



NABA Female Business Network

18:45-18:55: Welcome remarks - Daniella Woldemichael - NABA

18:55-19:05: Introduction to NABA Female Business Network: Who are we & what do we do? - Cathrine G. Jahnsen – Virke & NABA Board

19:05-19:20: Impact of women in leadership in Sub-Saharan Africa - Lilian Simiyu
- Norfund

19:20-21:00: Networking



Welcome remarks

by Daniella Woldemichael– NABA



Introduction to NABA Female Business Network:

Who are we and what do we do?

by Cathrine G. Jahnsen – Virke & NABA Board member

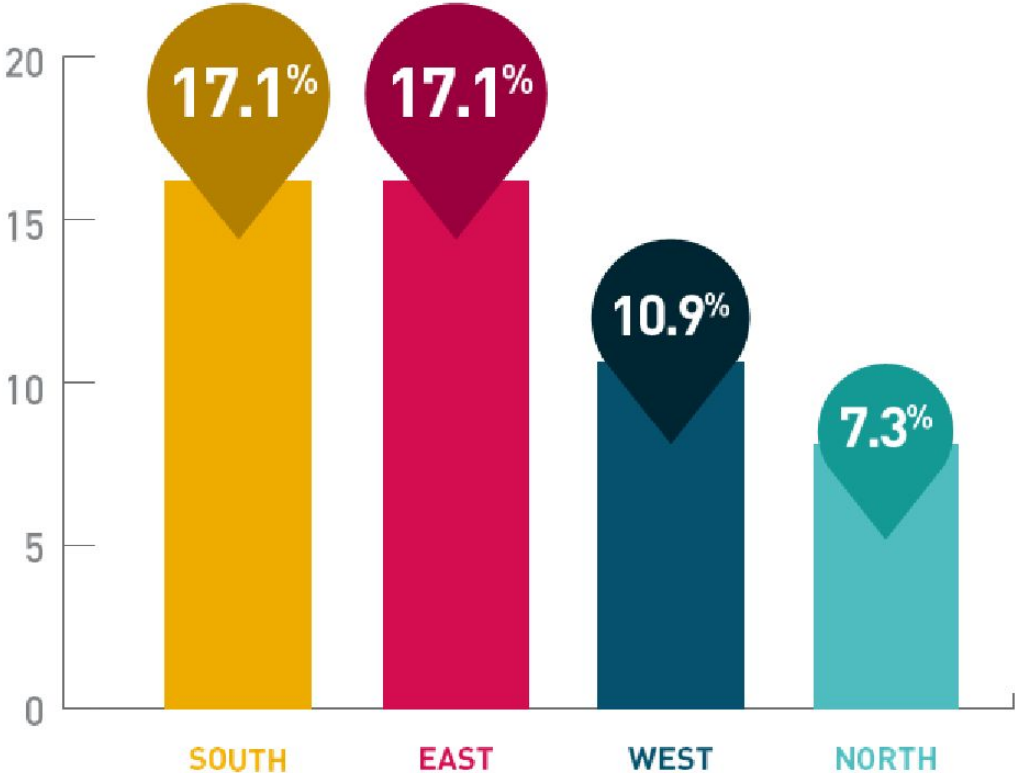


Women in Leadership in Sub-Saharan Africa

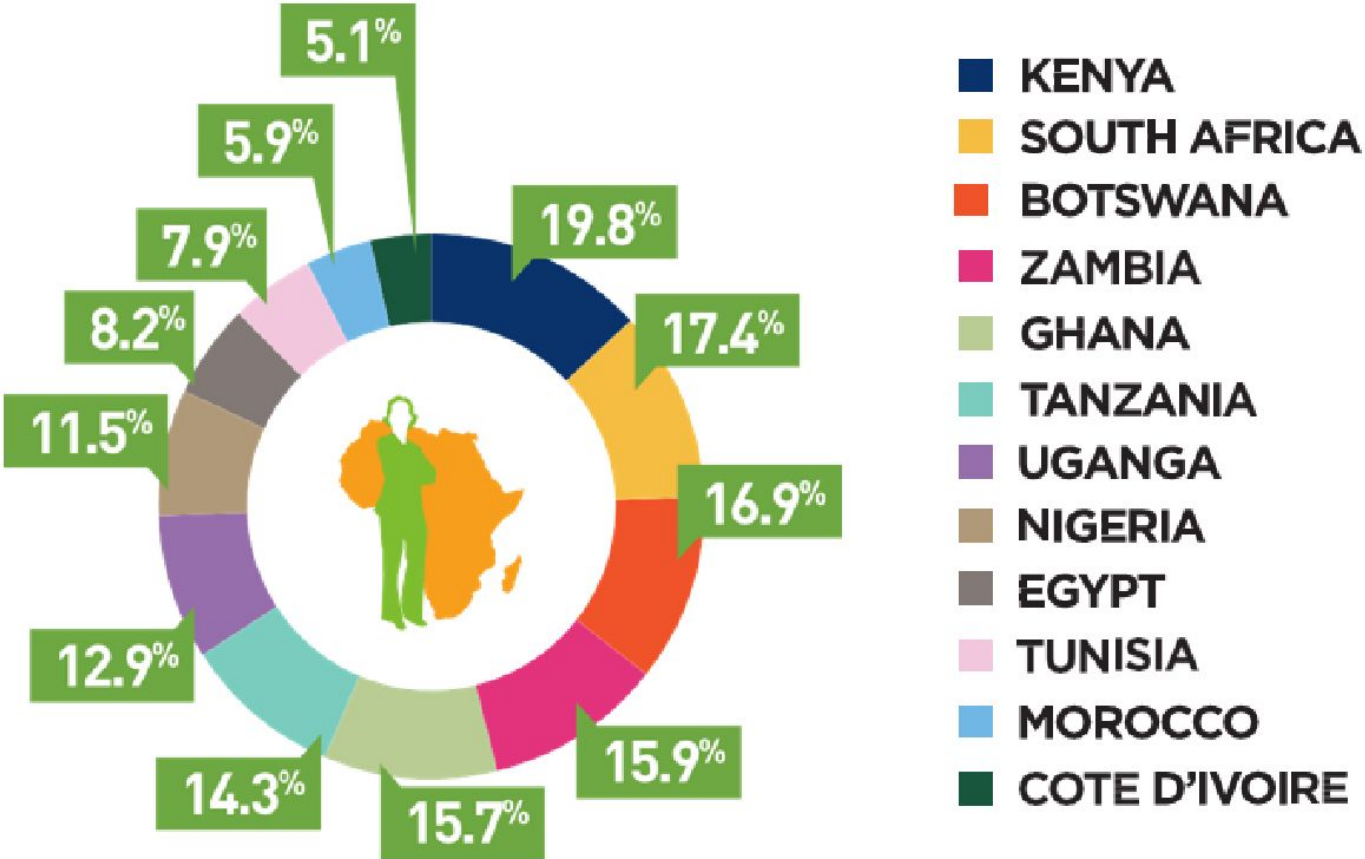
27 NOVEMBER 2017

REGIONAL COMPARISON WITHIN AFRICA

(data as of December 31, 2013)

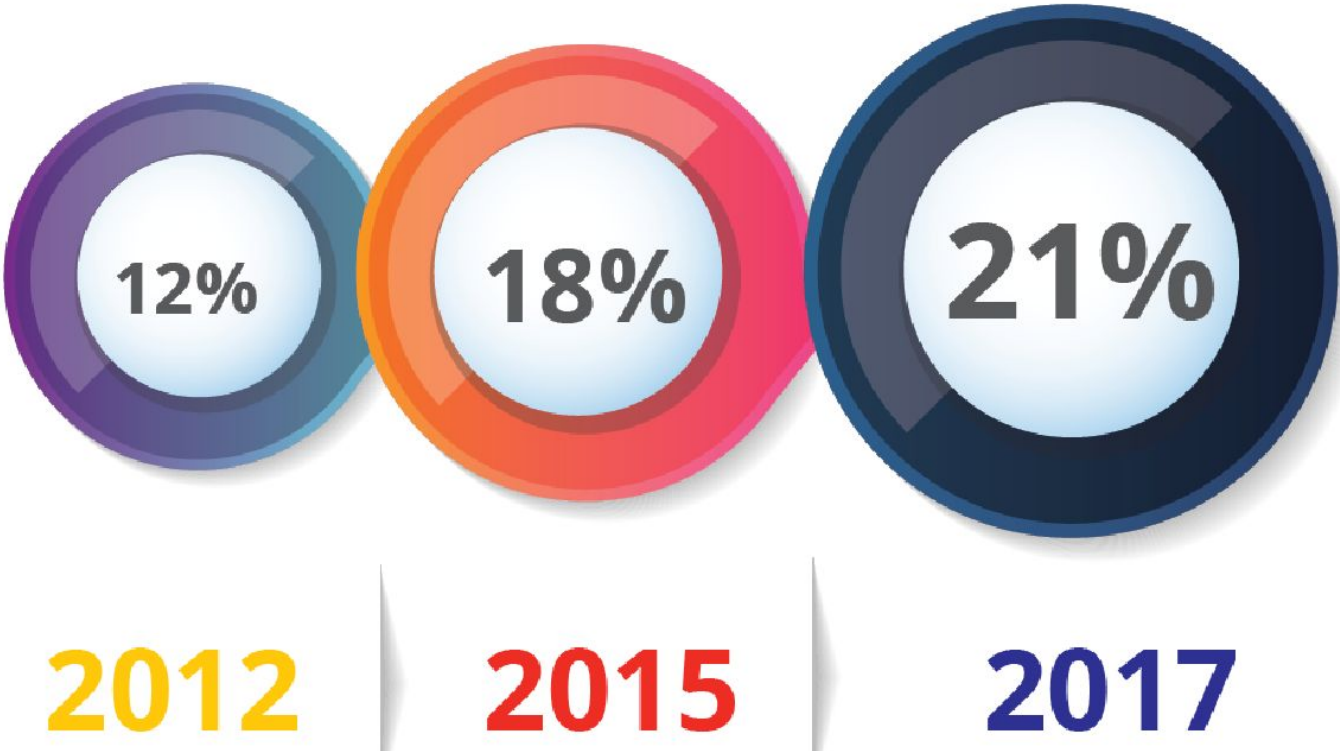


REPRESENTATION BY SELECT COUNTRIES



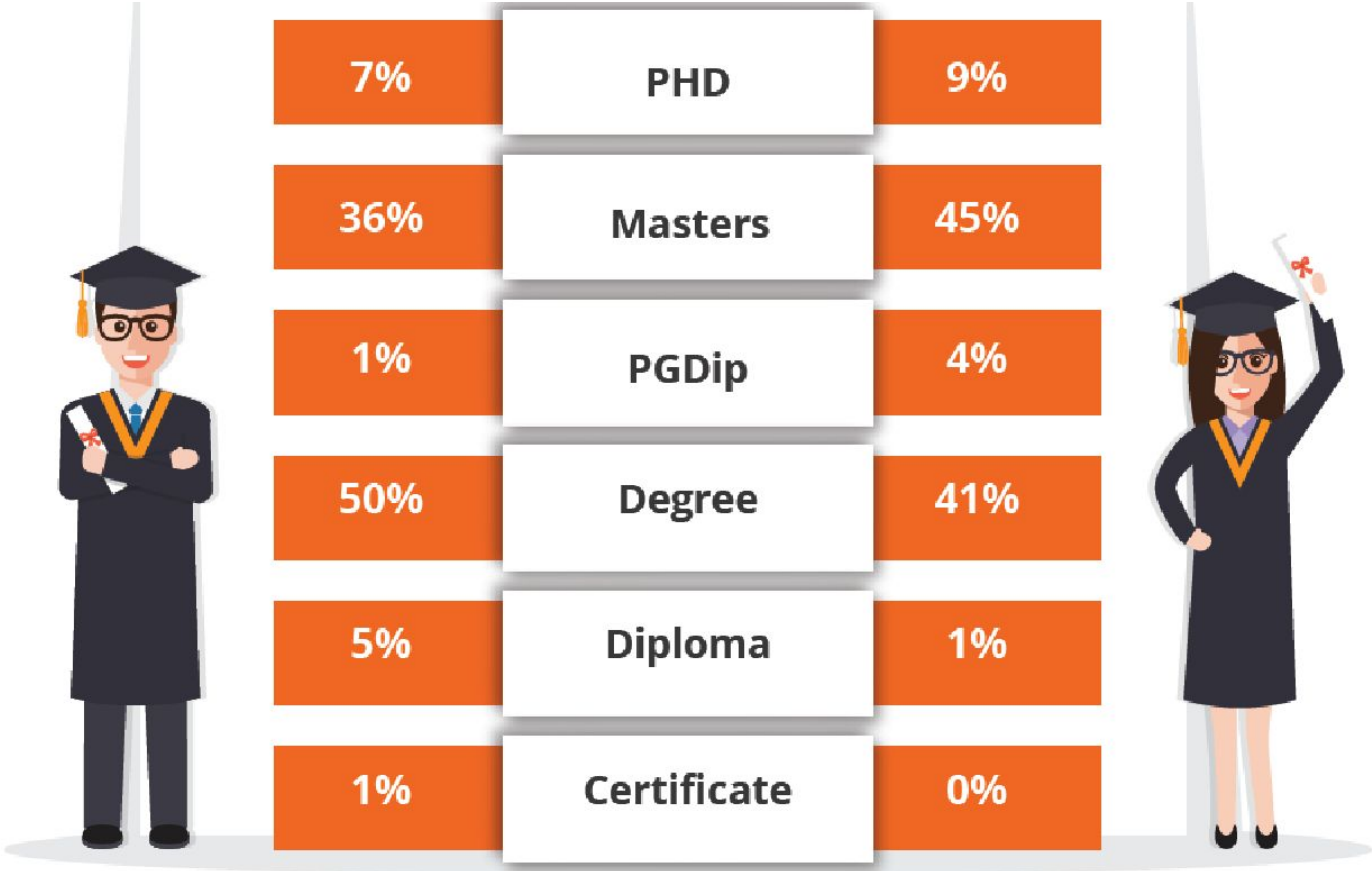
KENYA

GROWTH IN WOMEN REPRESENTATION IN BOARDS OVER THE YEARS IN KENYA

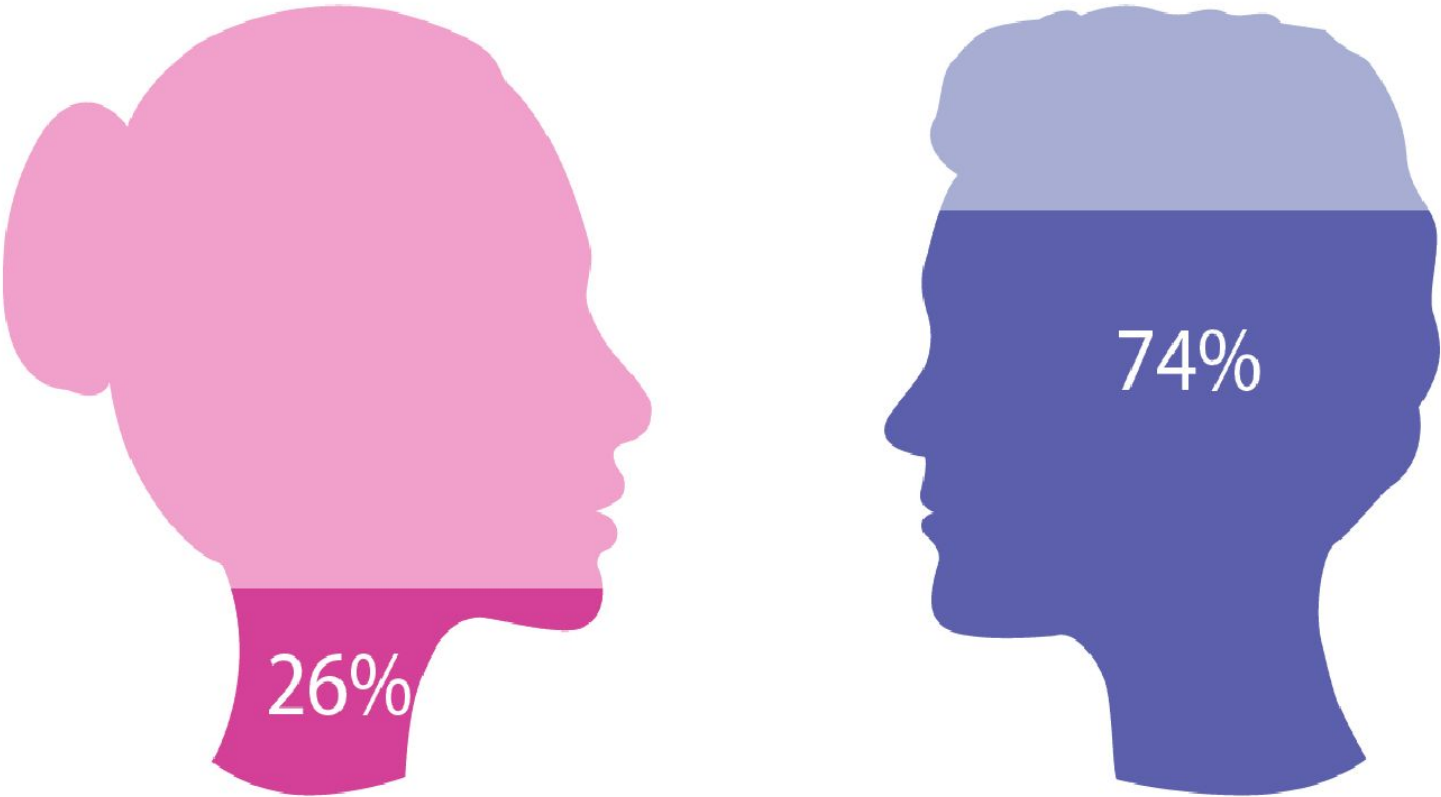


Growth in NSE listed companies' boardrooms

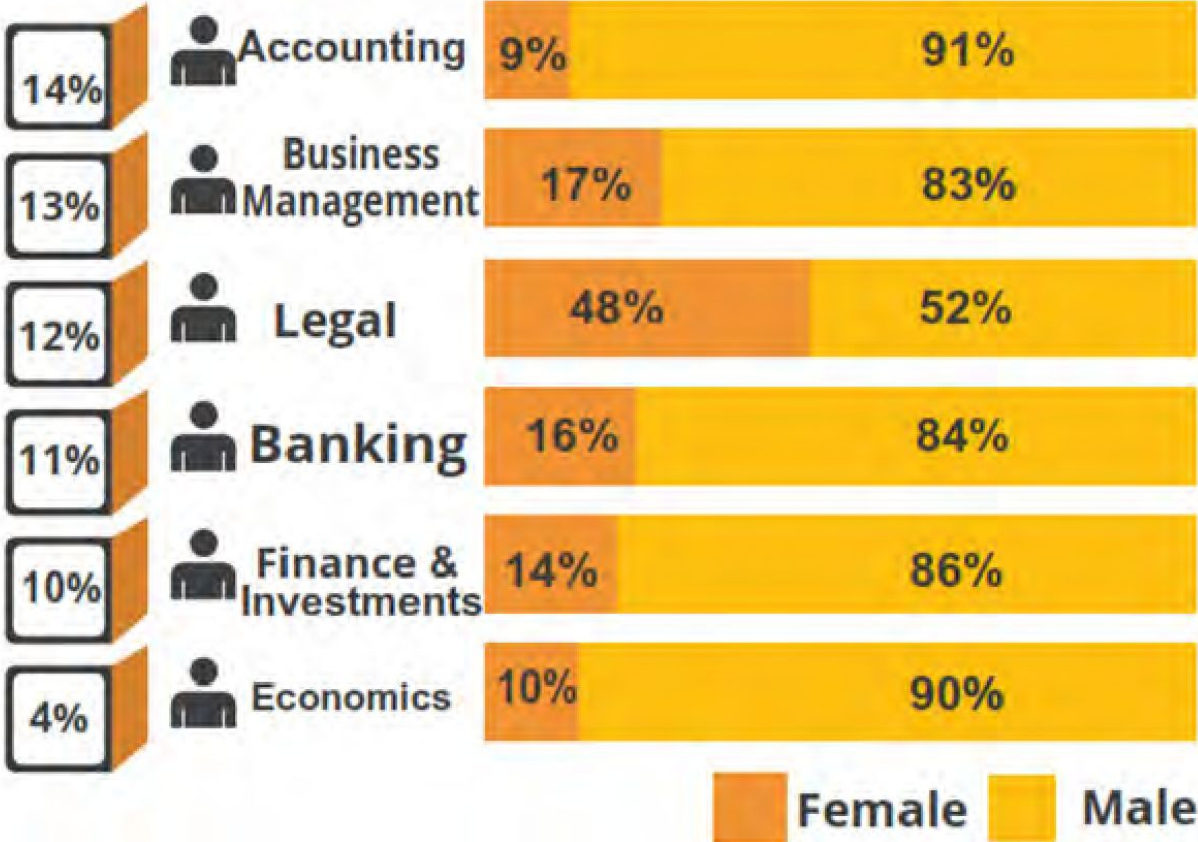
EDUCATION DIVERSITY IN KENYA'S BOARD ROOM



WOMEN REPRESENTATION IN SENIOR MANAGEMENT



PROFESSIONAL DIVERSITY: KENYA



BARRIERS & RECOMMENDATIONS FOR WOMEN'S LEADERSHIP



Barriers

- Women's confidence and aspirations
- Lack of female role models
- Lack of work-life balance
- Unconscious bias by managers
- "old-boy" networks
- Lack of qualified incoming talent
- Few limitations on length of board service
- Lack of visibility of women in senior executive posts

Recommendations

- Legislation requirements
- Women's groups, Institutes of Directors & other professional associations
- Women should be pro-active
- Mentors and role models
- Empower women
- Enhance networking skills
- Be present, Be heard

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