



International  
Women's Day

# WOMEN LEADING CHANGE

Highlights from members of the  
Centre for Development Results



# Celebrating women's leadership in international development.

## International Women's Day celebrates achievements of women around the world.

There are thousands of women working on the front line of global development in some of the most difficult environments and tackling the world's greatest challenges.

We are going to tell you about just a few of these women who, through UK aid funded programmes, are leading transformative change and benefiting millions of people—delivering large-scale health and education programmes, overturning ingrained biases and helping communities stand on their own two feet.

These women come from different backgrounds, work in different parts of the world, and bring experience from a variety of sectors, but they are united in their passion for global development.

They care deeply about the impact of their work—lifting people out of poverty, empowering communities and delivering long-term sustainable change.

**#IWD2017**

**#BeBoldForChange**

Adam Smith  
International

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Development  
Direct**



International Women's Day

# Women leading change.

#IWD2017

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**Reham Gharbiyeh**

**Jordan**

Arab Women's Enterprise Fund  
(AWEF)

**Sumi Pascoe**

**Nigeria**

The Solar Nigeria Programme



**Akuja  
de Garang MBE**

**TEAM LEADER**

Girls' Education South  
Sudan (GESS)

**South Sudan  
Cambridge Education  
(a member of the  
Mott MacDonald  
Group)**



**Dr Faith  
Mwangi-Powell**

**GLOBAL DIRECTOR**

The Girl Generation,  
Together to End FGM

**Kenya  
Options Consultancy  
Services Ltd**



**Sumi  
Pascoe**

**SENIOR MANAGER**

The Solar Nigeria  
Programme

**Nigeria  
Adam Smith  
International**

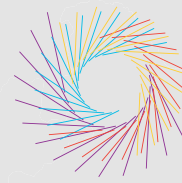


**Kaitlin  
Keane**

**PROGRAMME  
MANAGER**

DFID South Sudan Health  
Pooled Fund (HPF)

**South Sudan  
Crown Agents**



**CDR**  
CENTRE FOR  
DEVELOPMENT  
RESULTS

**Dr Javeria Swathi**  
**Pakistan**

Empowerment, Voice &  
Accountability for Better Health  
& Nutrition

**Subhashini Chandran**  
**Nepal**

RAP3-CONNECT

**Akuja de Garang**  
**South Sudan**

Girls' Education South Sudan  
(GESS)

**Kaitlin Keane**  
**South Sudan**

DFID South Sudan Health Pooled  
Fund (HPF)

**Dr Faith Mwangi-Powell**  
**Kenya**

The Girl Generation,  
Together To End FGM

**Jacinta Atemba**  
**Makokha**

**Kenya**  
Jamii Thabiti



**Subhashini  
Chandran**

**TEAM LEADER**

Rural Access Programme  
3-CONNECT

**Nepal**  
**IMC Worldwide**



**Reham  
Gharbiyeh**

**COUNTRY DIRECTOR**

Arab Women's Enterprise  
Fund (AWEF)

**Jordan**  
**DAI**



**Dr Javeria  
Swathi**

**DIRECTOR OF  
COMMUNITY  
EMPOWERMENT**

Empowerment, Voice &  
Accountability for Better  
Health & Nutrition

**Pakistan**  
**Palladium**



**Jacinta Atemba  
Makokha**

**VIOLENCE AGAINST  
WOMEN AND GIRLS  
(VAWG) MITIGATION  
LEAD**

Jamii Thabiti

**Kenya**  
**Coffey, a Tetra Tech  
Company**



## AKUJA DE GARANG MBE

### Girls' Education South Sudan (GESS) Team Leader

SOUTH SUDAN

Cambridge Education (a member of the Mott MacDonald Group)

**In South Sudan, the world's youngest country, conflict and ingrained stigmas surrounding girls' education are hindering long-term development.**

GESS is transforming the lives of a generation of girls and helping to lift their families and communities out of poverty, tackling barriers to girls' education and bringing and keeping girls in school in the most adverse of environments.

**Akuja is GESS's team leader** and has been instrumental in its success and expansion across all schools in South Sudan. GESS has provided more than 180,000 girls with cash transfers to help them pay for school fees and books to keep them in school and learning. More than a million more girls are being reached through radio programmes which raise awareness of the importance of education among families,



communities and leaders and highlight the benefits of girls staying in school. For Akuja, education is a right for all, especially girls, not a privilege for a few.

**Born in southern Sudan**, Akuja and her family were forced to flee the country after civil war and violence broke out in 1983. She eventually settled in the UK and earned a Masters degree before returning to the country of her birth in 2004 where she has worked tirelessly to help rebuild the country.

**In January 2017, she was awarded the Member of the Order of the British Empire (MBE)** by Her Majesty the Queen for services to the promotion of girls' education and social development in South Sudan. She hopes that this award, the first ever for someone from South Sudan, and the journey to it will be a story that all girls and women can aspire to.







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**Education is a right  
for all, especially girls,  
not a privilege for a few.**



A portrait of a Black woman with long, dark, wavy hair, wearing glasses and a white blazer over a patterned top. She is smiling slightly and looking towards the camera. The background is a solid purple color.

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**As an African woman, I feel incredibly  
blessed to be at the forefront of a campaign  
that empowers women across the continent.**





## DR FAITH MWANGI-POWELL

### **The Girl Generation, Together To End FGM Global Director**

KENYA  
Options Consultancy Services Ltd

#### **Female Genital Mutilation (FGM) is one of the gravest human rights violations of our time.**

For too long it has been neglected on the global agenda and treated as a taboo subject. Ending FGM can be a catalyst for additional change, going hand-in-hand with other gender equality issues, including child marriage, girls' education and 'honour'-based violence.

**Faith is the Global Director of The Girl Generation**—a global collective of partners united by the vision that FGM can, and must, end in this generation. It is a social change communications initiative, providing a global platform for catalyzing and amplifying the Africa-led movement to end FGM, building on what has already been achieved. The programme's goal is to contribute to a transformation in the social norms underpinning FGM. It is currently working with over 400 organisations and anti-FGM youth networks across ten African countries.

Faith provides strategic direction to the team so that they can inspire organisations and individuals, including

youth, across the most affected countries in Africa and beyond.

**Faith is a passionate advocate for women and girls.** She believes no country can achieve its full potential, socially or economically, when half of its population is held back by extreme forms of discrimination. Her career in public health, including work around HIV care and treatment, maternal health and palliative care, has helped her understand the need to empower vulnerable communities and the difference this makes in their lives and communities as a whole.

Faith is motivated by the women, men and girls she meets who are fully committed to ending FGM. They have given her the courage and passion to speak out on this issue. She is doing a job she dearly loves. Ending FGM is a long-term agenda that requires great commitment and significant resources—particularly, resources targeted at grassroots organisations which are at the forefront of the campaign and engaging with communities. The Girl Generation has established an 'End FGM Grants Programme' to reach such organisations with limited resources.



# SUMI PASCOE

## SENIOR MANAGER The Solar Nigeria Programme

NIGERIA

Adam Smith International





**I grew up in Africa but was educated in the West. I joined the industry because I wanted to combine the lessons learned from these two deeply enriching experiences to produce a positive change for people less fortunate.**

**Energy is the number one infrastructure need in Nigeria. In a country of 170 million, 60% of the population have no access to energy and for the 40% that do have access, it is often limited.**

Solar Nigeria is a programme designed to transform the lives of Nigeria's poorest people by establishing the market for off-grid solar energy.

**Sumi is the Senior Manager of Solar Nigeria.** She has overseen the programme from conception through to delivery and manages key relationships with government, donors and delivery partners. Solar Nigeria has already made an enormous difference on the ground.

**To date, 1.5 million people have benefited from the programme** including over 300,000 students, teachers and patients in 175 schools and 48 clinics. At one clinic in Lagos state, which has no grid power supply, solar panels have reduced infant mortality from 50% to zero while the number of births has increased almost ten-fold.

The programme has also enabled 244,000 households to benefit from solar power.

**Sumi grew up in Nigeria** and has always been passionate about contributing her skills to the needs of developing countries. She brings 10 years of experience working in finance as a chartered accountant with degrees in economics, finance and business. In 2010, she went back to university to retrain in public affairs obtaining an additional masters in Economic Policy Management.

Sumi is driven by seeing results and contributing to the economic development of the country she grew up in. The pressure of delivering sustainable results in a short time frame can be demanding, but seeing the results of how providing affordable, clean and sustainable energy access makes a significant difference in everyone's lives is incredibly rewarding.

**Solar Nigeria was awarded the British Expertise's 2016 Outstanding Development Project Award.**





**I believe that people already coping with violence and disaster should be guaranteed the fundamental human right of access to health care for themselves and their families.**

**Political violence, disease outbreak, and famine continue to threaten the stability of existing health services in South Sudan.**

The South Sudan Health Pooled Fund (HPF) is a lifeline to hundreds of thousands of mothers and children, providing access to quality healthcare and strengthening government capacity to deliver health services.

**Kaitlin has been managing the HPF from the capital Juba since February 2016.** The project works closely with the South Sudanese Ministry of Health and its team is spread throughout the country to support partners in delivering care and building capacity. At the outbreak of war in 2016, Kaitlin managed the team through a re-location to Kampala, ensuring no interruption to the service.

**Under HPF, more than 3.7 million children under five have received preventive services** and over 140,000 expectant mothers have been delivered in health facilities. HPF is not only providing vital healthcare services today but also building health better systems for the future and getting more women engaged in decision-making on health services at the local

level. It provides flexibility to respond to the country's evolving needs—shifting funds to help stem a cholera outbreak, ramp up nutrition support or help rebuild after violence.

Kaitlin left a career in newspaper journalism because she wanted to be an active player in creating positive change and tackling inequality, particularly in the field of health. Her first international development job was spent ensuring funding properly reached teams on the ground in Haiti coping with a cholera epidemic after an earthquake destroyed the country's infrastructure.

Knowing that HPF has helped many more women live through childbirth and keep their children alive despite the instability around them has been deeply rewarding for Kaitlin. She has learned a great deal from the team of talented South Sudanese health professionals who have spent their entire careers solving these problems, and she will continue to fight to build the foundation of a working health care system in South Sudan through all challenges it faces.



# KAITLINE KEANE

**PROGRAMME MANAGER**  
**DFID South Sudan**  
**Health Pooled Fund (HPF)**  
SOUTH SUDAN  
Crown Agents





# SUBASHINI CHANDRAN

**TEAM LEADER**

**Rural Access Programme 3-CONNECT**

NEPAL

IMC Worldwide







**Being able to spend every working hour on tackling problems that bother me deeply is the biggest reward of my work.**

**Nepal is a young country. Forty percent of its population is under 40, and 54% of this are female.**

Many regions rely heavily on subsistence agriculture, and women account for the majority of the farming sector workforce. CONNECT aims to improve subsistence farmers' livelihoods, with a sharp focus on women, by helping them access credit cheaply, shift to commercial agriculture and engage in entrepreneurship.

**Subhashini is the Team Leader of CONNECT.** She was a core member of the programme design team and now is responsible for delivery of the programme. To date, it has connected over 2,185 farmers with business partners to improve access to essential products, jobs and markets. It also focuses on addressing patriarchal attitudes and gender discrimination, and helping women to open bank accounts, manage land and gain leadership roles within their communities.

**CONNECT has also selected 100 high-potential women,** who have been trained as direct sales agents for programme partner Unilever Nepal

Limited, and aims to expand by 500 by the end of 2017. The programme is working with local colleges and Kathmandu University to establish internships, satellite business incubation centres and Future Entrepreneurs' Clubs to promote peer-to-peer learning, mentoring and awareness of opportunities for emerging entrepreneurs.

**Subhashini brings 19 years of experience in the private sector and many years in C-level roles to the programme.** She was ready for change and was clear she wanted to work on the issues that concerned her most. She was brought on board to the project to use her expertise and experience to design a fresh approach to the economic development component of DFID's Rural Access Programme in Nepal.

Subhashini finds her work deeply rewarding and is focused on advancing the programme's long-term goals. CONNECT will be completed in 2019 and it is expected to have an enduring impact on Nepal's economy and on the empowerment of women in the Mid and Far West of Nepal.



**I am a passionate believer in the connection between local economic development and an empowered society, in particular a stronger role for women and youth.**

**The Middle East and North Africa region is facing a series of crises.**

Not only are the effects of various conflicts spilling across borders, but the region also has the world's lowest rates of female economic participation, a shortfall that has severely hindered the region's social and economic development.

The Arab Women's Enterprise Fund (AWEF) is an initiative which addresses barriers to women's economic inclusion in the Middle East. Its objective is to tap one of the region's most underutilized resources—women—and thereby promote economic growth. By 2020, AWEF aims to increase economic opportunities for 150,000 poor women, better enabling them to work, start and grow businesses, and enhance their voice, choice, and control in the economic sphere.

Reham leads AWEF's activities in Jordan. Thirty percent of Jordan's residents are refugees, including 1.4 million from neighbouring Syria, and it is experiencing economic slowdown. While international donors are mobilising to meet immediate refugee needs in health, education, and

security, AWEF is focused on enabling women, regardless of nationality, to lift themselves out of poverty and take more control of their lives.

AWEF works with businesses, governments, service providers, and women themselves to make markets work for poor women. Specifically, AWEF is working with municipalities to establish Women's Economic Empowerment Units to expand women's access to information, promote skills development, make connections to job openings, and link women to the services and support they need. These units will enable women to engage in the market, compete, and seize the economic power that will make a difference over the long term.

Reham is a passionate believer in the connection between local economic development and an empowered society, in particular a stronger role for women and youth. For 15 years she worked as the CEO of a company that manages business incubators across Jordan. Working on AWEF has given Reham the opportunity to address the root causes of market challenges and create meaningful behaviour change.



# **REHAM GHARBIYEH**

**ARAB WOMEN'S ENTERPRISE FUND (AWEF)  
COUNTRY DIRECTOR**

JORDAN  
DAI







## DR JAVERIA SWATHI

### DIRECTOR OF COMMUNITY EMPOWERMENT

**Empowerment, Voice & Accountability  
for Better Health & Nutrition project (EVA)**

PAKISTAN  
Palladium

**One in 89 women in Pakistan die of complications as a result of pregnancy. 423,000 children die annually. 43.7% of under-fives are stunted.**

The Empowerment, Voice & Accountability for Better Health & Nutrition project (EVA) aims to improve public services for the poorest communities and save lives by educating people about their health rights and amplifying their voices.

**Dr. Javeria is the Director of Community Empowerment for EVA**, leading all of the programme's community work. EVA has reached 4.8 million people with key messages about health rights and helped tens of thousands of people gain access to key decision makers and hold government to account. Community forums have been instrumental in resolving issues, including in one area improving provision of ambulance services for 100 million people.

**EVA also works with journalists** and has increased the scrutiny of health services in the media. As a result, coverage of health in the Pakistani media has increased 145% in 1.5 years.

**Dr Javeria is a qualified doctor** and her experience working as a general physician to Afghan Refugees in Pakistan gave her an insight into the challenges vulnerable communities face in accessing health care. This experience led her to commit to being a public health professional in Pakistan focusing on improving reproductive health and family planning practices and services for women, rather than a clinician abroad. Since then, she has worked with several international NGOs, bilateral and multilateral agencies.

Dr Javeria feels lucky to have had the opportunity to pursue her dreams and follow her passion. On top of the challenge of delivering better health systems, she has had to deal with the negative perception of the work she has chosen to do and the challenge of leading a team in a male-dominated society.

While this has at times been very difficult, the impact of her work brings her deep satisfaction. Her passion and commitment to reaching the most marginalised women and children is helping change lives in communities across Pakistan.







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**The smiles on the faces of the women and children we serve, give me the courage to continue my struggle.**





SUGGESTION

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**The biggest reward is just knowing I  
am doing what God wired me to do,  
for my people, my country.**





## JACINTA ATEMBA MAKOKHA

**Jamii Thabiti**

**Violence Against Women and Girls (VAWG) Mitigation Lead**

KENYA

Coffey, a Tetra Tech Company

**Security represents a significant challenge for Kenyans, especially women and girls.**

In 2013, for instance, nearly 500 Kenyans were killed and over 55,000 displaced due to inter-communal violence and resource conflicts. Women and children were most affected by sexual violence, killings, loss of property and displacement. The Jamii Thabiti Programme works to reduce criminal violence, intercommunal violence and violence against women and girls.

**Jacinta leads Jamii Thabiti's work to reduce violence against women and girls (VAWG).** She helps design and implement projects that address the violence women and girls face. She also ensures that the security and justice needs of women and girls, as well as the poor and the vulnerable, are effectively addressed across the entire programme.

Jacinta has been a champion for women's empowerment, and in particular on issues of women and violence, since 1983. She

has worked in several African, Middle Eastern and Asian countries affected by conflict and has experience leading trainings in peacebuilding and advocating for women's involvement in peace processes.

In 2015, Jacinta joined a team of consultants studying the economic burden of gender-based violence on survivors in Kenya. She was shocked at what she learned and felt motivated to make a difference to what she considered a national disaster. Soon after, a friend asked her to find a suitable candidate to work with Jamii Thabiti to address VAWG issues. She applied, and the rest is history.

The biggest rewards for Jacinta are knowing she is working on activities that contribute to the transformation of communities in Kenya and seeing the spirit of collaboration and commitment to end gender-based violence among all those involved in the programme's work.



# About the CDR

**An organisation supported by companies working in international development.**

We promote, support and represent the work and interest of our members, who have a shared aspiration to improve impact, accountability and value for money in their work. Our aims are to:

- contribute to debate and policy development on the most effective means of achieving results in development
- facilitate the exchange of views, the conduct of research and the publication of policy work on methods of improving development effectiveness
- contribute to a better understanding of the role and impact of member organisations

Our members are organisations with a broad range of experience and technical skill in delivering long-term transformational international development programmes.

They work with a variety of bilateral and multilateral donor organisations to deliver and manage projects and programmes.

**#IWD2017**  
**#BeBoldForChange**