

**ILO Africa Regional Technical Meeting**  
**The promotion of decent employment through women's entrepreneurship**  
**development**

**Dar es Salaam, May 5<sup>th</sup>- 7<sup>th</sup>, 2008**

**Introduction**

A regional Africa meeting in women's entrepreneurship development (WED) will be held between May 5<sup>th</sup> and May 7<sup>th</sup>, 2008 in the ILO Dar es Salaam Office. The purpose of the meeting is to develop an action plan for WED activities in Africa for the current biennium and beyond. This meeting (along with a similar one held for the Asia region in April 2008) follows from the prospective Governing Body endorsement of a new ILO strategy in WED in March 2008.

**Background**

The promotion of decent employment through entrepreneurship development is the fifth core element of the Global Employment Agenda (GEA) and within this context the ESP Committee in November 2006 stipulated that "specific measures may be required to enable women entrepreneurs to start, expand, and formalize their businesses."

The International Labour Conference's Conclusions on Sustainable Enterprises of June 2007 concluded that "women's economic empowerment is crucial for sustainable societies." The Conclusions call for "targeted programmes in women's empowerment and entrepreneurship". Similarly, ILO Recommendation No. 189 Concerning General Conditions to Stimulate Job Creation in Small and Medium Sized Enterprises posits that "members should encourage support for female entrepreneurship, recognising the growing importance of women in the economy, through measures designed specifically for women who are, or wish to become entrepreneurs."

In Africa the ILO's WED Programme has been actively contributing to the achievement of the Ouagadougou Summit on Employment and Poverty Alleviation in Africa (2005) recommendations, where women's entrepreneurship development was identified as core to employment generation and poverty reduction.

The Small Enterprise Programme has been the hub for WED activities in Africa since 2000. Some initial research and pilot studies in the late 1990s were followed by a programme with the assistance of Irish Aid, currently operational in Ethiopia, Kenya, Uganda, UR Tanzania and Zambia. Over the past six years the ILO-Irish Aid Partnership Programme, has been a key component of the ILO's WED strategy in the Africa Region. It sits within the context of the ILO's Decent Work Country Programmes' objective of making full and productive employment and decent work for all, notably women, young people and people with disabilities. The Programme has partnered with ILO-SKILLS to support the inclusion of women with disabilities and the consideration of disability issues throughout all programme activities

**Rationale**

The demand for ILO support in WED among constituents has been steadily increasing. During the 2006/2007 biennium the Office received more than fifteen formal requests for assistance in WED from constituents and other partners in Africa. The demand far exceeds what the WEDGE programme can support. Other funding opportunities exist

but the bottleneck is the small number of ILO colleagues and consultants who are familiar with the ILO's WED approach and tools. The rationale for the workshop is to familiarise other ILO officials, in particular the enterprise and gender specialists, with the ILO's approach in WED.

One central aspect of the WEDGE programme is including women with disabilities in all programme activities. The ILO's expertise in disability inclusion in employment strategies has also become recognised as increasingly relevant. In the Africa Region, all the Decent Work Country Programmes which have been finalised have indicated WED as a priority. Other UN agencies have also expressed a desire to partner with the ILO in this area.

As stipulated in the Strategy Paper, there is a clear need to scale up and to develop a viable strategy for replicating and building upon what has been achieved to date. However there are currently no formalised institutional structures to enable the expertise and knowledge gained to be shared throughout the Africa Region and the Office as a whole. While some knowledge management has occurred, it has not yet been systematically organized to reach all relevant stakeholders.

### **Workshop**

The workshop would be internal to the ILO and last for 3 days. There will be approximately 30 participants. Participants will be drawn from all the ILO Offices in Africa and ILO HQ. In particular:

- Office Directors/Senior Programming Officers
- Enterprise and Gender Specialists in the Region
- Experts who work on WED components, for example: Cooperative development, microfinance, youth employment.
- ILO-Irish Aid Partnership Programme Staff
- Relevant staff from HQ, for example: SKILLS, SEED, STEP, Gender Bureau, Social Finance.

### **Objective**

The overall outcome of the workshop is to improve the ILO's ability to reach the objectives set out in the Decent Work Agenda for the Region. The specific objectives are to:

- Raise awareness among technical specialists of the ILO's WED tools and approaches;
- Reach a consensus for a WED strategy in the Africa Region and formulate an action plan;
- Position WED within the wider context of the DWA.

## **WED Regional Technical Meeting: Administrative Information Note:**

### **Meeting Details:**

1. The Regional Technical meeting is being organised by the ILO Irish Aid Partnership Programme in Addis Ababa and Tanzania. The meeting is an internal ILO meeting.
2. The Venue is the ILO AO Dar es Salaam's Conference Room, Maktaba Street, Dar es Salaam.
3. Simultaneous translation in French will be provided

### **Travel and Accommodation:**

1. Travel and DSA costs for the dates of the meeting will be covered by the ILO-Irish Aid Partnership Programme; once confirmation of participation is received and travel details given to the logistics team EPAs will be sent to the respective ILO Offices.
2. On receipt of EPAs participants are responsible for all their travel arrangements to the workshop
3. The Kempinski Hotel has been booked for participants (To be confirmed)
4. Shuttle Service will be provided if requested, the cost of which is included in DSA.

### **Please note**

**Confirmation of participation should be received by the logistics contacts below before the 18<sup>th</sup> March 2008 in order to facilitate administrative arrangements.**

### **Contact Details**

#### Logistics Contacts:

Name	Email	Telephone	Fax
Tigist Dagne, FAA	<a href="mailto:Dagne@ilo.org">Dagne@ilo.org</a>	+251 11 554 2660	+251 11 554 26
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#### Technical Content Contacts:

Grania Mackie Ned Lawton Martin Clemensson	<a href="mailto:Mackie@ilo.org">Mackie@ilo.org</a> <a href="mailto:Lawtone@ilo.org">Lawtone@ilo.org</a> <a href="mailto:Clemensson@ilo.org">Clemensson@ilo.org</a>	CTA ILO-Irish Aid Partnership Programme Associate Expert ILO WEDGE Theme Team Leader SEED Programme
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**DRAFT PROGRAMME**  
**ILO Africa Regional Technical Meeting**  
**The promotion of decent employment through women's entrepreneurship**  
**development**  
**ILO AO Conference Room, Dar es Salaam, May 5<sup>th</sup> - 7<sup>th</sup>, 2008**

<b>5<sup>th</sup> May 2008</b>			
<b>Activity</b>	<b>Presenter</b>	<b>Facilitator</b>	<b>Time</b>
Registration		Tigist Dagne Rhoda Mwamunyange	8.30-9.00
Welcome remark	Jurgen Schwettman	Martin Clemensson	9.00-9.15
Workshop Opening	Regina Amadi - Njoku	Martin Clemensson	9.15-9.30
Background, presentation on ESP Committee conclusions	Martin Clemensson	Martin Clemensson	9.30-10.00
<b>Break</b>			10.00-10.15
WEDGE strategies phase 1 and 2	Grania Mackie		10.00-10.30
Inclusion Strategy of ILO-IA PP	Barbara Murray Fantahun Melles	Grania Mackie	10.30-11.30
Forum on WED in the framework of the Decent Work Agenda	Gerry Finnegan Grace Hemmings	Grania Mackie	11.30-12.30
<b>Lunch</b>			12.30-1.30
Gender equitable environment for women entrepreneurship	Mwila Chigaga Martin Clemensson	Grania Mackie	1.30-2.30
ILO-IA Tools for WED-Enabling Environment <ul style="list-style-type: none"> <li>• MOWE guide</li> <li>• WEA capacity Building</li> <li>• Growth Oriented Women</li> <li>• Entrepreneurs Assessment Guide</li> <li>• Research and Working papers</li> </ul>	Dereje Alemu Ned Lawton	Grania Mackie	2.30-3.00
<b>Break</b>			3.00-3.15
Group work - gender equitable enabling environment	Dereje Alemu Ned Lawton Grania Mackie		3.15-4.15
Close			4.15
Reception			7.00-9.00

<b>6<sup>th</sup> May 2008</b>			
<b>Activity</b>	<b>Presenter</b>	<b>Facilitator</b>	<b>Time</b>
Recap of day 1	Participants		8.30-8.45
Gender equitable business development service (BDS) and provision to women entrepreneurs	Dereje Alemu Ned Lawton		8.45-9.45
ILO Tools for WED-BDS Provision <ul style="list-style-type: none"> <li>• WED Capacity Building</li> <li>• FAMOS</li> <li>• Gender and disability sensitive BDS provision (Draft)</li> <li>• Guide for HIV and SME development</li> </ul>	Fantahun Melles Grania Mackie	Ned Lawton	9.45-10.15
<b>Break</b>			10.15-10.30
Group work gender equitable BDS and BDS provision to women entrepreneurs	Fantahun Melles Grania Mackie		10.30-11.30
Improving income-generating capacity, productivity and competitiveness for women entrepreneurs	Gerry Finnegan		11.30-12.30
<b>Lunch</b>			12.30-1.30
ILO Tools for WED- improving performance <ul style="list-style-type: none"> <li>• GET Ahead</li> <li>• EYB for GOWE</li> <li>• Gender sensitive value Chain Development</li> <li>• Micro Finance Provision</li> </ul>	Linda Deelen Grania Mackie		1.30-2.00
Group work-improved performance for WEs	Linda Deelen Grania Mackie		2.00-3.00
<b>Break</b>			3.00-3.15
Forum on Knowledge sharing and establishment of a WED community of practice	Michael Henriques Martin Clemensson		3.15-4.15
Strategies phase 3 ILO-IA PP	Ned Lawton		4.15-4.45
Close			4.45

<b>7<sup>th</sup> May 2008</b>			
<b>Activity</b>	<b>Presenter</b>	<b>Facilitator</b>	<b>Time</b>
Recap of day 2	Participants		8.30-8.45
Group Work on Action Plan for WED Region Sub Regions			8.45-9.45
Presentation of Action Plans			9.45-10.45
<b>Break</b>			10.45-11.00
Wrap up and next steps	Martin Clemensson		11.00-11.15
Workshop evaluation session	Japhet Banda		11.15-11.45
Workshop closing	Regina Amadi - Njoku		11.45-12.00
<b>Lunch</b>			12.00-1.00
WED 'Clinics' As per the sign up sheet	Martin Clemensson Grania Mackie Linda Deelen		1.00-3.00
Mini Trade fair for WEs and WEWD			1.30-4.30

\*Issues surrounding young women entrepreneurs and women entrepreneurs living with HIV and AIDS will be included in group work as a specific target group.