



**REPORT OF THE SADC PF REGIONAL WOMEN'S PARLIAMENTARY CAUCUS (RWPC) TO THE 55<sup>TH</sup> PLENARY ASSEMBLY HOSTED BY THE PARLIAMENT OF THE REPUBLIC OF ANGOLA FROM 1<sup>ST</sup> TO 7<sup>TH</sup> JULY 2024**

***THEME: "ENHANCING THE ROLE OF PARLIAMENT IN EMPOWERING WOMEN FOR ECONOMIC PROSPERITY IN THE SADC REGION-REMOVING BARRIERS TO FINACIAL INCLUSION OF WOMEN"***

Mr. President, I beg to move that this Plenary Assembly do adopt the Report of the Regional Women's Parliamentary Caucus (RWPC) to the 55<sup>th</sup> Plenary Assembly Session of the SADC Parliamentary Forum, laid on the Table on 3<sup>rd</sup> July 2024.

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## 1.0 COMPOSITION OF THE RWPC

As at the date of the meeting, on 16<sup>th</sup> May 2024, the membership of the RWPC was as follows:

|     |   |                                   |
|-----|---|-----------------------------------|
| 1.  | Hon. Regina Esparon                     | Seychelles ( <b>Chairperson</b> ) |
| 2.  | Hon. Emiline Rakotobe Ramarosoa         | Madagascar ( <b>Vice Chair</b> )  |
| 3.  | Hon. Luisa P. F. Damiao Santos          | Angola                            |
| 4.  | Hon. Ruth Mendes                        | Angola                            |
| 5.  | Hon. Teresa Neto                        | Angola                            |
| 6.  | Hon. Luisa Damiao Santos                | Angola                            |
| 7.  | Hon. Talita Monnakgotla                 | Botswana                          |
| 8.  | Sen. Linda Nxumalo                      | Eswatini                          |
| 9.  | Hon. Nokuthula Dlamini                  | Eswatini                          |
| 10. | Hon. Makatleho Motsoasele               | Lesotho                           |
| 11. | Hon. Dr. Pinkie Manamolela              | Lesotho                           |
| 12. | Hon. Roseby Gadama                      | Malawi                            |
| 13. | Hon. Rachel Zulu                        | Malawi                            |
| 14. | Hon. Marie Jeanne d'Arc Masy Goulamaly  | Madagascar                        |
| 15. | Hon. Marie Joanne Sabrina Tour          | Mauritius                         |
| 16. | Hon. Marie Geneviève Stéphanie Anquetil | Mauritius                         |
| 17. | Hon. Maria Marta Fernando               | Mozambique                        |
| 18. | Hon. Jerónima Agostinho MP              | Mozambique                        |
| 19. | Hon. Agnes Mpingana Kafula              | Namibia                           |
| 20. | Hon. Paula Kooper                       | Namibia                           |
| 21. | Hon. Utaara Mootu                       | Namibia                           |
| 22. | Hon. Hon. Kelly Samynadin               | Seychelles                        |
| 23. | Hon. Nkhensani Bilankulu                | South Africa                      |
| 24. | Hon. Ntombovuyo Mente Nkuna             | South Africa                      |
| 25. | Hon. Shally Josepha Raymond             | Tanzania                          |
| 26. | Hon. Hawa Mwaifunga                     | Tanzania                          |
| 27. | Hon. Princess Kasune                    | Zambia                            |
| 28. | Hon. Mutinta Mazoka                     | Zambia                            |
| 29. | Hon. Julien Nyemba                      | Zambia                            |
| 30. | Hon. Mercy Mugomo                       | Zimbabwe                          |
| 31. | Hon. Lynette Karenyi                    | Zimbabwe                          |
| 32. | Hon. Maybe Mbowa                        | Zimbabwe                          |

## 2.0 APOLOGIES

Parliament of DRC had not yet constituted its committees.

## 3.0 TERMS OF REFERENCE

The functions of the RWPC are clearly spelt out in Article 16(5) of the Constitution and Rule 19(6) of the Rules of Procedure of the SADC Parliamentary Forum, respectively, which are as follows:

- a) Lobbying and advocacy on equal and equitable representation of women in political and decision-making positions in SADC Member

- States in line with the SADC Protocol on Gender and Development and other continental and international instruments;
- b) Creating a platform for women Parliamentarians to mobilize on women's agenda for equality, equity and effective representation of women in Parliament and political parties;
  - c) Capacity development for women Parliamentarians for effective participation and performance; and
  - d) Creating avenues for knowledge sharing by women Parliamentarians at Regional level.

#### **4.0 MEETINGS HELD**

The RWPC held its meeting virtually on 16<sup>th</sup> May 2024, under the theme: *“Enhancing the Role of Parliament in Empowering Women for Economic Prosperity in the SADC region-Removing Barriers to Financial Inclusion of Women”*

#### **5.0 BACKGROUND TO THE MEETING**

Despite tremendous progress that has been made to advance financial inclusion, overall, financial inclusion in the SADC region remains relatively low and varies widely across countries. To date, 119 million individuals (77%) of adults in the region are financially included in both formal and informal financial products and services in comparison to 57% of financially included adult population in 2011. However, 23% still do not have access to either formal or informal financial services or products. In August 2023, the SADC Council of Ministers adopted the new Five-Year Strategy on Financial Inclusion and SMEs Access to Finance (2023-2028). The Strategy aspires an inclusive, stable, and innovative SADC financial system that empowers individuals and businesses to access and use quality financial services, to contribute to industrialisation, inclusive growth, and resilient, sustainable economic well-being in line with the SADC Vision 2050.

It is a well-known fact that women are the backbone of many African economies and play key roles in the economies of each SADC Member State. It is estimated that the value of trade conducted by women in the SADC region is approximately US\$20 billion annually (USAID 2016). It is also estimated that 70 percent of Informal Cross Border Traders (ICBTs) in the region are women, and that 30-40 percent of intra-SADC trade comes from informal cross border trade (UN Women 2010). However, many barriers to women financial inclusion prevent their businesses from growing.

Against this background, the Regional Women Parliamentary Caucus (RWPC) convened its meeting on 16<sup>th</sup> May 2024 which was conducted virtually under the theme: *“Enhancing the Role of Parliament in Empowering Women for Economic Prosperity in the SADC region-Removing Barriers to Financial Inclusion of Women”*

The meeting aimed at achieving the following objectives:

- i. To promote MPs understanding of SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SMEs) Access to Finance (2023-2028) to enable them to lobby for its integration and implementation by SADC Member States;
- ii. To Enhance Members understanding of Barriers to women's and youth financial inclusion in the SADC Region and the effects of climate shocks such drought on Small and Medium Enterprises in view of ensuring it is infused in activities, reports and motions of the Standing Committees;
- iii. To agree on action points and recommendations for the Standing Committees to contribute to the 55<sup>th</sup> Plenary Assembly of the SADC Parliamentary Forum; and
- iv. To conduct election of the Chairperson and Vice Chairperson of RWPC for the period 2024-2026.

## **6.0 PRESENTATION OF THE REPORT ON THE STUDY VISIT TO GERMANY ON PARLIAMENTARY DEMOCRACY BY SADC PF DELEGATION**

6.1 The RWPC Chairperson presented a report on a Study Visit to Germany on Parliamentary Democracy by SADC PF delegation. In her presentation, the Chairperson indicated that the SADC PF delegation visited Germany from 9<sup>th</sup> to 16<sup>th</sup> March 2024 as part of the Visitors' Programme of the Federal Republic of Germany. Led by SADC PF Secretary General Boemo Sekgoma, the delegation included Sheuneni Kurasha, Programme Manager for Democratisation, Governance, and Human Rights, along with the Chairpersons of Standing Committees and the Regional Women Parliamentary Caucus (RWPC).

The following Chairpersons were part of the delegation:

1. Hon. Regina Esparon, Chairperson of the RWPC, from Seychelles.
2. Hon. Dithapelo Lefoko Keorapetse, Vice Chairperson of the Standing Committee on Trade, Industry, Finance and Investment, from Botswana.
3. Hon. Ishmael Ndaila Onani, Chairperson of the Standing Committee on Food, Agriculture, and Natural Resources, from Malawi.
4. Hon. Huguette Kelly Samynadin, Chairperson of the Standing Committee on Human and Social Development, from Seychelles.
5. Hon. Tendai Nyabani, Chairperson of the Standing Committee on Democratisation, Governance and Human Rights, from Zimbabwe.
6. Hon. Shally Josepha Raymond, Chairperson of the Standing Committee on Gender Equality, Women Advancement, and Youth Development, from Tanzania.

The purpose of the visit was to facilitate discussions concerning parliamentary collaboration at various governmental levels including women's organisations. In this regard, the delegation explored the Germany Parliament's organizational structure, staffing, and financial aspects of the German Parliament. It also engaged with the European Parliament to

understand its role in regional integration within EU affairs. In addition, the delegation explored the Germany Federal system of government, including the operational dynamics of coalition parties in governance.

Amongst other issues, the delegation held various activities to gain an understanding of the Germany political system, including its legislature and relationship with the European Parliament. It also visited the European Parliament and held discussions on its role in regional integration and human rights protection.

Of particular interest to the RWPC was the delegation's interaction with the Saarland Women's Council, led by Ms. Lisa Weber. The Council was highlighted as the umbrella organisation representing 41 women's associations and organisations in Saarland, advocating for the interests of approximately 100,000 women in the region. Its commitment to promoting gender equality and justice in politics and society was outlined, emphasising its non-partisan, independent and non-denominational approach. The Council comprises strong women who are committed to positively impacting the lives of other women.

The delegation learnt a lot of lessons from the study visit such as:

- i. Observing how our counterparts in Germany invest in civic education to ensure their work is appreciated by citizens, thus promoting citizen engagement. This provides an opportunity for the SADC PF to support national Parliaments in their outreach programmes, advocating for deeper engagement with young people, especially women and girls, through internships and exchange visits to expose them to the work of the RWPC and the Forum.
- ii. Implementing a feminist foreign policy to embed gender across all sectors requires laws that promote gender equality, the protection of women's rights and ensuring equal opportunities. Decisive action is also needed to eradicate gender-based discrimination, violence and harassment in politics and all aspects of society
- iii. Budget allocation is vital to support relevant women empowerment programmes. Education and training are essential to ensure MPs and other stakeholders fully understand gender issues. Monitoring, evaluation and data collection are necessary to document successes and identify gaps. Equally important are partnerships with CSOs and community-based organisations that closer to the people.

In this regard, the following recommendations were made from the study visit:

- i. It is essential to prioritise gender mainstreaming to ensure that gender perspectives are integrated across all sectors of society;
- ii. There is need to advocate for adequate budget allocation to support women empowerment programmes;
- iii. It is critical to prioritise education and training initiatives to ensure that MPs and other stakeholders fully understand gender issues for them to effectively advocate for gender equality and women's rights within their respective spheres of influence;

- iv. Emphasis should be placed on monitoring, evaluation and data collection mechanisms to document successes and identify gaps in gender equality initiatives for data-driven approaches in decision-making; and
- v. MPs should foster partnerships with CSOs and community-based organisations that are closely connected to the communities they serve to enhance the reach and impact of gender equality initiatives.

## **7.0 EXPERT PRESENTATION**

During the meeting, the RWPC received three presentations. The first presentation intended to unpack SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SMEs) access to Finance (2023-2028). The second presentation was about “Understanding the Gender Gap and Barriers to Financial Inclusion in the SADC region, and the last presentation intended to share Tanzania’s Experience on Financial Inclusion activities. Below is a summary of each presentation:

### **7.1 Unpacking SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SME’s) access to Finance (2023-2028)**

Mr. Rado Razafindrakoto, Programme Officer at the SADC Secretariat Finance Sector, made the first presentation. The committee noted that the SADC Vision 2050 is to have a peaceful, inclusive, and middle to high-income industrialised region, where all citizens and Member states enjoy sustainable economic well-being, justice and freedom.

In terms of crosscutting issues, the Committee was informed that Gender is very prominent in SADC regional integration agenda, in addition to gender, other crosscutting issues include: youths, climate change and Urbanization.

On background and context of Financial Inclusion, the committee took cognizance of the definition of Financial Inclusion adopted in the SADC strategy. In addition, the committee noted that the targets in the Financial Inclusion Strategy are mainly at two levels, individual such as women, youths, individual entrepreneurs, firms, Small and Medium Enterprises and access to finance for SMEs in the region. Further, the Committee noted that credits, savings, payments/remittances, insurance and pension are the financial services that the region considers in financial inclusion.

Finally, under the background, the Committee was informed that Financial Inclusion strategy has three dimensions. The first dimension being access, which means every adult in the region, should have access to financial access. The second dimension is Usage, where the Committee noted that having access to Finance was not enough. Individuals need to use the services such as making account transactions and participate in the economy so that financial inclusion can play its role contributing to combating poverty. The third dimension was quality where the committee noted that the services should be provided in the respect of precautional protection of rights and also in the view of providing affordable services to the targeted population.

On important of financial inclusion, the Committee took cognizance of importance of financial inclusion that it plays a big role to in achieving the Sustainable Development Goals (SDGs). The committee further noted that data from United Nations shows that financial inclusion contributes to at least eleven SDGs such as no poverty and zero hunger. In addition, the committee noted that financial inclusion also contributes to Gender equality and most importantly, financial inclusion plays important role in industrialization agenda in the region.

Furthermore, the Committee noted few examples of Financial Inclusion policy frameworks that were relevant to the meeting such as SADC protocol on financing and investment, the protocol on trade and services, the SADC Strategy on Financial Inclusion and SMEs access to finance. In addition, Parliamentarians were made aware that the region has developed some Model laws that are in support of Financial Inclusion such as SADC payment system model and SADC banking model law in the banking sector. For non -banking institutions, the model laws include cooperative financial institutions model law, Micro finance institutions model laws, SMEs listing requirements model law and Insurance and Medical Aid Societies Model laws.

On the status of financial inclusion, the Committee noted that the region is progressing well as 23 percent of the adult population in the region are financially excluded against 40 percent in 2011.

On barriers to Financial Inclusion, the Committee took cognizance of several barriers such as Low levels of financial literacy and financial skills among consumers and SMEs, high product prices, limitations in rural infrastructure such as limited mobile network connectivity etc.

On SADC Strategy on Financial Inclusion and SMEs access to finance, the committee was informed that the strategy was approved by council in August 2023, in Luanda, Angola. The Committee noted that the vision is to have an inclusive, innovative and stable SADC financial system that empowers individuals and businesses to access and use domestic and international capital, and to contribute to industrialization, inclusive growth and resilient, sustainable economic wellbeing. The committee further noted that the vision is supported by three main strategic priorities. The first priority is harmonisation of regulations and Guidelines in support of financial inclusion and SMEs access to finance. The second priority is implementation of SADC regional infrastructure platforms and projects to support Financial Inclusion and SMEs access to finance. The third one is provision of targeted SADC level support to member states towards achievement of the regional strategy.

Finally, the Committee was informed that the implementation of the strategy also integrates the Gender action plan that was approved by Council in August 2023 as part of the SADC Financial Inclusion and SMEs Access to



Finance Strategy. In addition, the Gender action plan was designed to help Member States improve gender outcomes as they relate to the SADC Strategy on Financial Inclusion and SME Access to Finance (2023-2028), focuses on women entrepreneurs, and includes options for a transformed financial system that enables women to benefit fully and equitably in the economy.

## **7.2 Understanding the Gender Gap and barriers to financial inclusion in the SADC region**

Ms. Annie Sugrue from ECOSASA Development made the second presentation. In her presentation, Ms. Annie shared strategies to increase financial inclusion of women and to advance women economic empowerment.

The committee noted some reasons why regulators, governments and the private sector should take measures that benefit women and their enterprises through a women-centric approach and some of these reasons are:

- i. Women make up more than **50% of the population in SADC MS**. Excluding them excludes more than half of Functional Service Provider's (FSP's) market base;
- ii. Women tend **to invest more in their families** which is key to achieving inclusive economic development as well as poverty reduction;
- iii. Members of the Financial Alliance for Women report that there are 67% more non-performing small business loans for men compared to non-performing loans amongst women which are 53% lower;
- iv. Women **influence 80% of spending decisions and operate 34% of the world's businesses** and that
- v. 68% of businesses owned by women have unmet credit needs.

Furthermore, the Committee was informed about some key actions that the Government could use to improve financial inclusion of women entrepreneurs and these actions include:

- i. Gender responsive planning and budgeting - Ms. Annie highlighted that economic and financial inclusion of women needs to be planned and budgeted for to eradicate their disadvantage and exclusion. She further gave examples of Gender responsive Budgeting such as provide tax reliefs or subsidies to the women entrepreneurs to encourage the growth of women led ventures etc.
- ii. Gender responsive procurement from women's enterprises- The presenter highlighted four key strategies of gender responsive procurement, and these are: mainstream gender in procurement, empower women entrepreneurs, source strategically and sub-contract and finally manage and improve performance through benchmarking, capacity building etc.

On Barriers to implementing gender responsive budgeting, the Committee took cognizance of the following barriers:

- i. Socio-cultural barriers that reinforce gender inequality;
- ii. Collecting and using sex and gender-disaggregated data;
- iii. The complexity of a whole-of-government approach; and
- iv. Lack of capacity: knowledge, skills, attitudes, and resources.

Finally, the Committee was informed that gender responsive budgeting would help to achieve Sustainable Development number five, which is about achieving gender equality and empowering all women. The Committee noted that when women are empowered, the following could be achieved:

- i. Increased resilience to shocks such as pandemics and climate change;
- ii. Improved food security;
- iii. Increased community support and well being; and
- iv. Children better able to complete school.

### **7.3 Experience sharing on financial inclusion activities-Tanzania's work on financial inclusion**

Ms. Dionisia Majema from Tanzania's Ministry of Finance made the last presentation that focused on Tanzania's work on financial inclusion. The committee noted that 54 percent of all micro, small and medium enterprises (MSMEs) in Tanzania are owned by women.

On innovative financing in supporting women SMEs, the Committee was informed that the Ministry of Finance in collaboration with the capital market developed guidelines for the issuance of corporate bonds, investment-based crowdfunding and guidelines for corporate and subnational Sukuk bonds.

The RWPC took cognizance of three social bonds that are used to finance women in Tanzania, which are: the Jasiri bond, which is the first social bond, issued in Tanzania and in Sub-Saharan Africa. She further indicated that the funds raised from the bond are used to finance women led or women -owned SMEs or businesses whose products and services have positive impact to women. The second bond is Sub-National water infrastructure bond that finance water infrastructure projects and the third bond is the Ethical Sharia Complaint Sukuk Bond that is used to finance Sharia compliant businesses.

In concluding the presentation, the Committee was informed that the Government of Tanzania has recorded several achievements on financial inclusion such as:

- i. The formal financial inclusion has grown from 65percent to 76 percent;
- ii. The bank of Tanzania granted licences to 1, 726 microfinance Service providers and the Tanzania Cooperative Development Commission licenced 884 SACCOs;

- iii. The local Government Authorities had registered 49, 168 Community Microfinance groups;
- iv. Awareness seminars to various targeted groups participating in exhibitions, crowd-pulling events such as National Financial Services week and the program covers financial education events through social media, TVs, Newspapers and radios; and
- v. The Ministry of finance in collaboration with the financial services providers conducts Financial Education Program for Women in March every year

## **8.0 OBSERVATIONS AND RECOMMENDATIONS**

Following receipt of the presentations, the RWPC:

**TOOK COGNISANT** of the importance of integration and implementation of SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SMEs) Access to Finance (2023-2028) by SADC Member States.

**NOTED** that women are the backbone of many African economies and play key roles in the economies of each SADC Member State. However, the RWPC noted with concern the barriers to financial inclusion of Women such as low financial literacy and limitations in rural infrastructure such as limited mobile network connectivity etc.

**WAS FURTHER CONCERNED** with the rising Costs of Cross boarder transactions that negatively affect women led businesses and entrepreneurs.

**NOTED** that when women are empowered, the following would be achieved:

- i. Increased resilience to shocks such as pandemics and climate change;
- ii. Improved food security;
- iii. Increased community support and wellbeing; and
- iv. Children better able to complete school.

**TOOK COGNISANT** of the work that Tanzania is doing to enhance financial Inclusion of women and that Member States should learn from Tanzania's initiatives.

**NOTED** that Financial Inclusion is important in achieving Sustainable Development Goals by contributing to at least eleven SDGs such as no poverty and zero hunger. In addition, Financial inclusion also contributes to Gender equality and most importantly, plays important role in industrialization agenda in the region.

**BEING CONCERNED** with the gender gap that exist in Financial Inclusion as women make up more than **50% of the population in SADC Member States**. This means that excluding them excludes more than half of Financial Service Provider's market base

**WAS WORRIED** with reports that 68% of businesses owned by women have unmet credit needs.

**NOW THEREFORE**, the RWPC resolved to recommend to the 55<sup>th</sup> Plenary Assembly to:

- 1) **Call on** Member States to lobby for integration of SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SMEs) Access to Finance (2023-2028) and its implementation by SADC Member States;
- 2) **Urge** Member States to consider delivering financial education using diversity of channels such as radio, social media, newspaper, and puppet shows that suits each group of people. For instance, social media is important in reaching out to young people in countries where there is wider access to the internet. For Women in rural areas who do not have access to mass media, puppet shows are likely to be very effective;
- 3) **Appeal** to Parliamentarians to create good environment for private sectors to play their role in promoting Financial Inclusion of Women i.e. reducing prices
- 4) **Urge** Member States to take key actions that could be used to improve financial inclusion of women entrepreneurs, among others:
  - Gender responsive planning and Budgeting such as providing tax reliefs or subsidies to the women entrepreneurs to encourage the growth of women led ventures etc.; and
  - Gender responsive procurement that include: mainstream gender in procurement, empower women entrepreneurs, source strategically and sub-contract and finally manage and improve performance through benchmarking, capacity building etc.
- 5) **Appeal** to Member States to include Financial education in the education curriculum in primary and secondary schools so that basic financial skills and financial literacy are introduced in some of the life skills courses;
- 6) **Call upon** Member States to develop and promote financial products specifically designed for women, considering their unique needs and preferences. These could include savings accounts, microloans, and insurance tailored to women's circumstances.
- 7) **Implore** Member States to advocate for policies that address gender-based discrimination in financial services and encourage equal access to credit, property rights and inheritance for women.
- 8) **Further implore** Member States to promote digital financial services such as mobile banking and e-wallets to increase women's access to

banking, payments and savings and address barriers like limited internet connectivity and digital literacy.

## **9.0 CONCLUSION**

The meeting for the RWPC was a success. The RWPC would like, therefore, to thank all the stakeholders that participated in the meeting, especially the Resource Persons who made presentations during the meeting.

The RWPC would also wish to thank the Secretary General and all staff of the SADC Parliamentary Forum for organizing and facilitating the meeting in a professional manner and for providing technical advice to the Caucus.

The RWPC hopes that the recommendations contained in its report will be adopted by the 55<sup>th</sup> Plenary Assembly without reservations.

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Hon. Shally Josepha RAYMOND  
**CHAIRPERSON**

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Ms. Mammehela MATAMANE  
**COMMITTEE SECRETARY**

**10.0 APPENDICES****APPENDIX 1 – PRESENTATIONS RECEIVED FROM STAKEHOLDERS**

| <b>Serial No.</b> | <b>Title of the Presentation</b>   | <b>Submitting Institution/Individual</b>   |
|-------------------|--|--|
| 1.                | Unpacking SADC Strategy on Financial Inclusion and Small and Medium Enterprises (SMEs) access to Finance (2023-2028) | SADC secretariat/Rado Razafindrakoto<br>Email: rrazafindrakoto@sadc.int                  |
| 2.                | Understanding the Gender Gap and access to Financial Inclusion in SADC the region                                    | Annie Sugrue<br>Email: annie@ecosasa.co.za   |
| 3.                | Experience Sharing on Financial Inclusion activities-Tanzania's work on Financial Inclusion                          | Ms. Dionisia Mjema,<br>Tanzani Ministry of Finance<br>Email: dionisia.mjema@hazina.go.tz |

**APPENDIX 2 – LIST OF SADC PF SECRETARIAT**

- |    |                        |  |
|----|------------------------|--|
| 1. | Joseph Manzi           | Director of Programmes                     |
| 2. | Ms. Clare Musonda      | Director of Corporate Governance           |
| 3. | Mr. Sheuneni Kurasha   | Programme Manager (DGHR)                   |
| 4. | Ms. Racheal Mundilo    | Programme Manager (FANR CJ)                |
| 5. | Mr. Moses Magadza      | Media and Communications Officer           |
| 6. | Ms. Mammehela Matamane | Committee Secretary                        |
| 7. | Ms. Gomezgani Ngwira   | Committee Secretary                        |
| 8. | Ms Paulina Kanguatjivi | Assist: Procedural Officer and Coordinator |
| 9. | Ronald Windwaai        | IT Officer                                 |