Tuakli
CHILDAccra (Ghana)



Hillary Andoh
HSA PR

WEST AFRICA AWARDS

POSITIVE ROLE MODEL

LARGE NATIONAL COMPANIES

- 1st Rejoice Wodomdedzi Foli
- 2nd Dr. Daniella Delali Sedegah
- 3rd Wunmi Adelusi
- 4th Mariam Lawal

MULTINATIONAL/PAN AFRICAN COMPANIES

- 1st Chinwe Egwim
- 2nd Linda Motea
- 3rd Korede Demola-Adeniyi
- 4th Veronica Ofosuhemaa Owusu-Ansah
- 5th Nafisa Quainoo

ENTREPRENEUR/SMALL MEDIUM SIZED COMPANIES

- 1st Kiki Mordi
- 2nd Tolulope Olorundero
- 3rd Omolara Yeku
- 4th Lena Rosenior
- 5th Tomie Balogun

**OVERALL WINNER:
KIKI MORDI**



CATEGORY JUDGES:



Cynthia Ofori-Dwumfuo
Hollard Ghana



Lolade Awogbade
Development Bank of Nigeria



Mojolaoluwa Aderemi-Makinde
Google

GENDER MAINSTREAMING CHAMPION: AFRICA

EY - WOMEN. FAST FORWARD

At EY, we are creating an inclusive culture to enable women's potential to truly transform society and build a better working world.

Women. Fast forward seeks to empower a diverse workforce by enabling women and girls to reach their potential through education, mentorship, innovation and entrepreneurial opportunities. Creating a workforce that will support the closing of the gender gap and nurture an environment where everyone is able to become architects of the transformative age.

To do this we are focused on three distinct areas:

- Women in leadership
- Women in technology
- Women entrepreneurs

**"THE TIME IS NOW TO ACT TO CREATE A WORLD THAT IS
EQUITABLE FOR ALL." — JULIE LINN TEIGLAND - EY EMEA
AREA MANAGING PARTNER AND EY GLOBAL LEADER —
WOMEN. FAST FORWARD**

In this constantly changing environment it is important to be all inclusive and find new perspectives to innovate and maintain growth. Organisations can do this by making sure #Shebelongs, by involving more women in decisions, design and execution. Not only at the top of the pyramid, but also across all levels.

GENDER
MAINSTREAMING
CHAMPION: AFRICA

EY



**#SHEBELONGS. LET'S PROGRESS
#WOMENFASTFORWARD**

