



**International Co-operative
Alliance – Africa**
A Region of the International
Co-operative Alliance



2nd Africa Co-operative Conference

28th - 30th October 2016

Lemigo Hotel; Kigali- Rwanda

Theme:

“Co-operatives in Africa Embracing Sustainable Development Goals”

Table of Contents

Table of Contents.....	3
Acknowledgements.....	5
1.0 INTRODUCTION.....	8
1.1 Structure of this Report	9
1.1.1 The Alliance Africa Youth Conference:	9
1.1.2 The Alliance Africa Gender and Research Conference:	10
2.0 ALLIANCE AFRICA YOUTH CONFERENCE.....	11
2.1 Session One: Thematic Presentations Youth Conference	11
2.1.1 Partnerships and Collaborations	11
2.1.2 Promoting Financial Inclusion for Young People through Co-ops for Sustainable Dev ..	12
2.1.3 Employment vs. Job Creation and the Role of Business Development Services.....	13
2.2 Session Two: OPENING CEREMONY.....	14
2.2.1 Welcome Note: Mr. Augustin KATABARWA, Chair NCCR.....	14
2.2.2 Statement: Welcome message from the Alliance Africa: Dr. Sifa	14
2.2.3 Statement: Welcome message from the Alliance Africa Board: Mr. Stanley.....	14
2.2.4 Statement: Welcome message from International Co-operative Alliance: Mr. Charles.	15
2.2.5 Statement: Video message from International Co-operative Alliance: Ms Monique LEROUX, President of The Alliance	15
2.2.6 Message from the Chair, APMC: Hon. Minister Biggie BUTALE, Botswana	15
2.2.7 Statement: EU Engagement with CSOs: Ambassador Michael RYAN.....	16
2.2.8 Introduction and welcome the Chief Guest: Mr. Apollo MUNANURA RCA	16
2.2.9 Key Note Speech by the Chief Guest: Hon. Minister Francois KANIMBA – Rwanda.....	16
2.3 Session Three: Alliance Africa Youth Conference, Continued	19
2.3.1 Background Paper: Ms. Hilda OJALL, KUSCCO	19
2.3.2 High Level Panel on Trade, Funding and Participation of Youth in Co-operatives.....	19
2.3.3 The Role of the Education Program of Youth and Staff in JCCU; Ms. Yuki NISHIMOTO .	22
2.3.4 Case Studies on Successful Partnerships and Lessons Learnt from Best Practice:	22
2.3.5 Conclusions and Recommendations.....	22
3.0 ALLIANCE AFRICA GENDER AND RESEARCH CONFERENCE.....	23
3.1 Session Two: Thematic Presentations Gender and Research Conference	23
3.1.1 Opening remarks: Dr. Chiyoge B. SIFA, Regional Director, The Alliance Africa.....	23

3.1.2 Background Paper: Trade, Funding and Participation of Women in Coops: Ms. Irene...	23
3.1.3 High Level Panel on Trade, Funding and Participation of Women in Co-operatives	25
3.2 Sub theme 1: Co-operatives and Gender Integration	27
3.2.1 Comparative Study on Gender Integration and Co-ops: Ms. Jacqueline KUSCCO	27
3.2.2 Bridging the Entrepreneurial Gender Gap: The Power of Social Capital: Dr. Rose ANU.	27
3.2.3 Co-operatization for Women: Case of Tanzania: Dr. Magareth MoCU	28
3.3 Sub theme 2: Co-operative Entrepreneurship and Start Ups.....	28
3.3.1 Capital Structures and Sustainability of SACCOS: Dr. Benson Otieno NDIEGE MoCU	28
3.4 Background Paper: The Role of Research in African Co-operative Development and the Implementation of eh Sustainable Development Goals: Prof. Faustine K. BEE, MoCU	29
3.5 Sub theme 3: Co-operative Research in Africa	29
3.5.1 The Co-operative movement in Tanzania: Dr. Seimu MoCU.....	29
3.5.2 Comparative Policies and Legislation Analysis of Rwanda, Uganda and Tanzania: Prof. Suleman CHAMBO, Esther TOWO and Michael TIRUHUNGWA, MoCU.....	30
3.6 Sub-theme 4: Co-operative Education, Training and Capacity Building.....	30
3.6.1 Co-operative Education and Training in Ukraine: Dr. Oleksiy NESTULYA, Rector, Poltava University of Economics and Trade, Ukraine.....	30
3.6.2 Co-operative Education and Training: Prof. Esther GICHERU CUK.....	30
Appendix 1: Alliance Africa Youth Conference Communiqué	33
Appendix 2: Alliance Africa Gender and Research Conference Communiqué	39
Appendix 3: List of Presentations	46
Appendix 5: Evaluation Report	48
Appendix 4: Attendance List	51

Acknowledgements

We take this opportunity to acknowledge that Government and Peoples of the Republic of Rwanda for accepting and successfully hosting the 2nd Africa Co-operative Conference and 12th Regional Assembly. We are deeply indebted to them for committing government resources and hospitality which facilitated the successful hosting of the meeting.

The entire team at the Ministry of Trade and Industry, Department of Co-operative Development, for their industry, commitment to duty, and extending a hearty welcome to the officials and country delegates.

The National Co-operative Confederation of Rwanda (NCCR), alongside the Rwanda Co-operative Agency (RCA) for organizing, planning and providing protocol, logistical, administrative and technical back up needed to ensure a successful event.

The country delegations that set aside time to participate and provide valuable input into the thematic and country-based case studies.

Development partners for their immense support, presentations and inputs during planning and implementation of this event.

The Director General of the Alliance, Dr Charles Gould despite his busy schedule for finding time to attend the 2nd Africa Co-operative Conference and 12th Regional Assembly.

The Alliance Africa Regional Board for their commitment in providing guidance and creating an enabling environment for monitoring and evaluating statutory processes.

The secretariat for their alertness during the whole meeting, picking details of presentations and comments from delegates.

Thank You to Our Gold, Silver and Bronze sponsors



Abbreviations

ANU	African Nazarene University
ASOP	Action Sociale et d'Organisation Paysanne
BOCA	Botswana Co-operative Association Ltd
BOLESWA	Botswana – Lesotho – Swaziland Youth Tripartite
CAR	Central Africa Republic
COOPERAR	Confederación Co-operativa de la Republica Argentina Ltda
CUK	Co-operative University of Kenya
CCW	Consumer Co-operatives Worldwide
DR.C	Democratic Republic of Congo
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
GAD	Gender and Development
GDP	Gross Domestic Product
ICA	International Co-operative Alliance
ICA-AP	International Co-operative Alliance Asia Pacific
ICT	Information and Communication Technology
KUSCCO	Kenya Union of Savings and Credit Co-operative Union
MoCU	Moshi Co-operative University
MoU	Memorandum of Understanding
NCCR	National Co-operative Confederation of Rwanda
NDFPD	National Development Fund for Persons with Disability
NYS	National Youth Service
ODCo	Office du Development de la Cooperation, Morocco
OPC	Partnerships, Advocacy and Capacity Development Division
PELF	Poverty Eradication Loan Fund
RCA	Rwanda Co-operative Agency
SACCOs	Savings and Credit Co-operative Societies
SDGs	Sustainable Development Goals
SMEs	Small and Medium Sized Enterprises
UN	United Nations
WEF	Women's Enterprise Fund
YEDF	Youth Enterprise Development Fund
ZINAHCO	Zimbabwe National Association of Housing Co-operatives

1.0 INTRODUCTION

Under the overarching theme of **Co-operatives in Africa Embracing Sustainable Development Goals**, the Alliance Africa organized the 2nd Africa Co-operative Conference back to back with the 12th Regional Assembly at the Lemigo Hotel in Kigali, Rwanda.

The 2nd Africa Co-operative Conference this year is two-fold, incorporating the Youth and Gender and Research Co-operative sessions where the Africa Alliance Youth Conference focused on **Co-operatives Promoting Sustained, Inclusive and Sustainable Economic Growth for Youth in Africa**, and the Alliance Africa Gender and Research Conference focused on **Transforming Co-operatives in Africa through Research, Practice and Education: The 2020 Blue-print Agenda for Sustainable Co-operative Development** .

Both Conferences drew 240 participants from Rwanda, Kenya, Uganda, Tanzania, Nigeria, Niger, Burundi, the Democratic Republic of Congo, Mauritius, Morocco, South Africa, Namibia, Zimbabwe, Botswana, Bulgaria, Japan, Ukraine, Belgium, France, Argentina, Swaziland, Sweden and Finland (Appendix 1).

The overall objective of the 2nd Africa Co-operative Conference was to initiate an open and high level discussion on the theme with a view to formulate concrete resolutions and proposals which will be conveyed / presented to the co-operative members and networks, national governments, academia and other development agencies for their further action.

Specifically, the Youth Conference delved into the following topical issues which the Africa Alliance Youth Network came up with as topical issues facing the youth in Africa:

- Partnerships and collaborations – case studies on successful partnerships and lessons learnt from best practices
- Promoting financial inclusion for young people through co-operatives for sustainable development
- Employment vs job creation, and the role of business development services – which way forward for the youth in Africa?

The Gender and Research Conference explored the following sub-themes:

- Co-operatives and gender integration
- Co-operative entrepreneurship and start ups
- Co-operative research in Africa
- Co-operative education, training and capacity building

The event was designed to yield:

- Enhanced appreciation of the Sustainable Development Goals (SDGs) and how co-operatives in Africa can embrace the Goals and work towards them in their daily operations
- Enhanced understanding and appreciation of youth involvement in monitoring the implementation of the SDGs through partnerships and collaborations, financial inclusion, employment and job creation.
- Enhanced appreciation of research as a source of new knowledge
- Enhanced appreciation of gender integration in co-operative development for sustainable development

The 2nd Africa Co-operative Conference was preceded by *Umuganda*, the monthly day of community service since this (29 October) was the last Saturday of the month, where everyone 18- to 65-years-old is expected to do yard work in public parks or help the community in some other way. Conference participants enthusiastically joined their hosts in, among other things, planting trees and cleaning public walkways.

1.1 Structure of this Report

Presentations made by the different speakers took the form of power point presentations followed by a question and answer session meant to enhance understanding, panel discussions and a debate in order to break the monotony of presentations and encourage participatory discussions on the issues presented.

The discussions were structured within the two Conferences as follows:

1.1.1 The Alliance Africa Youth Conference:

Thematic Presentations on:

- i. Partnerships and Collaborations – case studies on successful partnerships and lessons learnt from best practices
- ii. Promoting financial inclusion for young people through co-operatives for sustainable development
- iii. Employment vs. job creation and the role of business development services – which way forward for the youth in Africa?

A background paper on what African youth co-operators contribute to the implementation of the SDGs that set the stage for a high level panel discussion on Trade, Funding and Participation (Membership) of Youth in Co-operatives. This was followed by presentations of the Role of the Education Program of Youth and Staff in Japanese Consumer Co-operatives and more case studies on successful partnerships from Ukraine.

1.1.2 The Alliance Africa Gender and Research Conference:

This began with the presentation of the background paper on Trade, Funding and Participation (Membership) of Women in Co-operatives, giving way to a high level panel discussion on the same.

Thematic presentations revolved around:

- i. Co-operatives and gender integration
- ii. Co-operative entrepreneurship and start ups
- iii. Co-operative research in Africa
- iv. Co-operative education, training and capacity building

2.0 ALLIANCE AFRICA YOUTH CONFERENCE

2.1 Session One: Thematic Presentations Youth Conference

Moderator: Professor Esther Gicheru

2.1.1 Partnerships and Collaborations – Case Studies on Successful Partnerships and Lessons Learnt from Best Practices

Presenters:

1. Mr. Gobe TAZIBA, Youth Representative, Botswana Co-operative Association Ltd (BOCA) - Botswana
2. Mr. Arnauld ZOZO, Assistant Program Manager, Action Sociale et d'Organisation Paysanne (ASOP asbl) – Democratic Republic of Congo
3. Ms. Kristin KOLSHUS, Partnerships, Advocacy and Capacity Development Division (OPC), Food and Agriculture Organization of the United Nations (FAO), Regional Office for Africa

The three presentations dwelt upon the importance of partnerships and collaborations among young Africa co-operators, agreeing that co-operatives are more efficient than other forms of business to achieve certain goals or targets since they strengthen local development and growth of a country in general.

Africa has the largest number of youth in the world, and they should be involved in co-operatives as they are the root of the sustainability of the co-operative movement due to their sheer numbers and energy.

Presenters' key highlights

The Botswana – Lesotho – Swaziland (BOLESWA) Youth Tripartite where the youth of Botswana, Lesotho and Swaziland have come together to support youth co-operation amongst these nations was a good example of best practice where cultural and sporting events involving youth from the three countries eventually morphed into a formal tripartite binding the three governments through Memorandum of Understanding (MoU) in 2014. The BOLESWA Tripartite is now formally recognized by the Alliance Africa, and has embarked on activities aimed at building the capacity of youth co-operators from the three countries. Together they have a vision where youth are the future of the co-operative movement in Africa.

The presentation from ASOP, which supports 156 mainly agricultural co-operatives, revolved around the agricultural activities that youth in Bukavu in South Kivu province of the Democratic Republic of Congo (DR.C) are engaging in, and the young entrepreneurs incubation centre that provides capacity building support which culminates in the youth preparing bankable business plans, support to young enterprises, links to markets, public relations and for possible funding

from ASOP. In this case, ASOP acts as the link between the young entrepreneurs and funders / financial partners with whom ASOP have a partnership.

The Food and Agricultural Organization of the United Nations (FAO) in Africa have been lobbying for an enabling environment for enhanced sustainable food security as well as collaborating on capacity building and knowledge sharing. FAO has had a long standing partnership with the Alliance through which the two organizations, and other stakeholders work together to implement Agenda 2063: A global strategy to optimize use of Africa's resources for the benefits of all Africans

Partnerships are at the heart of FAO's mission in its quest to eradicate hunger and malnutrition in our lifetime (the Zero Hunger Challenge), and thus political commitment and major alliances with key stakeholders are crucial. Effective collaboration are nurtured with governments, civil society, private sector, academia, research centers and co-operatives, through making use of each other's knowledge and comparative advantage since co-operatives and producer organizations are leading the way to a world free from hunger.

2.1.2 Promoting Financial Inclusion for Young People through Co-operatives for Sustainable Development

Presenter: Ms Edna Minoo MUSYOKI, Director, The Co-operative University of Kenya (CUK), Meru Campus – Kenya.

Presenters' key highlights

This presentation revolved around SACCOs (Savings and Credit Co-operative Societies) being a predominant form of external financing for small and micro enterprises in most of the developing countries. However for these SACCOS to be more effective in including youth, they need to go beyond provision of financial services and include social empowerment indicators focusing on equipping youth with networks that would enable them to negotiate for markets and promote the products they sell in their businesses. The presenter also recommended that SACCOs should enhance market linkages and come up with mentorship programs for the youth as it is important in ensuring success of their entrepreneurial activities, while at the same time promote entrepreneurship of youth as a viable, poverty reduction strategy given that most new jobs are being created through small enterprises and self-employment.

She ended by recommending that studies need to be done on co-operative (particularly SACCO) lending methodologies to establish if they are meeting the intended object of uplifting the lives of their members.

2.1.3 Employment vs. Job Creation and the Role of Business Development Services – Which Way Forward for the Youth in Africa

Presenters:

1. Mr. Silas MAIYO, Coordinator, Research and Extension, Institute of Co-operative Development, The Co-operative University of Kenya (CUK) – Kenya
2. Mr. Igor NGOAKOUZOU, Central African Republic
3. Mr. Emmanuel KAMANZI, Youth Representative, National Co-operative Confederation of Rwanda (NCCR) - Rwanda

The presentations revolved around the fact that reducing youth unemployment continues to be one of the major challenges facing most governments in the world in a context where traditional, stable labor markets are shrinking. The ILO estimated that 47 per cent of all unemployed persons globally are young women and men, and 660 million young people will either be working or looking for work in 2016. A similar challenge is evidenced in Africa, where well skilled and knowledgeable youths lack the entrepreneurial skills of becoming job creators but jobseekers.

It was acknowledged that Savings & Credit Cooperatives (SACCOs) in Kenya play a critical role in entrepreneurship development since they mobilize significant volumes of personal savings and channel them into small loans for productive and provident purposes at the community level. Out of the 2,959 registered SACCOs as at 31st December 2015, only 99 (45%) targeted youth owned enterprises. Co-operatives were urged to promote youth entrepreneurship as a viable, poverty reduction development strategy given that most new jobs are being created through small enterprises and self-employment.

A summary of Kenyan government Interventions targeting youth entrepreneurship include the Youth Enterprise Development Fund (YEDF) 2007, a significant government intervention to tackle youth unemployment as well as the Women's Enterprise Fund (WEF) and the National Development Fund for Persons with Disability and Poverty Eradication Loan Fund (PELF) meant to support business initiative by women, youth and disabled persons respectively.

2.2 Session Two: OPENING CEREMONY



2.2.1 Welcome Note: Mr. Augustin KATABARWA, Chair, National Co-operative Confederation of Rwanda (NCCR)

After observing all the protocols, in his welcome address to all the delegates, Mr. Augustin Katarwa, on behalf of co-operative movement in Rwanda, stated that men, women, youth and special groups should be included in the socio-economic development agenda across the entire region of Africa.

2.2.2 Statement: Welcome message from the Alliance Africa: Dr. Chiyoge B. SIFA, Regional Director, The Alliance Africa

Dr. Chiyoge B. Sifa thanks all delegates from near and far for attending the Conference and making the event a memorable one in the Alliance Africa calendar, stating that co-operative that are inclusive of gender and marginalized groups are fully embracing the Sustainable Development Goals and should be supported.

She further stated that women's participation in decision making and in driving the development agenda is still low and part of solution is to actively and deliberately capacitate them so as to enable them to take on more leadership roles within the co-operative movement in Africa. At global level, youth are running the show and should be an inspiration to the Alliance Africa Youth Network to also take up the mantle of leadership as they too have a lot to contribute to the development agenda.

2.2.3 Statement: Welcome message from the Alliance Africa Board: Mr. Stanley MUCHIRI, President, The Alliance Africa

The President's address focused on the Agenda 2030, a comprehensive development master plan for the continent that provides a historic opportunity for the co-operative movement in Africa to pool energies and resources towards sustainable development.

2.2.4 Statement: Welcome message from International Co-operative Alliance: Mr. Charles GOULD, Director General, The Alliance

The Director General called upon the Alliance Africa and members to unite through the Alliance membership promote through leadership and commitment to the movement and develop in growth and solidarity. He further explained that through co-hosting the Summit of Co-operatives such as the just ended one in Quebec, Canada, trade fairs, advocacy and political dialogue, the Alliance is trying to position the co-operative movement in global policies for posterity.

He concluded his opening statement by encouraging the Alliance Africa members to adopt and use the co-op domain and co-op marque to enhance and preserve the co-operative identity – with greater visibility of the impact of co-operatives on sustainable development, the more support government, donors and other stakeholders are willing to provide to the movement.

Mr. Gould presented the video address from the President of the Alliance Monique Leroux who regretted not being able to attend the 2nd Africa Co-operative Conference and 12th Regional Assembly, but wished everyone fruitful deliberations and concrete action points for implementation and follow up.

2.2.5 Statement: Video message from International Co-operative Alliance: Ms Monique LEROUX, President of The Alliance

Ms Leroux welcomed everyone to the 2nd Africa Co-operative Conference and 12th Regional Assembly saying that the theme resonated well with the strong commitment made by the Alliance during the recently concluded 3rd edition of the Summit of Co-operatives in Quebec, towards implementation of the UN SDGs by co-operatives. She further stated that she believes that African co-operatives are making a big difference in the community and strongly contributing to building a world for future generations.

Additionally, Ms Leroux said that this event was a good opportunity to discuss about transforming co-operatives in Africa through research, practice and innovation, and how they can support sustainable growth and contribute to economic development of youth in Africa.

The program that Ms Leroux has proposed to the Alliance is based on three priorities: Unite, Promote and Develop. She is looking forward to receiving concrete resolutions and proposals on how the African co-operative movement will contribute to strengthening our global actions.

2.2.6 Message from the Chair, Alliance Africa Ministerial Conference: Hon. Minister Biggie BUTALE, Minister of Investment, Trade and Industry – Botswana

Dr. Charles Mwitzi, representative Hon. Minister Biggie Butale presented his speech, stating that the current challenges in development require all of us to bring on board active participation of youth in our co-operatives. This will require us to develop a “new generation

co-operatives that are based on modern business practices with a human face.” These will attract youth who will be able to develop 21st century co-operatives that will be able to withstand the stiff business competition inherent in this process of globalization.

He concluded by saying that, *“Cooperatives are the future of Africa”*, and exhorted all to work together to ensure *“A strong, united and prosperous Africa.” We owe this to ourselves and the future generations of our continent.*

2.2.7 Statement: European Union Engagement with Civil Society organizations: Ambassador Michael RYAN, Head of Delegation to the Republic of Rwanda

Ambassador Ryan stated that the European Union recognizes the important role that co-operatives play in investment, agribusiness and the service sector, and also as a means for empowering youth, women and other vulnerable groups. He further stated that the European Commission supports the Alliance Africa and entire Alliance in achieving their international global development agenda, specifically through a framework partnership agreement signed between the EU and the Alliance earlier this year.

Ambassador Ryan reiterated the EU’s commitment to provide development assistance to African governments, and also structured dialogues with, and support to civil society organizations, of which co-operatives are a part, encouraging co-operatives to apply for EU funding whenever relevant calls for proposal are launched.

2.2.8 Introduction and welcome the Chief Guest: Mr. Apollo MUNANURA, Director General, Rwanda Co-operative Agency (RCA)

The RCA Director General stated that the establishment of the RCA and NCCR followed the formation of a task force established in 2005 to look at the legislation and viability of co-operative enterprises and their contribution to the economy development.

It was established that co-operatives create employment for youth and contribute to wealth creation and should thus be supported. He further stated that the co-operative model needs to be enhanced to embrace socio-economic and political democracy and development for all.

After his brief address he welcomed the Chief Guest to officially open the 2nd Africa Co-operative Conference and 12th Regional Assembly.

2.2.9 Key Note Speech by the Chief Guest: Hon. Minister Francois KANIMBA, Minister of Trade and Industry – Co-operative Development – Rwanda

The Honorable Minister warmly welcomed all guests to the 2nd Africa Co-operative Conference and the 12th Regional Assembly of the Africa Alliance stating that this was Rwanda’s second time to proudly host this event in a period of 4 years; the first was 10th Regional Assembly in 2012. He stated that the event was a golden opportunity for all stakeholders to discuss the

development, organization and growth of the co-operative movement as well as present an opportunity, for members to network and form alliances leading to mutual benefits. He encouraged all participants to make good use of this conference so that we can better shape the development of our nations.

Hon Kanimba went on to say that co-operatives are by their very nature a means by which social businesses and enterprises are created. Co-operatives are indeed catalysts for social inclusiveness, economic growth and sustainable development, and international experience shows that, the sustainability of these enterprises contributes to poverty alleviation by generating employment and improved access to financial services. Therefore, co-operatives contribute significantly in strengthening local development and the growth of the economy of a country.

Although, the co-operative movement started in most African countries as an effort by the colonial government to drive their agenda, which never appealed to Africans and affected their growth since they restricted their activities to the social and agricultural sectors, the cooperative movement today is seen as a conduit with values and principles of mutual support, self-responsibility, democracy, equality, equity and solidarity. Co-operatives are increasingly becoming strong and lasting businesses that bring communities together, and it is indeed marvelous to see the Co-operative Movement in Africa making good progress and contributing to the economic well-being of the citizens of their countries.

After the disruption of the 1994 Tutsi genocide, the Government of Rwanda placed significant effort in rejuvenating the co-operative movement in close collaboration with development partners and NGOs. This saw the Government set up a Taskforce on Co-operative Promotion in 2005, dedicated to facilitating the establishment of an enabling legal environment for the development of co-operatives, which then transformed into the Rwanda Co-operative Agency (RCA), which then further assisted co-operatives to set up their apex body, an umbrella organization known as the National Co-operatives Confederation of Rwanda (NCCR) in 2010.

He further stated that the theme "Co-operatives in Africa Embracing Sustainable Development Goals" and the slogan of the 2016 Co-operative Day "Co-operatives: The power to Act for a Sustainable Future" are perfectly aligned with the United Nations' 2030 Agenda for Sustainable Development adopted in September 2015, stating that he was optimistic that these goals can be achieved with the full support and co-operation of all stakeholders, and encouraged the co-operative movement in Africa to also take a pledge in ensuring that they can contribute actively in reaching the UN's goal to ensure a sustainable future.

Since small and medium sized enterprises (SMEs) comprise 90% of business in the East Africa region, and provide up to 60% of employment opportunities, achieving private sector-led

growth will mean removing the constraints currently impeding the growth of SMEs, building a strong enabling and sustainable foundation for the co-operative movement will help East Africa to achieve its targets and furthermore, boost economic development and consequently influence job creation and poverty reduction.

He urged participants to fully utilize this conference as a mechanism to improve the co-operative movement spectrum to a level where it becomes sustainable, with stronger apex co-operative organizations and better working environments which provide adequate service to the public and members.

He reiterated the need for co-operatives to adopt an approach that integrated the social, economic, political and environmental dimensions of the co-operative model, adding that through this co-operative would be able to play a pivotal role in the achievements of the SDGs set by the U.N.

He took the opportunity to thank and congratulate all parties who contributed to the organization and realization of the 2nd Africa Co-operative Conference and 12th Regional Assembly, and also thanked the numerous partners who provided technical and financial support to the International Co-operative Alliance - Africa for the organization of this event.

He appreciated the co-operators present for the good work they are doing and urged them to keep it up, emphasizing the importance of continuing the focus of poverty reduction through private sector development.

He concluded by wishing all fruitful deliberations and looked forward to obtaining implementable outcomes which would hopefully result in a stronger and more vibrant co-operative movement.

The 2nd Africa Co-operative Conference and the 12th Regional Assembly of the Alliance Africa was officially opened.

2.3 Session Three: Alliance Africa Youth Conference, Continued

2.3.1 Background Paper: What can Africa Youth Co-operators Contribute to Implementation of the Sustainable Development Goals: Ms. Hilda OJALL, Kenya Union of Savings and Credit Co-operative Union (KUSCCO)

The background paper focused on the youth factor as an important social-political and economic aspect that ensures development in Africa. Youth empowerment ensures that co-operatives in Africa do promote good inter-generational relations, taking into consideration that youth co-operators and potential co-operators in Africa have vigor and an above average basic education and can thus be trained on how to generate, organize and disseminate data for reviewing and monitoring implementation of the SDGs. However unemployment, underemployment, poverty and lack of partnership and collaborations stand in the way of Africa achieving the SDGs.



Co-operatives can and should tap into the youth market by providing them with credit to kick start small and medium-sized enterprises to curb poverty and increase jobs so as to lessen the dependency burden and ensure that development is achieved. Youth involvement would also ensure smooth transition of leadership from the older people to the youth so that there is sustainability within the movement. This can be facilitated by

training, mentoring, guidance and offering advisory services to African youth co-operators. It would, without a doubt, be pleasing to see that the implementation and monitoring of the SDGs significantly include youth to reach the overall goal for sustainable economic development and adequate employment for all.

2.3.2 High Level Panel on Trade, Funding and Participation (Membership) of Youth in Co-operatives (Honorable Ministers and International partners with special programs for Africa)

Panelists:

1. Mr. Ali Noor ISMAIL, Principal Secretary, State Department of Co-operatives, Kenya
2. Mr. Peter ASHADE, Chief Executive Officer, Prudential Registrars Limited, Nigeria
3. Mr. Todor IVANOV, Secretary General, Consumer Co-operatives Worldwide (CCW)
4. Ms. Gabriela BUFFA, President, The Alliance Youth Network
5. Mr. Abdelkarim AZENFAR, Directeur Office du Developement de la Co-operation (ODCo), Morocco

6. Mr. S. Adolphine MULEY, Minister of Agricultural and Rural Development, South Kivu Province, Democratic Republic of Congo

Session Moderator: Mr. Todor IVANOV, Secretary General, Consumer Co-operatives Worldwide (CCW)

Mr. Todor Ivanov, who doubled as both a panelist and session moderator focused on global perspectives and started off this panel discussion by stating that indeed youth are leaders of tomorrow and in order for young co-operators to realize the goal of being leaders of tomorrow they be open to the three phases of the leadership reality; they must first of all be engaged, in other words be open to communication about the co-operative mission, be online and on top of the news, be educated and be engaged with successful institutions. Secondly, young people must also be development oriented and show commitment to the national co-operative organizations within their countries and also to the youth / student co-operatives, and thirdly have individual commitment and realize that nothing is granted – you must want it. Young people must realize that one is never a leader by default / automatically and no one is entitled to anything by default. He ended his address by stating that leaders are born, but need to be developed. Are young African co-operators ready for leadership?

On employment, Mr. Ivanov stated in the next decade, there will be 1.8 billion young people in the world, of whom 1 billion will enter the job market. Already there are up to 400 million jobs available meaning that that up to 600 million jobs need to be created, that is 5 million jobs a month). These statistics pose a challenge to youth, but can also be seen as an opportunity; co-operatives are in an outstanding position to provide solutions as they have unparalleled access to people, are able to break down barriers and understand the needs of people and find solutions to these needs, while at the same time make some income in a socially sustainable manner.

Mr. Ali Noor Ismail's address focused on the Kenyan context in which 65% of the population are youth aged between 18 and 35 years of age, and this continues to grow. Since youth provide the future for the African co-operative movement, governments and co-operative leaders need to provide good working environment for youth to enable them grow and even form co-operatives that are youth led and owned. One way in which this could be done is through the adoption and use of technology, information and communication technology (ICT) in the delivery of co-operative services. In Kenya 292 SACCOs were formed through the National Youth Service (NYS) programs, and laws, policies and regulations are in the process of being reviewed so that they are conducive to youth engagement.

Ms Gabriela Buff from Argentina focused her discussions on the South American nation, whose population stood at 43 million individuals by the last census. Out of the entire population, more

than 10 million people are members of one of the 3,000 co-operatives in Argentina; co-operatives cover a wide range of sectors, including education, housing, tourism, gender equality, legislation, public services, and regional integration. COOPERAR, the national co-operative that she is affiliated to encourages youth participation through the Youth Assembly and the National Committee for Youths, and identifies youth participation as a need and right.

Grassroot level co-operatives advocacy in Argentina has resulted in 12 federations having a dedicated youth representative in their boards of diverse in background and industry/sectors, including a federation of electricity co-operatives, a federation of workers co-operatives, a federation of technology, innovation and knowledge, with a Youth Commission tasked with mobilizing of co-operative funds.

Mr. Peter Ashade from Nigeria acknowledged the grim outlook given the sheer numbers of youth in Africa today and the projected numbers in 2025 and recommended that free trainings must be provided in various relevant skills for youth as attraction into the co-operative movement. Start-up capital to start them-off must also be provided in addition to committing the youth to continuous membership so that they can mature into future trainers at subsidized rates. The question of co-operative capital must be carefully thought out and solved through maybe a co-operative capital market if possible to counter the high bank interest rates.

For funding sources, Mr. Ashade suggested utilizing a municipal bond that could be location specific for empowering youths in any geographic environ, negotiations with Corporate Social Responsibility (CSR) fractions that are committed to youth empowerment and use of funding inflows from foundations and grants. However, issues of transparency and accountability need to be incorporated into co-operative practice and co-operative business in order to attract funding for youth ventures. This could be done through use of appropriate technology and process automation is a sine-qua-non to co-operative processes.

Mr. Abdelkrim Azenfar from Morocco gave a brief background detailing the evolution of the co-operative movement in Morocco and the legal frameworks that enable participation (membership), trade and funding for youth in co-operatives in Morocco.

Mr. S. Adolphine Muley from the Democratic Republic of Congo (DRC) stated that youth are encouraged and supported in agricultural co-operatives, mining and other sectors where youths are keenly engaged. She further stated that creativity and innovations can resolve the high rate of unemployment, although youth are generally more interested in short-term in nature activities and are not patient enough to be in co-operatives whose returns may sometimes be slower in being evidenced.

2.3.3 The Role of the Education Program of Youth and Staff in Japanese Consumer Co-operatives: Ms. Yuki NISHIMOTO, ICA Asia Pacific, Malaysia

There are 113 consumer co-operatives in Japan with a total of 21 million members with a turnover of USD 27.2 billion. The consumer co-operatives are engaged in a variety of sectors for both business and community service, including food safety and environmental protection, home delivery services, stores, mutual insurance, medical services, social welfare, care for the elderly and so on, in which the development of the youth staff alongside concern for their members and community at large are one of the most important areas of their organization, a practice that the youth co-operative can boor a leaf from. Training for youth co-operators is provided in home delivery services, leadership, experts and specialists involved as well as the integration of staff and family components, management and operational skills. Trainings and skills are cascaded to members in different level of business operations (noting the backgrounds).

2.3.4 Case Studies on Successful Partnerships and Lessons Learnt from Best Practice:

Presenters:

1. Dr. Illia GOROKHOVSKYI, Chairman of the Board, Ukrainian Central Union of Consumer Societies
2. Mr. Emin AKHMEDOV, Youth Representative, Ukraine
3. Ms. Nadiia HAVRYLIAK, Youth Representative, Ukraine

The Co-op Ukraine movement is 150 years old but since 35% of the members are youth, the movement has made deliberate efforts to have a robust youth program me.

The youth policy conception has youth involvement in all regional co-operative activities. 25,000 students enrolled in universities and colleges in the Ukraine attend a practical curriculum giving them a competitive advantage in skills training, recognizing and nurturing youth entrepreneurial and industrial skills, as well as involving youth in management and leadership. Some of the advantages that youth co-operators gain are improved terms of employment, skills and inclusion in a database for jobs. There are workshops and conferences for knowledge sharing organized specifically for students / young co-operators were, among other things dissemination of research tools and findings take place.

The youth co-operative movements of Ukraine have the following motto: *We are 150 and we are Young*

2.3.5 Conclusions and Recommendations

Given the sheer numbers; the energy and passion that the youth in Africa possess, it behooves co-operative leaders, policy makers and other stakeholders to seek practical solutions to youth

unemployment now and for the future. Co-operatives have proved themselves to be big employers and big employment creators, and should be supported to ensure integration and inclusion of youth who are the future of the co-operative movement in Africa.

3.0 ALLIANCE AFRICA GENDER AND RESEARCH CONFERENCE

3.1 Session Two: Thematic Presentations Gender and Research Conference

3.1.1 Opening remarks: Dr. Chiyoge B. SIFA, Regional Director, The Alliance Africa

Just as Youth in Co-operatives is an important theme for the African co-operative movement, so is Gender in Co-operatives as well as Research in Co-operatives.

The Alliance Africa Gender and Research Conference is two-fold, with thematic presentations on gender and others on research in Africa that will give us an idea of where we are as a co-operative movement and what we need to do as way forward as the Alliance Africa.

3.1.2 Background Paper: Trade, Funding and Participation (Membership) of Women in Co-operatives: Ms. Irene KINUTHIA, Director of Executive Trainings in Africa, Strathmore Business School, Kenya

Session moderator: Dr. Chiyoge B. SIFA (Mrs), Regional Director, The Alliance Africa

Research findings of a 2015 survey show that women participation in co-operatives has increased over the past 20 years e.g. there has been a 132% increase in women participation in Uganda agricultural co-operatives and other positive markers in Ethiopia, Tanzania and South Africa. Indeed co-operatives have increasingly had a positive impact on women and co-operatives should continue to develop policies that support women from within i.e. micro-level.



The presenter built her case for trade, funding and participation (membership of women in co-operatives from two case studies from the story of wa-Maina: A life propelled by co-operation, and from Mr. S. Kimutai: beyond one generation. From the two cases, the benefits of co-operatives in changing the lives of women and their children was clearly brought out; the two

women benefited from economies of scale, greater bargaining power, economic

empowerment, social empowerment where they gained self-esteem and a sense of belonging, and all these benefits trickled down to others, especially to their children.

The presenter posed the question: If cooperatives are so natural to women, why is the participation low? The reasons are diverse, but she focused on the divergence between the values and priorities of women whereby women are looking for a sense of sisterhood, honesty and transparency. Other hindrances to women's participation in co-operatives include poor leadership where there is lack of alignment between what women wish to achieve versus where the leadership is going resulting in one character being replicated severally in many leadership positions just to meet certain gender parity criteria, but no real representation of women's issues. Policies and procedures on formation, membership and voting rights also hinder women's participation in co-operatives, where for example if only one member per family can vote, then it is most likely that the man as the head of the family votes. Application procedures, processes and documents required e.g. land titles in context where women own very little if any land bars participation of women. Additionally, cultural rules and expectations also serve as hindrances.

In terms of funding models, the presenter argues that the co-operative model sets up the cooperative for failure since a member can borrow 3 times their savings, which does not make business sense unless the co-operative has investments to back up this loaning practice. In relation to sourcing cheaper funds, the challenge is that there is a disconnect between those who have the money and the co-operatives; the co-operatives do not know the criteria for sourcing cheap funds so they are not often short listed. There are also leadership and governance issues in the funding models leading to big losses.

On what can be done to reverse the trend for women in co-operatives, the presenter suggests a mind shift from reactive (what can life do for me) to creative (what can I do for my life). Women should use the available legal and policy instruments to change the narrative and become more involved in co-operative leadership such as the 1995 ICA resolutions on Gender Equality in Co-operatives and the 2000 ILO recommendation to increase women in leadership in co-operatives, among others. At co-operative level, co-operative values need to be fully embraced to highlight those known to be more feminine such as honesty, solidarity, social responsibility etc.

Training and awareness creation for women needs to be stepped up, to include women's strategic needs and priorities in the core agenda of the co-operative, review of bylaws and membership conditions and position co-operatives with a women focus. These deliberate efforts will fast-track the women agenda in co-operatives.

3.1.3 High Level Panel on Trade, Funding and Participation (Membership) of Women in Co-operatives (Honorable Ministers and International partners with special program for Africa)

Panelists:

1. Hon. Minister Fatima MAROUAN, Ministry of Craft, Social and Solidarity Economy, Morocco
2. Mr. Hans LIND, Regional Director, We Effect Regional Office for East Africa
3. Mr. Samuel HLATYWAYO, Director of Co-operatives, Ministry of Small and Medium Enterprises and Co-operative Development, Zimbabwe
4. Mr. George OMBADO, Chief Executive Officer, Africa Confederation of Co-operative Savings and Credit Associations (ACCOSCA), Kenya
5. Mr. Marcellin CHISHAMBO, Governor, Province of South Kivu, Democratic Republic of Congo

Mr. S. T. Hlatywayo, Director – Co-operatives Development presented on behalf of Hon. Minister Sithembiso Nyoni stating that as in most countries of Africa, Zimbabwe included, co-operatives are organized and cut across all the economic sectors that is housing, savings and credit, multipurpose, transport, services, agriculture, fishing mining and manufacturing. The Government of Zimbabwe, through the Ministry of Small and Medium Enterprises and Cooperative Development, has worked tirelessly to create an enabling environment for the co-operative enterprise to gain full traction and potential; the key actors are women and youth, and also people living with disability.

In Zimbabwe women and youth constitute **over 80 percent** of the total population; their participation in co-operatives has been at least 60 % in agriculture, 10% housing, 20 % savings and credit co-operatives while the other sectors like transport, manufacturing, fishing and mining, the co-operatives have been dominated by men. It is however of note that the participation of women and youth in agricultural co-operatives has guaranteed food self-sufficiency in families, improved habitat and enhanced the saving culture, and this must be harnessed and supported. Aid agencies are also helping to boost women participation in agriculture, enterprise, housing, and are appreciated.

Mr. Abdelkrim Azenfar, Directeur, Office du Development de la Cooperation (ODCo) presented on behalf of Hon. Minister Fatima Morouan, whose presentation highlighted the fact that the social fabric in Morocco is changing and women are engaging and contributing more in social enterprises, leading to the change in the legal status of women in Morocco; the statistics indicated that this positive change is indeed being acknowledged, for example, 40% of certified products are made by women, women are represented in the education sector, at least 30% of women participating in commercial activities are women, women are also represented in other sectors in social entrepreneurship in activities such as health, education and home services. The

Moroccan government is actively encouraging and supporting co-operative initiatives being developed.

Mr. Hans Lind briefly presented We Effect, formerly known as the Swedish Co-operative Centre as a co-operative in Sweden that works with partner organisations in more than 20 countries, towards the vision of a sustainable and just world free from poverty.

In East Africa, We Effect currently works with 46 local partners in the co-operative movement, including with the International Co-operative Alliance, with whom there has been a long term collaboration. The We Effect Fair Resource Allocation System (FRAS) tracks the number of women who are supported by their programs - by 2015, 48% women had been reached, however only 24-28% reach women farmer co-operatives and only 18-20% are women in leadership in co-operatives – much more needs to be done to reach a 50-50 balance between men and women's participation, access to productive resources and ownership of land.

Women do work double, in the home and outside the home and do not have much time to be involved in leadership of co-operatives; deliberate efforts being taken in Machakos in Eastern Kenya to provide nanny services through the co-operative is being piloted in order to provide more time for women to get involved in leadership.

All We Effect programme areas are implemented using a gender lens. Programs include focus on youth, climate change, poverty reduction, partnerships and capacity building, and envision that by the year 2021, women in co-operatives will have similar rights as men to economic resources and opportunities to own and control land. This will be done through concerted advocacy efforts as well as working with technical organizations that add value to this cause.

Mr. George Ombado of ACCOSCA pointed out the gender imbalance in terms of numbers in the room stating that in the meeting of today; out of a total of about 250 participants only about 27 are women. That is about 10% women representation in a Conference about Gender in Co-operatives. This poor showing requires all, including men as duty bearers to support affirmative action and take radical measures to reduce the gender disparity, and address gender issues since women need financial inclusions to support their development agenda and unique programs they have.

Mr. Marcellin Chishambo represented by an official from the Governor Province of South Kivu Office mentioned that in the D.R.C there were many co-operatives championing different areas of economic development, including agriculture, workers, mining, tourism, manufacturing and so on. He also mentioned that 70% of the women of South Kivu are involved in co-operatives and have received trainings alongside the youth on co-operatives in Israel. While acknowledging the government's support to co-operative development, Mr. Chishambo's office

mentioned that they were open to learning from sister countries in Africa about how to revive women-led co-operatives in the DR.C.

The panel discussion was concluded with a though provoking result of a study quoted by Mr. Todor Ivanov that found that *“in the business world, the more women on the board of corporations, the more are profits made. The more women in leadership in government / politics, then more socially effective policies are passed”*.

3.2 Sub theme 1: Co-operatives and Gender Integration

Session moderator: Mr. Abdelkrin Azenfar, ODCo, Morocco

3.2.1 Comparative Study on Gender Integration and Co-operatives: Ms. Jacqueline MTONGOLO, Kenya Union of Savings and Credit Co-operatives Union (KUSCCO), Kenya

The presenter gave a brief of KUSCCO's programs that focus on co-operative (SACCO) strengthening in Kenya, particularly focusing on how women are specifically supported.

The issue of gender integration cannot be underestimated; if more women were involved in food production, then hunger worldwide would be reduced by 17% thus the contribution of women in agriculture, and along the entire value chain cannot be ignored but must really be supported.

KUSASA, a facility by KUSCCO empowers women with access to affordable loans; with small savings a woman, through her co-operative can borrow capital to start and also boost her business.

3.2.2 Bridging the Entrepreneurial Gender Gap: The Power of Social Capital: Dr. Rose KARIMI, Dean, Business School, African Nazarene University, Kenya

Women are the most underutilized resource in the world; the reason for the entrepreneurial gender gap in co-operatives. If women are included in our economics then we can achieve the SDGs and the global gross domestic product (GDP) could rise by 2%, which translates to \$1.5trillion.

In order for anyone to succeed in business, intellectual, financial and social capital are needed, but women own 40% less businesses than men and have a lower rate of sustainability of businesses due to not only lack of finances, but also due to lack of access to networks for information on opportunities, markets, mentorship, i.e. social capital - who you know – which is extremely critical for success in business. Co-operatives help women to leverage on social capital through networks, and indeed co-operatives are in a better position to understand what networks are currently available to women.

Increased bonding (within networks) and bridging (between networks) for social capital and linkages can help reduce the gender gap in business sustainability – greater access to funding, emotional support, markets, information, etc.

Co-operatives should embrace social capital as a critical factor for business success in order to enhance quality life and for sustainable development.

3.2.3 Co-operatization for Women: Case of Tanzania: Dr. Magareth MSONGANZILA, Moshi Co-operative University (MoCU)

This presentation was made by Dr. Benson Otieno Ndiege on behalf of Dr. Magareth Msonganzila of Moshi Co-operative University (MoCU) explaining that the University has established a Gender and Development (GAD) department that champions gender and women issues in co-operative development. The role of GAD is to mobilize women's integration in co-operatives through sensitization, training and material support to women and gender mainstreaming.

In MoCU, GAD is done through offering training for members, leaders and staff of women's co-operatives in various regions of Tanzania such as Dodoma, offering material support, encouraging women to join long courses, mobilizing women to undertake correspondence courses, mainstreaming gender at the University and mobilizing women to join co-operatives.

3.3 Sub theme 2: Co-operative Entrepreneurship and Start Ups

3.3.1 Capital Structures and Sustainability of SACCOs: Dr. Benson Otieno NDIEGE, Moshi Co-operative University (MoCU)

SACCOs in Tanzania comprise 60% of all the co-operatives. 56% of these SACCOs are rural based who finance their assets primarily through the members savings and commercial loans.

Where SACCOs have approached commercial banks for financing, they tend to borrow at market rates, which are higher than what their members pay back when they borrow from the SACCOs meaning that the SACCOs become financially unsustainable. SACCOs need to ensure that it is their member's savings that are borrowed so that funding flows within the SACCOs is more sustainable.

Where external cash injections are required, SACCOs must negotiate for lower interest rates from commercial banks, and desist from charging members high rates as this beats the purpose of borrowing from a SACCO which is supposed to provide capital to members at affordable interest rates.

3.4 Background Paper: The Role of Research in African Co-operative Development and the Implementation of the Sustainable Development Goals: Prof. Faustine K. BEE, Vice Chancellor, Moshi Co-operative University, Tanzania

Session moderator: Mr. Micah R. DURU, President, Zimbabwe National Association of Housing Co-operatives (ZINAHCO)

Prof Bee stated that in order to bring co-operative voices into the discussion around the post-2015 development agenda, research is required in order to increase knowledge, devise new applications, establish and confirm facts, solve existing problems, re-affirm the results of previous work and develop new theories.

Co-operative enterprises have been around the world for over 160 years; however the co-operative world is not as well-known as it should be partly because the movement has not been able to sufficiently brand itself in the public mind (Cronan, 2007). The socio-economic, cultural, environmental and technological context has also changed over the years in Africa, and research is needed in order to provide guidance to co-operatives on which new methodologies they should employ in order to still be relevant in contributing to reaching the SDGs.

It has already been established that co-operatives are the most suitable model to address all dimensions of reducing poverty and exclusion (ILO, 2014) by identifying economic opportunities for members; empowering members to defend their interests; converting individual risks into collective risks; and mediating for member access to assets, however there is insufficient literature and data on African co-operatives to build a solid case of their usefulness in poverty alleviation.

The Co-operative University of Kenya (CUK) and Moshi Co-operative University (MoCU) have been on forefront in teaching co-operative program for a very long time, and continue to do so as education and training and attendant research is crucial for co-operative performance and sustainable development.

While co-operatives are, in most cases, not the only solution to poverty alleviation, and not in every case are they the best, co-operatives should focus their energies on those goals and targets for which they are best suited and in doing so they should bring to the table their biggest comparative advantage, hence the critical need for research.

3.5 Sub theme 3: Co-operative Research in Africa

3.5.1 The Co-operative movement in Tanzania: Dr. Seimu SOMO, Moshi Co-operative University (MoCU), Tanzania

The evolution of the co-operative movement in Tanzania from 1953 to 2015 has seen many changes over the years, but have ultimately been liberalized and allowed to function with free

membership and collaboration and partnership with other communities, government entities and development partners.

3.5.2 Comparative Policies and Legislation Analysis of Rwanda, Uganda and Tanzania: Prof. Suleman CHAMBO, Esther TOWO and Michael TIRUHUNGWA, Moshi Co-operative University (MoCU), Tanzania

This presentation was done by Dr. Seimu Somo on behalf of Prof. Chambo, Dr. Towo and Dr. Tiruhungwa with the conclusion that the integrated co-operative model for all the three countries needs to be keenly implemented; these stakeholders within the movement are urged to lobby governments to have financial services that are integrated in co-operative model for sustainable development.

3.6 Sub-theme 4: Co-operative Education, Training and Capacity Building

3.6.1 Co-operative Education and Training in Ukraine: Dr. Oleksiy NESTULYA, Rector, Poltava University of Economics and Trade, Ukraine

The Poltava University of Economics and Trade has been in existence for 55 years, and currently has a student population of 8,500 from 27 counties including African countries. As one of the co-operative universities in Ukraine, the university offers, among other courses, a Masters programme in International Economics, which costs no more than US\$ 4,000, including a personal assistant to take each student through the tutorials and studies.

Ukraine values quality education and is ready to provide relevant higher education to the cooperators from African since the future of co-operation is in co-operatives.

3.6.2 Co-operative Education and Training: Prof. Esther GICHERU, The Co-operative University of Kenya (CUK)

Co-operative education and training is an investment that fosters economic skills, reduce social inequalities. Co-operative training as a source of information responds to the 5th co-operative principle, i.e. co-operative education.

Education to members enhances understanding of the co-operative business and encourages loyalty. It also helps members to know their rights and responsibilities with regard to promoting active and informative membership.

For managers and staff co-operative education provides an understanding of the distinct nature of cooperatives and members, while to the wider public, co-operative education helps in influencing the wider policy formulation and implementation process in cooperatives and transforming research into effective learning through dissemination.

Co-operative education and training also helps the youth to understand the nature of co-operatives, one of the requirements of the co-operative principles.

Effective use of our co-operative heritage informs and inspires co-operators today and will in the future, placing responsibility on all co-operators to educate and train so as to strengthen all co-operatives.

In Kenya there is a lack of basic understanding amongst co-operatives, lack of technical and managerial skills, lack of knowledge and experience among employees and lack of public awareness about the impact of co-operatives. The movement also faces challenges of competition, technology, design of relevant products that benefit members, the movement is credit dominated instead of being driven by savings and there is inadequate capital exacerbated by management and governance issues.

In order to solve these challenges, co-operators need to take advantage of the training options available, including self-directed learning guided by organized tutoring – e.g. radio, training of trainers, workshops, seminars, or tailor made seminars, networking, long term training programs, or distance and eLearning programs. These trainings are grounded in the co-operative principles and values and will strengthen the co-operative movement.

QUESTIONS WITH ANSWERS

Q: The co-operatives and laws: How can we go about changing them so that they promote and strengthen co-operatives in Africa?

A: Lobby governments and advocate for the review and adoption of renaissance of the legislations developed

Q: Ukraine, do you have female students in your university since we saw only male students on the video?

A: Yes, we have 10 female students from African countries currently.

Q: Why are women not more confident in themselves and take up roles and responsibilities relevant for them?

A: There are a variety of reasons for this, including socio-cultural, political, historical reasons. Women empowerment is helping women be more confident to take up leadership roles.

Q: What is the age of a youth?

A: It is 15 – 35 years, but not yet documented officially

Q: Why don't women want to join cooperatives?

A: The reasons are diverse, but chiefly due to the divergence between the values and priorities of existing co-operatives versus the values and priorities of women whereby women are looking for a sense of sisterhood, honesty and transparency that may be absent in some co-operatives. Other hindrances to women's participation in co-operatives include poor leadership where

there is lack of alignment between what women wish to achieve versus where the leadership is going resulting in one character being replicated severally in many leadership positions just to meet certain gender parity criteria, but no real representation of women's issues. Policies and procedures on formation, membership and voting rights also hinder women's participation in co-operatives, where for example if only one member per family can vote, then it is most likely that the man as the head of the family votes. Application procedures, processes and documents required e.g. land titles in context where women own very little if any land bars participation of women. Additionally, cultural rules and expectations also serve as hindrances.

Q: How can we become members of alliance? What is the criterion?

A: The Alliance Africa staff present will send you the contacts of the Director of Membership who will walk you through the process of becoming a member.

Appendix 1: Alliance Africa Youth Conference Communiqué

COMMUNIQUE ISSUED AT THE END OF THE 1-DAY ALLIANCE AFRICA YOUTH CONFERENCE, ORGANISED BY THE ALLIANCE AFRICA IN CONJUNCTION WITH THE ALLIANCE AFRICA GENDER & RESEARCH COMMITTEE AND THE ALLIANCE AFRICA YOUTH NETWORK COMMITTEE, ON THE OVERALL THEME: “**CO-OPERATIVES IN AFRICA EMBRACING SUSTAINABLE DEVELOPMENT GOALS**”, HELD ON 29TH OCTOBER, 2016, KIGALI, RWANDA.

INTRODUCTION

Under the overarching banner of Co-operatives in Africa Embracing Sustainable Development Goals, the Alliance Africa Youth Conference delved into the topic of **Co-operatives Promoting Sustained, Inclusive and Sustainable Economic Growth for Youth in Africa**. The Alliance Africa Youth Conference was held at the Lemigo Hotel in Kigali, Rwanda on 29 October, 2016. It drew more than 243 participants from Rwanda, Botswana, Burundi, Central Africa Republic, Democratic Republic of Congo, Kenya, Mauritius, Morocco, Namibia, Nigeria, South Sudan, Swaziland, Tanzania, Uganda, Zimbabwe, Argentina, Belgium, Bulgaria, Canada, Japan, Sweden and Ukraine.

Its sub-themes were:

- Partnerships and collaborations – case studies on successful partnerships and lessons learnt from best practices
- Promoting financial inclusion for young people through co-operatives for sustainable development
- Employment vs job creation, and the role of business development services – which way forward for the youth in Africa?

The overall topic and sub-themes of the Africa Alliance Youth Conference resonates well with the Sustainable Development Goal (SDG) the 10th Goal, aimed at reducing inequality within and among countries where the specific targets focusing on youth, and looking at progressively achieving sustained economic growth of the bottom 40 per cent of the population at a rate higher than the national average. This Goal also aims to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status by 2030. This Goal is also backed by Goal 8 which focuses on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

In the course of our deliberations, we the participants at the Conference noted that:

- Co-operatives are more efficient than other forms of business and on social organizations to achieve a certain goal or target; they strengthen local development and growth of a country in general.

- Africa has the largest number of youth in the world; they should be involved in co-operatives as they are the root of the sustainability of the co-operative movement due to their sheer numbers and energy.
- Co-operatives must adopt an approach that embraces a political, social, economic, environmental approach in order to become more effective in meeting the SDGs, particularly poverty reduction.
- The European Union recognizes co-operatives as a vital movement in achieving voice and accountability, democracy and governance, as well as in enhancing agricultural and industrial development.
- Strategic partnerships and collaborations, such as the BOLESWA Tripartite¹, can enhance effectiveness of youth co-operatives in Africa and should be nurtured.
- It is best that any form of partnership is first piloted as a collaboration (a form of loose informal engagement) and allowed to organically mature into a legally, financially binding relationship (partnership).
- The UNFAO is in partnership with the International Co-operative Alliance, and with other institutions in order to enhance effectiveness in dealing with climate change, nutrition, gender and governance; they acknowledge that co-operatives are a strategic partner in achieving the SDGs.
- Agriculture and food security matters to all the sustainable goals as these two elements are the basis upon which other development indicators are built; African youth co-operators must be encouraged to engage in sustainable and profitable agriculture.
- Financial inclusion of youth means that financial services are made available to those who need them most; there is no entrepreneur who can do without finances.
- Reducing youth unemployment is one of the major challenges facing most governments in Africa, however on the other hand the world's population is growing at a time when traditional, stable labour markets are shrinking, leading to tremendous socio-economic costs.
- Young people are taking up the challenge of starting their own businesses and much is being learned about how the odds for success can be improved through various types of assistance and through the creation of a supportive environment by policy makers.
- Entrepreneurship has significant benefits such as creation of employment for the young person who owns the business and hires fellow youth in their enterprises.

¹ The BOLESWA Tripartite is an association of youth co-operators from Botswana, Lesotho and Swaziland that strives to bring together young co-operators from the three countries to engage in interactive dialogue over benefits and challenges associated with the participation of youth in co-operatives, with particular emphasis on their empowerment, employment and engagement.

- Co-operatives, particularly SACCOs (Savings and Credit Co-operative Societies), are a predominant form of external financing for small and micro enterprises in most of the developing countries, and SACCOS' role towards developing these enterprises is increasing rapidly.
- The representation of male youth is higher compared to that of female youth in the co-operative membership, thus men are more likely than women to be entrepreneurially engaged due to the existence of socio-cultural constraints, which tend to affect the participation rate of young women in entrepreneurial activity.
- Age is an important factor determining the extent of youth participation in entrepreneurship because different youth sub-groups attain different levels of participation in entrepreneurship.
- The African Union Charter of 2009 defines a youth as a person between the age of 15 and 35, this is different from other definitions of youth as between the age of 14 and 25. In the Democratic Republic of Congo a person ceases to be a youth at age 30.
- Training is one of the major requirements entrepreneurs need to undertake so that they become adequately prepared to effectively face emerging challenges in business ventures. This training, however needs to be relevant to current socio-economic, environmental and technological dynamics.
- Apart from access to finance, entrepreneurs need to know how to develop a business plan, business management, stress management, financial management (budgeting), time management, improving sales, managing and reducing costs, debt recovery techniques, stock control techniques, marketing and recruitment.
- Farmers have limited access to factors of production, credit and information, and markets are often constrained by inadequate property rights and high transaction costs. High transaction costs, including the costs of information and the costs associated with the search for trade partners, the distance to formal markets and contract enforcement, are detrimental to the efficient operation of markets for inputs and products.
- Entrepreneurship is a significant source of job creation and should be further explored by the youth in order to reduce the burden of unemployment.
- Young people need engagement, development and individual commitment in order to engage in the co-operative movement, everything, however starts with self-identification and self-awareness.
- In the next decade 600million jobs need to be created, that is 5million jobs a month – it's an amazing opportunity for co-operatives because they have access to people, young people in particular who need to be nurtured and supported to take advantage of these opportunities.

- Sustainability of the co-operative movement depends on the movement actively and strategically including and nurturing the youth in all activities. Sustainable development will not happen without youth inclusion.
- Africa is the way it is today because of a youth exclusive past; both skilled and unskilled youth must be targeted by the co-operative movement, and an enabling environment must be nurtured in order to encourage them to participate in trade, funding and partnership opportunities.
- Youth are interested in activities of a short term and are not patient enough to be in co-operatives whose returns may sometimes be slower in being evidenced.
- Japanese consumer co-operatives are engaged in a variety of sectors for both business and community activities, including home delivery service, convenience stores, mutual insurance, medical service, social welfare, elderly care services, and so on, in which the development of the youth staffs as well as concern for their members and community are one of the most important areas for our organization;
- Youth mentorship and exchange program in Singapore should be used as a means of inspiring co-operators in Africa to replicate this model within the co-operative movements at national and regional level;
- Training institutions and federations must invest in research and scientific work to enable their students to implement projects that require new knowledge, specialized skill sets and be able them to be more competitive in the employment field and attract better salaries.

RESOLUTIONS

In the light of the observations made during the conference, we the participants:

AWARE of the burden of youth unemployment our societies bear due to the exclusion of youth from employment opportunities;

RECOGNISING the socio-cultural, economic and technological barriers that impede young people from accessing financial services and enterprise development opportunities;

ACKNOWLEDGING the key role played by co-operatives as a source of social capital and social enterprise in contributing to the achievement of sustainable development goals, particular the one responding to dignified work for youth;

HONOURING the efforts made by governments, co-operators and development partners in training, implementing and promoting programs that are relevant to current socio-economic, environmental and technological dynamics for youth;

RESPECTFUL of the positive impact that collaborations and partnerships make in gaining recognition at regional and global platforms, that the technology-mediated financial services have had on reducing the exclusion of youth from financial services;

COMMITTED to encouraging all stakeholders to redouble their efforts to work towards realizing the Sustainable Development Goal 10, aimed at reducing inequality within and among countries where the specific targets focusing on youth; as well as the Africa Agenda 2063 that calls for “A Prosperous Africa Based on Inclusive Growth and Sustainable Development”;

EXERCISING our sovereign and inalienable right to participate in lawful influencing of policy-making processes which incorporates mentoring into its financial services initiatives for youth

DO HEREBY:

- Call upon training institutions and co-operatives especially SACCOs to review their curricula so that their skills development programs respond to the challenges entrepreneurs face on a day to day basis, particularly business management skills and acquiring credit advice while accessing start up finance;
- Call upon governments to increase funding to institutions providing trainings in entrepreneurship in order to enable them revisit curricula.
- Call upon governments and leaders of co-operators to recruit and also develop young people so as not to lose them and keep the co-operative movement growing;
- Call upon our governments to come up with and fully implement appropriate policy to address the exclusion of Youth from mainstream financial services, whose implementation must be monitored by all stakeholders to ensure success;
- Co-operatives should go beyond provision of financial services and include social empowerment activities thus the basis of cooperative institutions’ effectiveness must go beyond financial aspects to include social indicators specifically how well they reach the youth.
- Co-operatives should enhance market linkages and come up with mentorship program for the youth as this is an important step in ensuring the success of their entrepreneurial activities.
- Co-operatives should promote entrepreneurship of youth as a viable, poverty reduction strategy given that most new jobs are being created through small enterprises and self-employment. This would include assistance to young existing and would-be youth entrepreneurs with business training, advisory services, mentorship, and access to finance.
- Research institutions should undertake a comprehensive study of major co-operatives in the region to inquire into strategies co-operatives have put in place to foster entrepreneurship. Particular emphasis should be on provision of non-financial services

offered to help members make wise investment decisions. Since SACCOs play a major role in provision of financial services, studies need to be done on their lending methodologies to establish if they are meeting the intended object of uplifting the lives of their members.

- Co-operatives should become youth-sensitive, particularly in their representation and governance. Youth sections should be created within mixed cooperatives, and gender inequalities should be addressed to ensure the active participation of young women.
- Co-operatives enterprises should provide mentoring, guidance and advisory services to their young members, so that they can become leaders and entrepreneurs, and can overcome constraints (e.g., through access to training, capital land and credit services)
- Co-operatives enterprises that value youth entrepreneurship quest, should value indigenous or traditional agricultural knowledge and practices, while also promoting innovations to stimulate youth's interest in agriculture, farming while motivating technology and innovations
- Co-operatives movement, donors and governments should formulate and implement youth-focused cooperative development initiatives, projects and programs.
- Co-operatives, governments and the international community should play a proactive role in raising the image/profile of all sub-sector enterprises, Co-operatives can be a platform for sharing/demonstrating youths' success stories, or linking young women and men to educational institutes.
- Donors and governments should provide specific financial support for the development of co-operatives that involve and/or engage with young people
- Call upon governments across Africa to ensure an enabling environment to allow co-operatives to grow and thrive
- Multi-stakeholder collaboration and co-ordination is needed in order to avail strategic programs that help young people engage in job creation.
- Co-operators should begin to view co-operatives as a growing concern as an alternative business model that is also a social enterprise.
- Youth oriented products and appropriate information technology platforms should be introduced, i.e. those that are specifically tailor-made to attract youth
- Youth need to also take initiative, be committed, patient and loyal in order to grow into the co-operative movement.
- Call upon governments, policy makers and co-operators to involve youth in everything, all the time.
- Call upon co-operators and governments to share knowledge on technological and other innovations for growth, the cross learning responds to the principle of co-operation among co-operators.

- Call upon government to invest in youth in agriculture as a primary means of escaping poverty and unemployment.

This communiqué was issued by We, the undersigned, on behalf of all the participants, representing the Africa Region, at the conference on 29th October 2016 at the Lemigo Hotel Kigali, Rwanda.

Appendix 2: Alliance Africa Gender and Research Conference Communiqué

COMMUNIQUE ISSUED AT THE END OF THE 1-DAY ALLIANCE AFRICA GENDER AND RESEARCH CONFERENCE, ORGANISED BY THE ALLIANCE AFRICA IN CONJUNCTION WITH THE ALLIANCE AFRICA GENDER & RESEARCH COMMITTEE, ON THE OVERALL THEME: **“CO-OPERATIVES IN AFRICA EMBRACING SUSTAINABLE DEVELOPMENT GOALS”**, HELD ON 30TH OCTOBER, 2016, AT THE LEMIGO HOTEL IN KIGALI, RWANDA.

INTRODUCTION

Under the overarching banner of Co-operatives in Africa Embracing Sustainable Development Goals, the Alliance Africa Gender and Research Conference delved into the topic of **“Transforming Co-operatives in Africa through Research, Practice and Education: The 2020 Blue-print Agenda for Sustainable Co-operative Development”**. The thematic presentations were enriched by a presentation, followed by a high level panel on trade, funding and participation (membership) of women in co-operatives with perspectives being gleaned from the Co-operative Development Departments of line ministries from Zimbabwe, Morocco, the Democratic Republic of Congo and Kenya, as well as from international partners with special programs for Africa.

The Alliance Africa Gender and Research Conference drew 243 participants from Rwanda, Botswana, Burundi, Central Africa Republic, Democratic Republic of Congo, Kenya, Mauritius, Morocco, Namibia, Nigeria, South Sudan, Swaziland, Tanzania, Uganda, Zimbabwe, Argentina, Belgium, Bulgaria, Canada, Japan, Sweden and Ukraine.

Its sub-themes were:

- Co-operatives and gender integration
- Co-operative entrepreneurship and start ups
- Co-operative research in Africa
- Co-operative education, training and capacity building

The overall topic and sub-themes of the Africa Alliance Gender and Research Conference resonates well with the Sustainable Development Goal (SDG) No. 5: *“To achieve gender equality and empower all women and girls”*, as well as with the African Agenda 2063 that calls for “A

Prosperous Africa Based on Inclusive Growth and Sustainable Development”, and cuts across ten (Goals 1-5, 7-10 & 16) of the seventeen Sustainable Development Goals.

In the course of our deliberations, we the participants at the conference noted that:

Gender:

- The general strategy of any co-operative gives an insight on what perspectives are highlighted and also what needs to be improved with regards to women in leadership.
- There is concrete evidence of how co-operatives are helping women to look after their children, educate and feed them as well as attain health care and funeral services. Co-operatives have also helped women attain financial empowerment as well as social empowerment – self-esteem – a sense of belonging to an entity that is important and bigger than self.
- Low participation of women in co-operatives is due to, among others:
 - a divergence in the practice of the values of the co-operatives that leave women feeling excluded (social orientation / sisterhood aspects missing);
 - poor leadership skills – one character duplicated in several positions, who may not necessarily espouse the values of the majority of women, hence women losing interest in participating,
 - laws and policies are gender sensitive, however the by-laws within the co-operatives may sometimes have clauses that exclude the woman,
 - Procedures may not encourage women participation, such as complicated documentation requirements, assets required to join the co-operative, voting practices, etc.
 - cultural rules and expectations – systems and practices not blending with the culture
- There is need for creativity in our thinking to encourage women participation – a deliberate effort is needed to prepare the younger woman in particular to take up leadership positions by embracing the co-operative values and principles by espousing the virtues of honesty, solidarity (sisterhood) and social responsibility.
- Include women’s strategic needs and priorities in the core agenda of the co-operative and position co-operatives as woman focused, where the protagonists are portrayed as women so that more women identify with the co-operative movement.
- There has been increased participation of women over the last 20 years, e.g. by 132% in Uganda, and good markers in other African countries as well, including Ethiopia, South Africa, etc.
- The co-operative concept has been one of the key drives of socio-economic and cultural transformation of communities in sub-Saharan African countries.

- In most countries of Africa, Zimbabwe included, co-operatives are organized and cut across all the economic sectors that is housing, savings and credit, multipurpose, transport, services, agriculture, fishing and manufacturing.
- The Government of Zimbabwe, through the Ministry of Small and Medium Enterprises and Cooperative Development, has worked tirelessly to create an enabling environment for the co-operative enterprise to gain full traction and potential; the key actors are women and youth, and also people living with disability.
- In Zimbabwe women and youth constitute **over 80 percent** of the total population; their participation in co-operatives has been at least 60 % in agriculture, 10% housing, 20 % savings and credit co-operatives and the other sectors like transport, manufacturing, fishing and mining have been dominated by men.
- The participation of women and youths in agricultural co-operatives has guaranteed food self-sufficiency in families, improved habitat, etc. and this must be harnessed and supported.
- Aid agencies are helping to boost women participation in agriculture, enterprise, housing, etc. and should be appreciated.
- The social fabric in Morocco is changing and women are engaging and contributing more in social enterprises, leading to the change in the legal status of women in Morocco; the statistics indicate that this positive change is indeed being acknowledged, for example, 40% of certified products are made by women, women are represented in the education sector, at least 30% of women participating in commercial activities are women, women are also represented in other sectors in social entrepreneurship in activities such as health, education and home services. This has made the government to encourage the initiatives being developed.
- We Effect currently works with 46 local partners in the co-operative movement, including the International Co-operative Alliance, with whom there has been long term collaboration.
- The We Effect Fair Resource Allocation System (FRAS) tracks the number of women who are supported by their programs. By 2015, 48% women had been reached, however only 24-28% reach women farmer co-operatives and only 18-20% are women in leadership in co-operatives – much more needs to be done to reach a 50-50 balance between men and women's participation, access to productive resources and ownership of land.
- Women do work double, in the home and outside the home and do not have much time to be involved in leadership of co-operatives; deliberate efforts being taken in Machakos in Eastern Kenya to provide nanny services through the co-operative is being piloted in order to provide more time for women to get involved in leadership.
- All We Effect programme areas are implemented using a gender lens. Programs include focus on youth, climate change, poverty reduction, partnerships and capacity building.

- Only 10% of the participants of this Conference are women – this is the general trend in most conferences and this gender disparity should be improved.
- In the business world, the more women on the board of corporations, the more are profits made. The more women in leadership in government / politics, the more socially effective policies are passed.
- If more women were involved in food production, then hunger worldwide would be reduced by 17% thus their contribution cannot be ignored but must be supported.
- KUSASA, a facility by KUSCCO empowers women with access to affordable loans; with small savings a woman, through her co-operative can borrow capital to start and also boost her business.
- The entrepreneurial gender gap in co-operatives – women are the most underutilized resource in the world. If women are included in our economics then we can achieve the SDGs. Global GDP could rise by \$1.5 trillion if women were involved in economics.
- To succeed in business intellectual, financial and social capital are needed, but women own 40% less businesses than men and have a lower rate of sustainability of businesses due to lack of finance and also lack of access to networks for information on opportunities, markets, mentorship, i.e. social capital - who you know – which is extremely critical for success in business – co-operatives help women leverage on social capital through networks, and indeed co-operatives are in a better position to understand what networks are currently available to women
- Increased bonding (within networks) and bridging (between networks) for social capital and linkages can help reduce the gender gap in business sustainability – greater access to funding, emotional support, markets, information, etc.

Education and Research:

- SACCOs in Tanzania are doing well, but not too well in the aspect of capital structure – using more of external loans rather than members' savings – and also putting lots of money in the bank and not loaning this money to members for their socio-economic improvement. SACCOs are thus not able to evaluate how well these funds are being used leading to high default rates from members. In order therefore to remain viable, SACCOs must use members' savings and institutional capital as the primary financing means.
- In East Africa alone, a total of 37,979 co-operatives were registered by 2014, however due to absence of accurate data, this figure cannot be scientifically verified. If there was adequate research in place, then it would be easier to get more accurate data of the co-operative movement across all sectors.
- Research is needed in order to get information on the legal frameworks within which co-operatives operate, and also on the governance frameworks within the national co-operatives.

- The Co-operative University of Kenya and the Moshi Co-operative University in Tanzania offer specialized training in co-operatives and also undertake research activities, other countries also offer co-operative courses such as Uganda, Malawi, South Africa, Nigeria and South Africa where research on co-operatives is also undertaken.
- Co-operatives should focus their energies on the sustainable development goals and targets for which they are best suited, and thus bring to the table their biggest comparative advantage.
- Lessons can be learnt from the evolution of the co-operative movement in Tanzania where it moved from colonial control to government control, where they were singled out as champions of socialism and seen as elements of the ruling party, and finally to member control without influence of the ruling party.
- As co-operators we belong to one family, and strive to work closer together for material and emotional support; the Ukraine University is ready to provide good quality education to co-operators from Africa, but they also need African commitment so as to collaborate on education issues.
- Co-operative education makes sustainable co-operatives, and builds ownership and loyalty of members to their co-operatives.
- Education to members and leaders of co-operatives that is rooted in the co-operative values will form an active and loyal membership.
- Managers and staff need to understand the distinct nature of their organization and the needs of their members.
- Co-operatives are about continuity and this cannot happen if the wider public is not aware of co-operatives and thus aspire to join the co-operative movement. Dissemination of research findings and documentation of success stories should therefore be done in such a way that the wider public becomes aware of co-operatives.
- The lack of management and technical skills as well as the lack of knowledge and experience within the co-operative movement should be addressed.
- Co-operatives are competing with commercial banks and striving to become like banks, which spells the beginning of the end of co-operatives.
- All Co-operative University of Kenya programs have co-operative education integrated into them; the Institute of Co-operative Development is the repository of all co-operative values and principles so that the university continues to preserve its heritage.

RESOLUTIONS

In the light of the observations made during the conference, we the participants:

AKNOWLEDGING the positive milestones achieved in policy and legal instruments integrating women in leadership in co-operatives, cascading to individual co-operatives' by laws and rules.

AWARE of the low representation of women in leadership despite the number of women in the population of various Africa countries;

RECOGNISING the socio-cultural, economic and technological barriers that impede women from fully participating in co-operatives;

AKNOWLEDGING the key role of social capital in enhancing business sustainability for women-led businesses;

COMMITTED to co-operation among co-operatives which calls on all co-operators to support each other;

HONOURING the efforts made by governments, civil society and development partners in training, implementing and promoting programs aimed at improving gender parity in leadership;

COMMITTED to encouraging all stakeholders to redouble their efforts to work towards realizing the Sustainable Development Goal 5: "To achieve gender equality and empower all women and girls", as well as the Africa Agenda 2063 that calls for "A Prosperous Africa Based on Inclusive Growth and Sustainable Development";

RECOGNISING the role of research to generate new knowledge, document success stories and provide accurate data that will support co-operative development in Africa;

EXERCISING our sovereign and inalienable right to participate in lawful influencing of policy-making processes:

DO HEREBY:

- Call upon our governments to go beyond policy making and ensure enforcement of gender parity rules in order to support women's participation in leadership;
- Call upon co-operative leaders to stand strongly to enhance women's empowerment in the co-operative movement.
- Call upon co-operators, and other stakeholders to take into consideration the data provided in order to better plan for women's participation.
- Call upon men as duty bearers to actively support women to aspire for leadership positions, financial inclusion and gender equality.
- Call upon governments and co-operators to support the bonding, bridging and linking linkages that allow women to network, have increased access to information, markets

for their products, technology and new ways of producing in order to help women have a higher success rate of business sustainability.

- Lobby education institutions to include training on enterprise selection and development in their curricula and integrate this across all their training courses, and particularly focus this on gender integration so that gender parity is achieved, understand the co-operative values that make the co-operative business.
- Lobby governments continuously to enable enhanced collaborations between African and Ukrainian universities in order to enhance skills in co-operative enterprise development.
- Call upon training and capacity building institutions to carry out in-depth research to identify women's needs and how best to facilitate intervention processes.
- For sustainability of SACCOs in Africa, SACCOs are called upon to utilize members' savings and internal funding more than utilizing funds from commercial banks – keep the funds within the movement and enhance co-operation among co-operatives.
- Call upon the co-operative movement to take advantage of available research opportunities housed within Co-operative training institutions so as to gain new knowledge, enhance skills and data.
- Lobby governments and co-operators to protect the principle of autonomy and advocate for co-operative policies and legislation that clearly indicate that co-operatives must not be placed under strict supervision by the government, as long as they operate within the law.
- Lobby and advocate for a policy and strategy for transformation from traditional co-operative societies to entrepreneurial co-operatives.
- Co-operative education and training should base much on the education of members who are leaders-in-waiting, instead of focusing only on staffs, Board and committee members.
- There is a need to establish regional/district / county and national fund for co-operative education and training so as to subsidize SACCOS
- Co-operatives are urged to adhere to the Co-operative policy and the by-laws which require provision of education and training to members.
- Screening of the trainers needs to be done (by regulatory authorities, co-operative officers and/or Board) to avoid provision of education and training that are not relevant to co-operatives and create confusion.
- Lobby governments to review legislation around co-operatives, using the co-operative principle as a guide, in order to obtain a conducive environment for the development of the co-operative movement in Africa.

This communiqué was issued by We, the undersigned, on behalf of all the participants, representing co-operators from across the Africa region, at the Alliance Africa Gender and Research Conference on 30th October 2016 at the Lemigo Hotel Kigali, Rwanda.

Appendix 3: List of Presentations

1. **Mr. Taziba GOBE**; Botswana Co-operative Association Ltd. (BOCA) - Botswana, *"Partnerships and Collaborations"*
2. **Mr. Arnauld ZOZO**; ASOP- DR. Congo, *"Partnerships and Collaborations"*
3. **Ms. Kristin KOLSHUS**; Partnerships, Advocacy and Capacity Development Division-FAO (Regional Office for Africa), *"Partnerships and Collaborations"*
4. **Ms. Edna MINOO**; CUCK-Kenya, *"Promoting Financial Inclusion for Young People through Cooperatives for Sustainable Development"*
5. **Mr. Silas MAIYO**; CUCK-Kenya, *"Employment vs job creation and the role of Business Development service-Which way forward for the Youth in Africa"*
6. **Mr. Igor NGOAKOUZOU**; CAR - *"Employment vs job creation and the role of Business Development service-Which way forward for the Youth in Africa"*
7. **Mr. Emmanuel KAMANZI**; NCCR – Rwanda, *"Employment vs job creation and the role of Business Development service-Which way forward for the Youth in Africa"*
8. **Ms. Hilda OJALL**; KUSCCO-Kenya, *"What can African Youth Co-operators contribute to the implementation for SDGs-Background paper"*
9. **Ms. Yuki NISHIMOTO**; ICA-AP Malaysia, *"The Role of the Education Program of Youth and Staff in Japanese Consumer Co-operative"*
10. **Dr. Illia GOROKHOVSKYI, Mr. Emin AKHMEDOV and Ms. Nadiia HAVRYLIAK**; Ukrainian Central Union of Consumer Societies-Ukraine, *"Case study on successful partnerships and lessons learnt from best practices"*

Papers Presented during the Africa Gender and Research Conference

1. **Ms. Irene KINUTHIA**; Strathmore University-Kenya, *“Trade, Funding, and Participation (Membership) of Women in Co-operatives”*
2. **Ms. Jacque MTONGOLO**; KUSCCO – Kenya, *“Comparative Study on Gender Integration and Co-operatives”*
3. **Dr. Rose KARIMI**; Africa Nazarene University – Kenya, *“Bridging the Entrepreneurial Gender Gap: The Power of Social Capital”*
4. **Dr. Margareth MSONGANZILA**; MoCU- Tanzania, *“Co-operatization for Women-Case of Tanzania”*
5. **Dr. Benson N. OTIENO**; MoCU- Tanzania, *“ Capital Structure and Sustainability of SACCOS”*
6. **Dr. Shimelles TENAW**; Finland-*“Shifting Informal Cooperation Models to Formal Primary Co-operatives based on Co-operative Principles”*
7. **Prof. Faustine BEE**; MoCU- Tanzania, *“Role of Research in Africa Cooperatives Development and the implementation of SDGS”*
8. **Dr. Seimu SOMO**; MoCU- Tanzania, *“The Co-operative Movement in Tanzania”*
9. **Prof. Suleman CHAMBO**, Esther TOWO and Michael TIRUHUNGWA; MoCU- Tanzania, *“Comparative policies and Legislation Analysis of Rwanda, Uganda and Tanzania”*
10. **Dr. Oleksiy NESTULYA**; Rector Poltava University of Economies and Trade-Ukraine, *“Co-operative Education and Training in Ukraine”*
11. **Dr. Paulo ANANIA and Dr. Gratian CRONERY**; MoCU- Tanzania, *“Co-operative Education and Training in Improving Performance of Co-operative Societies -coop education paper”*
12. **Prof. Esther GICHERU**; CUK-Kenya, *“Co-operative Education and Training*

Link to the papers

<http://ica.coop/sites/default/files/attachments/12th%20Regional%20Assembly%20and%202nd%20Africa%20Co-operative%20Conference.zip>

Appendix 5: Evaluation Report

The following is a summary of the responses from 109 participants who responded to the evaluation form shared during the 12th Regional Assembly and 2nd Africa Co-operative Conference.

No	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
		Percentage Feedback				
1	Interaction and Networking among Participants was encouraging	33	51.4	10.1	2.8	1.8
2	The Content for the 2nd Co-operative Conference was helpful for my work	45.9	45.9	4.6	0	0
3	Time was well managed throughout the events	17.4	44	18.3	11.9	4.6
4	The Conference has helped me to learn more about the current issues in the Co-operative movement and how they relate to the implementation of the SDGs	49.5	43.1	4.6	0	0

No	Question	Excellent	Good	Fair	Poor
		Percentage Feedback			
5	Location of the events	59.6	35.8	0	0
6	Registration process	41.3	47.7	5.5	0.9
7	Length of sessions	14.68	47.71	24.77	3.67
8	Hotel	48.6	39.4	4.6	0.9
9	Accommodation	14.7	27.5	2.8	0
10	Speakers/ Presenters	28.4	58.7	3.7	0

		Percentage Feedback	
		Yes	No
11	Were the sessions informative and did they address the stated topic in depth?	89.9	3.7
12	Did the conference meet your expectations?	81.7	6.4

13. What did you like most about the conference? The presentations from international presenters, presentations on the topics as per the sessions, papers presented on gender, sessions, relevance of topics, the way presenters presented, Kenya system of co-operatives, information about co-operatives, presentations on youth in co-operatives, new ideas in co-operative for future development, experience from presenters, Uganda, the location, organization and respect of time, networking, hotel,

14. What did you like least about the events? Speakers over-shooting their time, a lot of repetition from the speakers, too academic focused, time management, participation, lack of translation, time keeping by moderators, length of sessions, monitoring of the meal, congestion in the program, overwhelming number of male presenters, panel on women participation in co-operatives was only composed of men, too many presentations, lack of summary of presentations slides, some power point slides were too big, not giving enough time for feedbacks

15. What are the critical areas of improvement for future events such as these? Presentations should be reduced to duplicate global method where participants attend the sessions that interest them, involve other countries for paper presentations, discussions on some presented topics, member training, availability of Drinking water on the tables, management of time and presentations, summarize topics and give them to few speakers, different between thematic areas and interactive sessions, youth involvement, more meetings with scientific base, paper to focus more on Africa region, timing, reduce the content to the level of cooperators, allow more interactive sessions than papers, avoid duplication of papers, have several breaks for effective adult learning, earlier communication of events especially call for papers, more women speakers, do not have presentations done on behalf of others, include site visits, more practical experiences is needed, gauge and report on number of previous recommendations implemented, and relation between NGO and co-operative.

16. Which capacity building gaps within your organization have you managed to identify as a result of these events? Mention the top 3. Co-operative project elaboration, youth leadership in co-operatives, network, mobilization of the youth, sensitizing them to join co-operatives, social

capital, climate change, youth empowerment, using the co-operative marquee, attracting students to join co-operatives, leadership, management, advocacy, improve of the co-operative trainings curriculum, role of women, the role of education in co-operative, co-operative start-up support system, gender balance, to set up global GDP to mu organization, exchange programs, capacity building, policies, environment, how to improve SACCOs, and agenda issues in the co-operative movement.

17 Please give any other comment in general that will help us better organize future conferences? Plan to have more time for such events, keeping time, keep it up, make the sessions short, good event, presentations were congested plan to have less presentations, let us see and hear the women, need translations, organize field visits to some co-operatives in the hosting country, invite successful co-operatives to come and exhibit their products and services, registering as the a member of the Alliance Africa, to have government collaborations, make the meetings more interactive, and balance presentations from different regions.

Appendix 4: Attendance List

No.	Name	Organization	Country
1	David Seomile	BOCA	Botswana
2	Dr. Joel Sentsho	BOTSWANA GOVERNMENT	Botswana
3	Gobe Taziba	BOCA	Botswana
4	Mr. Motse Otlhabanye	BOTSWANA GOVERNMENT	Botswana
5	Smart Shabani	BOCA	Botswana
6	Nduwamungu Emmanuel		Burundi
7	Mr. Igor NGOAKOUZOU	CAR	C.A.R.
8	Alain Muhigirwa	DR.C	DR.C
9	Arnauld Zozo	ACTION SOCIALE ET D'ORGANISATION PAYSANNE	DR.C
10	Blonde Bamuleke	DR.C	DR.C
11	Constantin Nalwindi Mpongo	ACID	DR.C
12	Félicien Zozo Rukeratabaro	ACTION SOCIALE ET D'ORGANISATION PAYSANNE	DR.C
13	Jean Marie Sanginga	DR.C	DR.C
14	Josana Sanginga	DR.C	DR.C
15	Mr. Sostène Mugisho Mirindi	ACID	DR.C
16	Mr. S. Adolphine Muley	CONGO DELEGATION	DR.C
17	Mr. S. Linda Namegabe	CONGO DELEGATION	DR.C
18	Mr. S. Neema Zigabe	CONGO DELEGATION	DR.C
19	Gabriel BUFFA	ALLIANCE YOUTH NETWORK	Europe
20	Mr. Todor IVANOV	EUROPE	Europe
21	Daniel Marube	CAK	Kenya
22	Dr. Rose Karimi	ANU	Kenya
23	Edna Minoo	CUK	Kenya
24	Gitata Wangeci	FAIRTRADE AFRICA	Kenya

25	Hans Lind	WE EFFECT	Kenya
26	Hilda Ojall	KUSCCO	Kenya
27	Jackline Mtongolo	KUSCCO	Kenya
28	Japheth Magomere	CIC	Kenya
28	Kennedy Ochieng	KENVESIRTY SACCO	Kenya
29	Mr.George OTOTO	KUSCCO	Kenya
30	Mr.Kirianki Imanyara	CUK	Kenya
31	Mr.Ali Noor Ismail	MIIT, KENYA	Kenya
32	Mr.Paul Wambua	STIMA SACCO	Kenya
33	Mr.Silas Maiyo	CUK	Kenya
34	Ms. Serah Mwangi	FAIRTRADE AFRICA	Kenya
35	Philip Gichuki	MIIT (KENYA)	Kenya
36	Prof. Douglas Shitanda	CUK	Kenya
37	Prof. Esther Gicheru	CUK	Kenya
38	Samwel Ngugi	TAIFA SACCO (NYERI)	Kenya
39	Seline O. Bonyo	COUNTY GOVERNMENT OF KISUMU	Kenya
40	Sophie Jannet Mnene	MAENDELEO YA WANAWAKE ORGANIZATION	Kenya
41	Stanley Muchiri	COOP BANK	Kenya
42	Tom Gitogo	CIC	Kenya
43	Zephania O. Osok	COUNTY GOVERNMENT OF KISUMU	Kenya
44	Yuki Nishimoto	ICA-AP MALAYSIA	Malaysia
45	Dhunswar Seetahul	MAURITIUS	Mauritius
46	Loide Jason	NCAB	Namibia
47	Ahmed Ibrahim	NUT ENDWELL COPERATIVE UNION	Nigeria
48	Akinrera Akinola	NNPC	Nigeria
49	Garba Gabaran	NUT ENDWELL COPERATIVE UNION	Nigeria
50	Jibrin Bala Dige	NUT ENDWELL COPERATIVE UNION	Nigeria

51	Olarinle Olawole	NNPC	Nigeria
52	Opeyemi Onifade	AFRICA PRUDENTIAL REGISTRARS	Nigeria
53	Peter Ashade	AFRICA PRUDENTIAL REGISTRARS	Nigeria
54	Ubrahim Alhaji Umaru	NUT ENDWELL COPERATIVE UNION	Nigeria
55	Jean NGAMIJE	UNILAK	Rwanda
56	Ambassador Michael Ryan	HEAD EU DELEGATION RWANDA	Rwanda
57	James Mansuk Moses Timon	RURAL-URBAN SAVINGS AND CREDIT COOPERATIVE SOCIETY LTD	South Sudan
58	Charles Khumalo	COOPERATIVES DEPARTMENT	Swaziland
59	Thembelihle Kanyile	SWAZILAND	Swaziland
60	Dr. Benson Otieno Ndiege	MOCU	Tanzania
61	Dr. Somo Seimu Makanyaga	MOCU	Tanzania
62	Elizabeth Makwabe	KCBL	Tanzania
63	Khamis Ameir Pandu	SUKARI SACCO-TANZANIA	Tanzania
64	Mshoki Zakaria	SUKARI SACCO-TANZANIA	Tanzania
65	Prof. Faustine Karrani Bee	MOCU	Tanzania
66	Robert Odeke	UHURU INSTITUTE	Tanzania
67	Jane Okello	UHURU INSTITUTE	Tanzania
68	Samuel Sentumbwe	UCA	Uganda
69	Mr.Emin Akhmeddov	COOP UKRAINE	Ukraine
70	Mr.Illia Gorokhovskiy	COOP UKRAINE	Ukraine
71	Mr.Oleksiy Nestulya	COOP UKRAINE	Ukraine
72	Mr.Petro Kutsyk	COOP UKRAINE	Ukraine
73	Ms. Nadiia Havryliak	COOP UKRAINE	Ukraine
74	Gweshe Fidelis	ZINAHCO	Zimbabwe
75	Mike Duru	ZINAHCO	Zimbabwe
76	Samuel Haltywayo	Govt Of Zimbabwe	Zimbabwe
77	Kristin Kolshus	FAO	FAO

78	Charles Gould	ICA	Belgium
79	Chiyoge B. Sifa	ICA-AFRICA	Kenya
80	Caroline Sekyewa	ICA-AFRICA	Kenya
81	Geoffrey Asira	ICA-AFRICA	Kenya
82	Joseph Njuguna	ICA-AFRICA	Kenya
83	Usman Dodo	CFN	Nigeria
84	Ingrid Fischer	CCA Canada	Canada
85	Mr.s Kasikalulu Angelique	UPSKI	DR.C
86	Azenfar Abdlkrim	Ministry of Artisan	Morocco
87	Kameel Amolegbe	LASCOFED	Nigeria
88	Babarinde Augustin	LASCOFED	Nigeria
89	Opiara Chibueze	LASCOFED	Nigeria
90	Ogundipe Tinuade	LASCOFED	Nigeria
91	Akin-Falaiye	LASCOFED	Nigeria
92	Prince Kapondangaga	FUM	Malawi
93	Jacob Nyirongo	FUM	Malawi
94	Sylvester Kadzola	MUSCCO	Malawi
95	Maureen Njoroge	ACCOSCA	Kenya
96	Tonny Okoth	ACCOSCA	Kenya
97	Joan Atuhura	ACCOSCA	Kenya
98	George Ombado	ACCOSCA	Kenya
99	Augustine Rutamu	UNILAK	Rwanda
100	Rebecca Sivel	CCA	Canada
101	Heather Hale	CCA	Canada
102	Irene Kinuthia	Strathmore	Kenya
103	Akintoye Akintola	Fed Depart of Agric ABUJA	Nigeria
104	Afurika Rashid	RFTC	Rwanda
105	Kabura Ibrahim	RFTC	Rwanda

106	Naho Antoine	RFTC	Rwanda
107	Nzeyimana Ali Bashir	RFTC	Rwanda
108	Rwamuhizi Innocent	RFTC	Rwanda
109	Mutembe John	RFTC	Rwanda
110	Munyantindi Altide	RFTC	Rwanda
111	Habimana Jean Damour	RFTC	Rwanda
112	Niyonsaba Theoneste	RFTC	Rwanda
113	Tuganeyezu Benimana Eric	RFTC	Rwanda
114	Karenzo Gidion	RFTC	Rwanda
115	Ntaganda Gerald	RFTC	Rwanda
116	Nzayituricyi .J	RFTC	Rwanda
117	Mukaselire Devotha	RFTC	Rwanda
118	Habarurema Vicent		Rwanda
119	Nzamwitasamson	COPCOM	Rwanda
120	Kamanzi Leonie	COPCOM	Rwanda
121	Rwendanyambo Jmv	COPCOM	Rwanda
122	Hadji Kayumba Hassan	COPCOM	Rwanda
123	Ruvubi Gonzague	COPCOM	Rwanda
124	Gahiga Gashumba	NDFFR	Rwanda
125	Mukangiruwonga Agnes	NDFFR	Rwanda
126	Twine Dacien	NDFFR	Rwanda
127	Baguma Anthony	NDFFR	Rwanda
128	Uwamwezi Dativa	NDFFR	Rwanda
129	Mugenzi Leonard	NDFFR	Rwanda
130	Tegeri Gad	NDFFR	Rwanda
131	Mutangana Simon	UNICOPAGI	Rwanda
132	Rudahunga Abdul	ADARWA	Rwanda
133	Twagirayezu Jean Dela Croix	ADARWA	Rwanda

134	Umugwaneza Philomene	ADARWA	Rwanda
135	Atwine Betty	ADARWA	Rwanda
136	Ukwizabigira Geras	ADARWA	Rwanda
137	Gahiza Appolinaire	FUCORIRWA	Rwanda
138	Mukandutiye Hawa	FUCORIRWA	Rwanda
139	Mushokambere Jean Pierre	FUCORIRWA	Rwanda
140	Ntirushwa Antoine	FUCORIRWA	Rwanda
141	Rugwizangoga Augustin	FUCORIRWA	Rwanda
142	Uwizeye Théogène	FUCORIRWA	Rwanda
143	Nsengiyumva AnDr.é	FUCORIRWA	Rwanda
144	Nkurunziza Damascene	FUCORIRWA	Rwanda
145	Rwamwaga Jean Damascene	FUCORIRWA	Rwanda
146	Habimana Venant	FUCORIRWA	Rwanda
147	Burengero Théogene	FUCORIRWA	Rwanda
148	Harorimana Vedaste	FUCORIRWA	Rwanda
149	Habyarimana Antoine	FUCORIRWA	Rwanda
150	Maniraguha Adam	FUCORIRWA	Rwanda
151	Tugirinshuti Evariste	FCMR.	Rwanda
152	Musafiri Emmanuel	FCMR.	Rwanda
153	Ahishyize Prosper	FCMR.	Rwanda
154	Ndikumana Jean De Dieu	FCMR.	Rwanda
155	Nshimyumuremyi Jmv	FCMR.	Rwanda
156	Niyonzima Sostene	FCMR.	Rwanda
157	Ntaganzwa Celestin	FCMR.	Rwanda
158	Gahamanyi Venuste	FCMR.	Rwanda
159	Ntivuguruzwa Celestin	FCMR.	Rwanda
160	Gafora Sentibagwe	FERWACOTAMO	Rwanda
161	Shirimpumu Romuard	FERWACOTAMO	Rwanda

162	Gatera Felix	FERWACOTAMO	Rwanda
163	Utazirubanda Simeon	FERWACOTAMO	Rwanda
164	Bigirimana Salomon	FERWACOTAMO	Rwanda
165	Uzayisaba Alexis	FERWACOTAMO	Rwanda
166	Nyirangango Esther	SUSTAINABLE HARVEST	Rwanda
167	Nyinawumuntu Agnes	SUSTAINABLE HARVEST	Rwanda
168	Bisakumbe Augustin	FERWACOTHE	Rwanda
169	Karamaga Francois	FERWACOTHE	Rwanda
170	Shumbusho Philibert	ERWACOTHE	Rwanda
171	Sinamenye Jean	ERWACOTHE	Rwanda
172	Uzaribara Denis	ERWACOTHE	Rwanda
173	Dusabamahoro Syldio	ERWACOTHE	Rwanda
174	Ngendahimana Patrick	FECMIRWA	Rwanda
175	Nyiranirimana Francine	FECMIRWA	Rwanda
176	Sebitama Eliaz	FECMIRWA	Rwanda
177	Udahemuka Ansetts		Rwanda
178	Nayituriki Claudina		Rwanda
179	Kalisa Christopher		Rwanda
180	Nkuliye Stewart		Rwanda
181	Ruguma Steven		Rwanda
182	Sabiiti Disan		Rwanda
183	Buttera Isnance		Rwanda
184	Jacqiceru Kayatsi		Rwanda
185	Phiena Munezero		Rwanda
186	Bariyanga Benard		Rwanda
187	Turafsinzi John		Rwanda
188	Nyeze Claudia	RCA	Rwanda
189	Wilson Ally	AMG	Rwanda

190	Munyengaju J.B	AMG	Rwanda
191	Wakibbu Geoffrey	AMG	Rwanda
192	Fred Tunzime		Rwanda
193	Utamuliza Betty	NCCR	Rwanda
194	Nutabnzi Clement	RCA	Rwanda
195	Mulindahabi LenDr.e		Rwanda
196	Dwabimana Feston		Rwanda
197	Grace Ndephinka		Rwanda
198	Msengiyarem Celestine		Rwanda
200	Byukudenge Lucy		Rwanda
201	Nshimiyumikiza Jean		Rwanda
202	Nzakirante Fronce		Rwanda
203	Kiberwa Honorina		Rwanda
204	Kibuhayize Mediatince		Rwanda
205	Mutesi Florence		Rwanda
206	Gatate Godfrey		Rwanda
207	Mkusi Assiel	CODACE	Rwanda
208	Musimdanwejo Rose	CODACE	Rwanda
209	Gashyashyari Willian	CODACE	Rwanda
210	Nyuonteziryoyo Vestive	NCCR	Rwanda
211	Mukamurigo Assinidh	NCCR	Rwanda
212	Muramutsaa Phrodis	FCMR.	Rwanda
213	Afrika Rashid	NYTC	Rwanda
214	Sinzamuhara J. Areu	COPRORA-NTENYE	Rwanda
215	Mukantaganda Florentine	RCCF	Rwanda
216	Mugaga Johnson	NURC	Rwanda
217	Tuyisenge Fabien	NCCR	Rwanda
218	Kamanzi Emmanuel	NCCR	Rwanda

219	Ndayombaje Charles	RCCF	Rwanda
220	Fabien Kayitare	RING C. LTD	Rwanda
221	Ndagijimorwi Faustin	FERWACOTAMO	Rwanda
222	Harerimana Martin	RWCCF	Rwanda
223	Mukomusoyona Joselyne	RWCCF	Rwanda
224	NYISINYABO J. Mour	IMODES FOUNDATION	Rwanda
225	Nyirumuringa Prosper	CONSULTANT	Rwanda
226	Jubaiyambazi Viateur	FERWACOTA	Rwanda
227	Nshimiyimana Bosee	FERWACOTA	Rwanda
228	Mirange Derire	NDFU	Rwanda
229	MPAMBARA Godfrey	NDFU	Rwanda
230	BAZALSINDA Moses	NDFU	Rwanda
231	Kamanzi Naulard	FERWACOTAMO	Rwanda
232	SHIZIMPUMU Romuano	FERWACOTAMO	Rwanda
233	SIBOMANA Jackton	FERWACOTAMO	Rwanda
234	Nzahomimpa Austine	FERWACAPI	Rwanda
235	Kalisa Claver	FERWACAPI	Rwanda
236	Muramutsa Philibert	FERWACAPI	Rwanda
237	Uwantege Zlade	KVPU	Rwanda
238	MUKAMU Gema	KVPU	Rwanda
239	Ahishaki Yesenge	KVPU	Rwanda
240	Habyarimana Anstine	FUCORIRWA	Rwanda
241	BAMWAOGES Pascal	FERWACOTAMO	Rwanda
242	Muhawenimana Eugene	FERWACOTAMO	Rwanda
243	Mupornyi Augustine	FERWACOTAMO	Rwanda
244	Mwumvaneza Cyrille	FERWACOTAMO	Rwanda
245	Nyirigira Willy	LAND O'LAKES	Rwanda
246	Anintable Nanzimana	KVPU	Rwanda

247	MUZIRANENGE Vincent	KIMUCO	Rwanda
248	NYIRAMAHORO Theopiste	RCCF	Rwanda
249	Dieudonme Ingobire	GLOBAL COMMUNITIES	Rwanda
250	Mukahigiro Nuriath	NCCR	Rwanda
251	Kalinda Sylivee	NCCR	Rwanda
252	Karamba Joy	NCCR	Rwanda
253	Nyiramuiza Julie	NCCR	Rwanda
254	Fabien Kayita		Rwanda
255	Grey Gothe	USA	Rwanda
256	Kabanda Jeannette	RDR.C	Rwanda
257	Kayiranga wilers	FECOMIRWA	Rwanda
258	MUKIBI Joseph	NCCR	Rwanda