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.
ECONOMIC EMPOWERMENT AWARD
CRITERIA: We consider that women's entrepreneurship development 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 or -managed businesses or that have successfully implemented measures for the progressive transformation 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?

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. encouraging and empowering women to access the opportunities and avenues of influence to become leaders;
4. developing support mechanisms for women.

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 and 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 or the opportunity to fulfil her dreams. Poverty does 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 food, money 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 implemented sustainable initiatives around poverty alleviation that have either had or are expected to have positive impact on the lives of women and poor communities.

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.
SOUTHERN AFRICA AWARDS

WOMEN EMPOWERMENT IN THE WORKPLACE AWARD

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

NON-LISTED COMPANIES
1st Webber Wentzel
2nd EV
3rd Pfizer
4th Rustenburg Junior Girls School
5th The Insurance Apprentice

OVERALL WINNER: TIGER BRANDS LIMITED

INVESTING IN YOUNG WOMEN AWARD

LISTED COMPANIES
1st AECI Limited
2nd EY
3rd Ithuba Lottery
4th Momentum South Africa
5th 40s

OVERALL WINNER: AECI LIMITED

EQUAL REPRESENTATION AND PARTICIPATION

LISTED COMPANIES
1st Rand Merchant Bank, a division of FirstRand Limited
2nd Tiger Brands Limited

NON-LISTED COMPANIES
1st EV
2nd Refinitiv SA, an ISEG Business
3rd Cummins Africa Middle East
4th Pfizer South Africa

OVERALL WINNER: EY

ECONOMIC EMPOWERMENT AWARD

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

NON-LISTED COMPANIES
1st EV
2nd AWCA Investment Holdings (Pty) Ltd
3rd 27four Fund Managers Development

OVERALL WINNER: TIGER BRANDS LIMITED AND AECI LIMITED

WOMEN ON BOARDS

1st Tiger Brands Limited
2nd Rand Merchant Bank, a division of FirstRand Limited
3rd AECI Limited

OVERALL WINNER: TIGER BRANDS LIMITED

WOMEN ON EXCO COMMITTEES IN MULTINATIONALS

1st Pfizer South Africa
2nd Refinitiv SA, an ISEG Business

OVERALL WINNER: PFIZER SOUTH AFRICA

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 EV
2nd Gaborone
3rd Panache International

OVERALL WINNER: TIGER BRANDS LIMITED

CATEGORY JUDGES:

• Malcolm Larsen
  Business Engage
  • Elmarie Bissett
    Nidaba Consulting
  • Busisiwe Sithole
    Absa Group
  • Ntombi Mhangwani
    Accenture Africa
  • Joy-Marie Lawrence
    Boardvisory
  • Helena Conradie
    Satrix
  • Refiloe Nkadimeng
    African Rainbow Capital
  • Shameela Soobramoney
    JSE
  • Rose Mamabolo
    WDB Investment Holdings
  • Naresh Ashok
    Brawne Capital Holdings Limited
  • Dr Jerry Gule
    Institute of People Management
  • Teryl Schroenn
    Business Consultant
## SOUTHERN AFRICA AWARDS

### POSITIVE ROLE MODEL

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>JUDGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>LARGE NATIONAL COMPANIES</td>
<td>1st Charmaine Mabuza</td>
</tr>
<tr>
<td>LISTED COMPANIES</td>
<td>1st Esha Mansingh</td>
</tr>
<tr>
<td>NON-PROFIT ORGANISATIONS</td>
<td>1st Sara Philip Cloete</td>
</tr>
<tr>
<td>MULTINATIONAL/ PAN AFRICAN</td>
<td>1st Thandeka Ngoma</td>
</tr>
<tr>
<td>ENTREPRENEUR/ INDIVIDUAL/CONSULTANT</td>
<td>1st Arthi Rabikrisson</td>
</tr>
<tr>
<td>OVERALL WINNER:</td>
<td>Charmaine Mabuza</td>
</tr>
</tbody>
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### INCLUSIVE LEADER

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>JUDGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>LARGE NATIONAL COMPANIES</td>
<td>1st His Excellency Prof Dr Ambassador Tal Edgar</td>
</tr>
<tr>
<td>LISTED COMPANIES</td>
<td>1st Joint winners: Simon Colman and Brian Duguid</td>
</tr>
<tr>
<td>NON-PROFIT ORGANISATIONS</td>
<td>1st Lizelle de Wet</td>
</tr>
<tr>
<td>MULTINATIONAL/ PAN AFRICAN COMPANIES</td>
<td>1st Jan van der Putten</td>
</tr>
<tr>
<td>OVERALL WINNER:</td>
<td>Lizelle de Wet</td>
</tr>
</tbody>
</table>

### EAST AFRICA AWARDS

#### WOMEN EMPOWERMENT IN THE WORKPLACE AWARD

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>JUDGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>LISTED COMPANIES</td>
<td>1st Kenya Breweries Limited</td>
</tr>
<tr>
<td>NON-LISTED COMPANIES</td>
<td>1st EY</td>
</tr>
<tr>
<td>OVERALL WINNER:</td>
<td>Kenya Breweries Limited</td>
</tr>
</tbody>
</table>

#### ECONOMIC EMPOWERMENT AWARD

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>JUDGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Credit Bank Limited</td>
<td>2nd EY</td>
</tr>
<tr>
<td>OVERALL WINNER:</td>
<td>Credit Bank Limited</td>
</tr>
</tbody>
</table>

#### WOMEN EMPOWERMENT IN THE COMMUNITY

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>JUDGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Kenya Breweries Limited</td>
<td>2nd Collaboration of Women in Development</td>
</tr>
<tr>
<td>4th EY</td>
<td>5th Joint winners: Kofar Kenya and OML Africa Logistics</td>
</tr>
<tr>
<td>OVERALL WINNER:</td>
<td>Kenya Breweries Limited</td>
</tr>
</tbody>
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**Gender Mainstreaming Africa Awards 2021**

*Women Empowerment 2021*
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 Ochik
  "We’re The Solution"
- Patrick Foya
  "Abiko East Tacitres"
- Tendai Murahwa
  "Unchilelafu Business Africa Ltd"

POSITIVE ROLE MODEL

LARGE NATIONAL COMPANIES
1st Laura Chite
2nd Nimo Adullah Hussein
3rd Linda Motho
4th Caroline Keor
5th Nako Meshi

ENTREPRENEUR/CONSULTANT
1st Annette Kimitei
2nd Nimo Adullah Hussein
3rd Linda Motho
4th Hazel Gachungu
5th Nako Meshi

OVERALL WINNER: ANNETTE KIMITEI

CATEGORY JUDGES:
- Gladness Dzogratia
  "WBCN"
- Janice Kemoli
  "Ignite Consult"
- Tom Shivu
  "MT Group"
- Romana Rajput
  "Interswitch Group"

INCLUSIVE LEADER

LARGE NATIONAL COMPANIES
1st James Dutkowski
2nd Laura Chite
3rd Susan Shama

INDIVIDUAL OR ENTREPRENEUR
1st Catherine Musakali
2nd Eunice Kartiki
3rd Elizabeth Belway
4th Wiscoh J.Muturi
5th Hazel Gachungu

OVERALL WINNER: CATHERINE MUSAKALI

CATEGORY JUDGES:
- Dorothy Goko
  "Gspar"n
- Kudrote Khobishe-Moshagana
  "Citi-KL Busana Busana Ledibol
- Nipher Genga Doga
  "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 Uzoebo
  "EABL"

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
  "MTA Bank Ghana"
- Vergilus Casar Madsen
  "Danish foreign service"
- Nwosu Ezi
  "Unilever"
- Toyin Dania
  "MEST Africa"

INCLUSIVE LEADER

LARGE NATIONAL COMPANIES
1st Ayasha Bedeni Ibe
2nd Kofi N. Genfi
3rd Michael Msumah-Bashe
4th Francis Damka

INDIVIDUAL/NON-PROFIT/CONSULTANT
1st Onyeka Akpaida
2nd Efe Ukala
3rd Janet Awekoya

OVERALL WINNER:ONYEKA AKPAIDA

CATEGORY JUDGES:
- Antoinette Kwofie
  "MTA 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 Otosuhemaa 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

“THE TIME IS NOW TO ACT TO CREATE A WORLD THAT IS EQUITABLE FOR ALL.” — JULIE LINN TEIGLAND - EY EMEIA 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.

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

#SHEBELOONGS. LET’S PROGRESS #WOMENFASTFORWARD

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