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Foreword

In March 2020, we officially launched the activities of the Ellen Johnson Sirleaf Presidential Center for Women and Development (EJS Center) and its flagship leadership program, the Amujae Initiative. We gathered the inaugural cohort of fifteen Amujae Leaders—accomplished African women taking part in our flagship program—and many international dignitaries to celebrate the achievements of women leaders across Africa and to collaborate on the actions that could propel more women to join them at all levels of public leadership.

In the 12 months that followed, we have been challenged in ways we couldn’t have imagined. The arrival of the COVID-19 pandemic has triggered recollections of the Ebola outbreak that commanded my attention during parts of my presidency. Many of the challenges we are facing in this new pandemic are the same as then: the need to counter misinformation, to change behaviors, and to ensure that citizens have access to the healthcare that they need.

And yet despite these challenges, our efforts have not stood still. We have seen our Amujae Leaders achieve great things in the local, national, and international levels, rising to the challenges of the pandemic and furthering their own pursuit of leadership roles in both the public and private sector. We have highlighted women across the African continent who have emerged as “COVID-19 Heroines” as they have selflessly served their communities and countries through the pandemic. We have continued our work in advocacy for women’s public leadership, sharing our insights with audiences through speaking engagements at pan-African and international events. And we have begun our painstaking archival work, ensuring that the materials from my tenure as president are available to researchers globally.

Writing this report is an important part of the work of the EJS Center. Not only does it allow us to chart the progress that has been made in advancing women’s leadership, but it also identifies the challenges that remain to be overcome. As I write these words, Africa has three sitting women Prime Ministers—more than ever before. But representation of women in public leadership remains too low.

And so today I offer to all of us a challenge. A challenge to champion women leaders wherever we can, to call out anyone and everyone preventing women from achieving their full potential, to open doors for women, and, for those who have succeeded, to pull other women up behind them. For it is only by each of us taking action that we can create a wave of women leaders ready to take up roles in the highest echelons of public service. I hope you will join us in this mission.

Ellen Johnson Sirleaf
The Ellen Johnson Sirleaf Presidential Center for Women and Development (EJS Center) was founded in 2018 to be a catalyst for political and social change across Africa by helping unleash its most abundant latent power — its women. It aims to amplify the voices of women and girls in all spheres of life by increasing the representation of women in public leadership roles in Africa.

Through its work, the EJS Center envisions more voices heard, talents unleashed, and leaders launched that prioritize the aspirations of women. Its mission is to champion women’s ascension to the highest levels of leadership and challenge systemic barriers to girls’ and women’s advancement. The center offers a unique blend of programming, advocacy, archival research, and museum exhibitions and seeks to become a premier institution dedicated to advancing and sustaining women’s political and social development on the continent.

The flagship program of the EJS Center is the Amujae Initiative. Amujae, pronounced ä mōō jāēē, means ‘we are going up’ in Kru, a Liberian language. Launched on International Women’s Day, March 8, 2020, the Amujae Initiative aims to shift the landscape for women in public leadership in Africa, moving from a culture of tokenism to one that truly values women leaders. The program inspires and prepares women to unapologetically take up roles and excel in the highest echelons of public leadership and to bring other women along.

The EJS Center is led by former President Ellen Johnson Sirleaf. Madam Sirleaf was Africa’s first democratically elected woman president, who led Liberia from 2006 until 2018. During that time, she steered the country through the aftermath of close to two decades of civil war and the Ebola crisis. Yet she increased the national budget from $80 million in 2006 to over $672 million in 2012, with an annual GDP growth rate of more than 7%. Recognized as a global leader for women’s empowerment, President Sirleaf was awarded the prestigious Nobel Prize for Peace in 2011. She is passionate about supporting the next generation of women in public life across the continent.
Introduction

2020 was a year of mixed success for the advancement of women’s public leadership in Africa. It saw the appointment of women Prime Ministers in two African countries and record numbers of women serving in several countries’ cabinets. However, on average, it was marked by very little progress in women’s parliamentary representation. Women running for office at the highest level found the hurdles insurmountable, with none of the women contesting presidential elections successfully securing the role.

The year was also defined by the spread of the COVID-19 pandemic, which has devastated lives and livelihoods around the world and posed unique challenges for women—while also showcasing the power of women’s leadership in responding to crises.

It is in this context that the Ellen Johnson Sirleaf Presidential Center for Women and Development (EJS Center) carried out its first year of programming, placing it firmly on the path towards becoming a premier institution dedicated to championing women for leadership roles. Through its work, the EJS Center envisions more voices heard, talents unleashed, and leaders launched who prioritize the aspirations of women. Its mission is to champion women’s ascension to the highest levels of leadership and challenge systemic barriers to girls’ and women’s advancement.

This report centers on the progress of women leaders in Africa throughout 2020. Its focus is on the achievements of women in the highest offices of the Executive, Legislature, and Judiciary, the three arms of government. It also examines the achievements of women in international leadership roles. Though this report does not delve into the work of civil society organizations, we acknowledge civil society’s undeniable role in advancing gender equality and women’s leadership. Without the efforts made by women’s movements across Africa, many of the national and international achievements we draw attention to in this report would not exist. We hope to bring greater visibility to civil society’s role in public leadership in future publications.

It has been a challenging report to compile—not only because of the difficulties in gathering reliable gender-disaggregated data, but also because the data itself does not tell as promising a story as we might have hoped. There are of course points of light. In 2020, EJS Center Board Member and Amujae Coach Dr. Ngozi Okonjo-Iweala was on her way to becoming the first African and the first woman to lead the World Trade Organization, the Amujae Leaders and other accomplished African women have demonstrated their capacity to lead communities and countries through the crisis, and across the continent women have been elected and appointed to public leadership roles.

This report takes stock of the current state of women’s public leadership in Africa and highlights the work that the EJS Center is undertaking to help accelerate progress.
The Amujae Initiative

The Amujae Initiative is the Center’s flagship program. Amujae, pronounced ä mòo jàæe, means ‘we are going up’ in Kru, a Liberian language.

Launched on International Women’s Day, March 8, 2020, the Amujae Initiative aims to shift the landscape for women in public leadership in Africa, moving from a culture of tokenism to one that truly values women leaders.

Its activities are designed to inspire and prepare women to unapologetically take up roles and excel in the highest echelons of public leadership, and to bring other women along.

Since its launch, to date, the Amujae Initiative has provided training, mentorship, and coaching to an accomplished group of 30 women leaders from 16 African countries.¹ With backgrounds in law, government, business, education, healthcare, and activism, their achievements are as varied as their origins, but they have come together with a common purpose: to serve their countries and advocate for fellow women.

The launch of the Amujae Initiative was marked with the inaugural Amujae Leadership Forum. Convened under the theme of ‘Intentional Leadership,’ the Forum’s activities are designed to encourage the Amujae Leaders to reflect on their values and aspirations, acknowledge the barriers that they may face, develop strategies to overcome them, and build networks for their own advancement and that of other women.

The Amujae Leaders were taken through a set of activities that helped them to explore what it takes to be an effective leader especially in times of crisis; the need to be intentional about leadership ascension; vying for senior leadership positions with eyes wide open about how tough it can get; developing specific strategies for pre-emptively managing some of the risks; and the importance of crafting strategies for bringing other women along.

At the inaugural Forum and in all activities since, careful consideration has been given to cultivating a safe space for both Coaches and Amujae Leaders to share openly and vulnerably, with the goal of engendering a sense of purposeful sisterhood.
Dr. Zanetor Agyeman-Rawlings is currently a Member of Parliament for the Klottey-Korle Constituency in the Republic of Ghana. Joining the Ghanaian Parliament in 2017, Dr. Agyeman-Rawlings has worked diligently to inspire and lead the empowerment of her constituents, and continues to be deeply committed to advancing female empowerment, environmental sustainability, and universal quality education in Ghana. Prior to her work in Parliament and public service, she worked for a decade as a medical doctor, having completed her medical education at the prestigious Royal College of Surgeons in Ireland.

Clare Akamanzi is an international trade and investment lawyer, CEO of the Rwanda Development Board (RDB) and Member of the Cabinet of Rwanda. Prior to these roles, she served as Head of Strategy and Policy for President Paul Kagame and for over 7 years as COO of the RDB. During her time working for the Rwandan government, and RDB in particular, there has been a surge in foreign investment and tourism. In addition, Rwanda’s ranking in the World Bank’s Ease of Doing Business report reached the global top 40. She has led a team that has consequently generated 100,000 jobs for young Rwandans since 2017.

Yvonne Aki-Sawyerr, OBE
Mayor of Freetown, Campaigner, Finance Expert | Sierra Leone

A finance professional with over 25 years of experience in strategic planning, risk management and project management in the public and private sectors, Yvonne Aki-Sawyerr was sworn in as Mayor of Freetown, Sierra Leone in May 2018. Her vision is to #TransformFreetown in order to improve the lives of the city’s residents. Her transformation plan is being delivered through a focus on resilience, human development, features of healthy cities and urban mobility, with innovation as an underlying principle. Mayor Aki-Sawyerr’s delivery approach places a premium on community ownership, a heightened level of transparency and accountability, and data-driven decision making.

Hadiza Bala Usman is the managing director of the Nigerian Ports Authority (NPA), following many years serving her country in congress and numerous public service roles. Before her appointment as the first female Managing Director of the NPA in its 63 years of existence, she worked at the Bureau of Public Enterprises (BPE). A recipient of many awards in the areas of governance, girl child education and women’s emancipation, she is also convener of the BringBackOurGirls campaign, which was established to demand the rescue of the 279 young girls abducted from Chibok Secondary School on 15th April 2014 in Borno State, Nigeria.
Oley Dibba-Wadda
Founder and CEO of GAIL, Life Coach, Strategic Analyst | The Gambia

Oley Dibba-Wadda is a social development executive and strategic analyst with over 25 years of leadership and management experience. She is an expert in African and international policies on education, gender equality, and youth development. She is the Founder, President, and CEO of the Gam Africa Institute for Leadership (GAIL). Prior to this position, Oley was the Director of Human Capital, Youth and Skills Development at the African Development Bank. Before joining the African Development Bank, she was the Executive Secretary of the Association for the Development of Education in Africa, a pan-African Institution hosted by the African Development Bank.

Kula Fofana
Foundation President, CEO, Consultant, Lecturer, Farmer | Liberia

Kula Fofana is the President of People’s Foundation Africa, an organization working for marginalized and hard-to-reach communities in Liberia and across Africa. Prior to co-founding the foundation, Kula served the Liberian government as Assistant Minister for Youth Development; Co-Chaired Liberia’s Vision 2030 and headed the Ministry of Gender, Children and Social Protection’s Adolescent Girls Division. Having seen the challenges of her county and the need for transformational leadership in the national legislature, she took up the challenge and ran for the Senate in a by-election in her county of Grand Cape Mount in Western Liberia.

Yawa Hansen-Quao
Executive Director, Social Entrepreneur, Female Leadership Advocate | Ghana

Yawa Hansen-Quao is the Executive Director of Emerging Public Leaders (EPL), working to strengthen EPL’s organizational development and expand its network of country-led programs. She is the Founder of the Leading Ladies’ Network and the Co-founder of Impact Hub Accra. Prior to her current positions, she served for three years on the Foundation Board of the World Economic Forum’s Global Shapers Community and worked as a leadership consultant to UN Women, assisting in the development of leadership curricula to enhance the capacity of women leaders in East and Southern Africa.

Malado Kaba
Former Finance Minister, Consultant, Economist | Republic of Guinea

With 24 years of experience in international development, Malado Kaba served as the first female Economy and Finance Minister of the Republic of Guinea between 2016 and 2018. During that time, she reached record macroeconomic results and was instrumental in leading key strategic negotiations to secure more than USD$20 billion for Guinea’s ambitious infrastructure program. Ms. Kaba led actions to increase fiscal transparency, fight corruption, and promote good governance and sound administration. Prior to her ministerial position, she was Country Head for the Tony Blair Institute for Global Change in Guinea.
Cornelia Kruah-Togba  
NGO Founder, Public Servant, Women’s Advocate | Liberia

Cornelia Kruah-Togba is a Liberian public servant and advocate for youth and women’s empowerment. She started her career in 2011 as the Youth Program Officer of the Angie Brooks International Centre for Women’s Empowerment, Leadership Development, International Peace and Security (ABIC). In 2014, she became the Program Assistant in the President’s Delivery Unit at the Ministry of State for Presidential Affairs. She then took up an assignment as Executive Assistant to the Minister of Public Works and as Chief of Staff to the Minister of Education. In 2018, she ran for Representative of District 13, Montserrado County, coming third out of 11 candidates.

Adv. Fadzayi Mahere  
Lawyer, Advocate, Lecturer, Political Leader | Zimbabwe

Fadzayi Mahere is a lawyer practicing as an advocate at the Harare Bar, having held roles in at commercial law firms, the International Criminal Court, and the United Nations. She also currently serves as a political party spokesperson. She has worked in the Office of the Prosecutor at the International Criminal Court in the Hague and for the United Nations International Criminal Tribunal for Rwanda. She was awarded a Pegasus Fellowship from the Honourable Society of the Inner Temple in London, which enabled her to work in various Chambers in London.

Aïda Alassane  
N’Diaye-Riddick  
Multidisciplinary Development Expert, Public Servant | Côte d’Ivoire

Aïda Alassane N’Diaye-Riddick is a highly accomplished, multidisciplinary development expert with experience across a range of areas including education, health, and poverty alleviation. She is currently serving as the Country Manager for Teaching at the Right Level Africa (TaRL Africa), a new, high-profile initiative jointly led by the Massachusetts Institute of Technology’s (MIT) Abdul Latif Jameel Poverty Action Lab (J-PAL) and the Indian education NGO Pratham. From 2016-2018, as part of Côte d’Ivoire’s partnership with the Millennium Challenge Corporation (MCC), she led the development of the country’s $524 million MCC Compact program.

Angela Nwaka  
Nurse, Consultant, Legislator, NGO Director | Nigeria

Angela Nwaka is a nurse, consultant, former Delta State House Member and NGO director from Nigeria. She practiced for several years in the United States as a staff nurse, director of nursing, and nursing administrator. She later returned to Nigeria to work in humanitarian services and became active in politics. In 2012, she coordinated and supervised some of the internally displaced people’s camps in Nigeria’s Delta State, in collaboration with various agencies and local government. In 2013, she was appointed as the Executive Assistant to the Governor of Delta State on Beautification. She resigned this appointment in October 2014 to enter the running for a State House of Assembly seat. In March 2015, she was elected to the State House of Assembly as a legislator for a four-year term.
Dr. Jumoke Oduwole
Academic, Advisor, Speaker, Advocate | Nigeria

Dr. Jumoke Oduwole is an academic, government advisor, and advocate. She is Special Adviser to the President of Nigeria on Ease of Doing Business. Until her appointment to this role in August 2019, Dr. Oduwole was Senior Special Assistant to the President on Industry, Trade & Investment in the Office of the Vice President. Her team is responsible for Nigeria moving up an unprecedented 39 places in the World Bank’s flagship Ease of Doing Business report over three years, among other notable achievements. She was the only African nominated onto the World Economic Forum’s Global Future Council on Trade and Investment in 2016.

Upendo Furaha Peneza
Member of Parliament, Advocate | Tanzania

Upendo Furaha Peneza is currently a Member of Parliament in the United Republic of Tanzania. She serves as a Chairperson of the Tanzania Youth Parliamentarians Forum (TYPF), which is the youth caucus in the parliament. She is an advocate for women and girl’s rights in and out of parliament. She is part of a legal committee in the parliament that has secured women’s representation by law on various organizations and structures created by government. She also runs women’s empowerment programs in her constituency where she has mobilized women to form savings and credit groups.

Blen A. Sahilu
Lawyer, Women’s Rights Advocate and Policy Advisor | Ethiopia

Blen Sahilu is an Ethiopian human rights lawyer and gender expert with over a decade of expertise in academia, movement building, and strategic advocacy. She was most recently the Senior Advisor on Gender Equality and Women’s Empowerment to the first female President of Ethiopia. Before that she served in the high-level Legal Advisory Council to the Attorney General for the revision of laws as part of the National Legal Reform project. She was selected by the Prime Minister of Ethiopia to serve as a member of the National Peace and Reconciliation Commission of Ethiopia.
Over the course of the year, the 2020 Amujae Leaders received support from a distinguished group of Amujae Coaches including former heads of state and leaders of international institutions who provide insight and guidance drawn from their invaluable experience in public leadership. These have included the Founder of the EJS Center and former President of the Republic of Liberia Ellen Johnson Sirleaf, former President of the Republic of Malawi Joyce Banda, former President of the Central African Republic Catherine Samba-Panza, former Minister of Finance of Nigeria and recently selected Director-General of the World Trade Organization (WTO) Dr. Ngozi Okonjo-Iweala, and Director-General of the United Nations Office at Nairobi Zainab Hawa Bangura, amongst others.

The EJS Center took a structured approach to understanding the Amujae Leaders’ aspirations and providing them with targeted support through workshops, webinars, and training sessions with established and distinguished speakers.

**Programming included:**

- Capacity building training sessions, including workshops with: Amujae Leader and Freetown, Sierra Leone Mayor Yvonne Aki-Sawyerr and campaign lead Ms. Manja Kargbo; former President of Malawi Joyce Banda and campaign strategist Mr. Daud Suleman; and former presidential candidate in Guinea Bissau Paulo Gomes and campaign manager Ms. Valerie Traore.

- Sessions with accomplished diplomats and leaders of international organizations including: Ambassador Linda Thomas-Greenfield, inaugural Chair of the Ellen Johnson Sirleaf Foundation, former Assistant Secretary of State for African Affairs in the United States Department of State’s Bureau of African Affairs, and recently appointed US Ambassador to the United Nations; Joyce Mends-Cole, inaugural EJS Center Board Member who has had a diplomatic career that spans over 22 years and three UN agencies; Vera Songwe, Executive Secretary of the United Nations Economic Commission for Africa (UNECA), Zainab Bangura, Director-General of the United Nations Office at Nairobi, Thelma Awori, former Assistant Secretary-General of the United Nations and member of the Steering Committee of the African Women Leaders Network (AWLN), and Amina J. Mohammed, Deputy Secretary-General of the United Nations.

The inaugural Amujae Leaders demonstrated great fortitude in a challenging year, achieving some notable milestones. During the year, Clare Akamanzi (Rwanda) was appointed as an inaugural member of the World Health Organization Foundation, Fadzayi Mahere was appointed spokesperson of her political party in Zimbabwe, and Malado Kaba took the reins as Board Chairperson of Orabank Guinea, becoming the only woman to hold that position among the privately owned banks in Guinea. Zanetor Agyeman-Rawlings retained her parliamentary seat in Ghana while Upendo Peneza put up a good fight for hers in Tanzania. Yvonne Aki-Sawyerr (OBE) was shortlisted for the 2021 World Mayor Prize and named in the BBC 100 Women 2020 List. Yawa Hansen-Quao and Zanetor were featured on the Young Global Leaders Network’s list of ‘40 Most Inspirational Female Leaders in Ghana’ and Yawa and Fadzayi were recognized by Avance Media and Africa Youth Awards on the ‘100 Most Influential Young Africans list for 2020’. These are only some of the achievements of this resilient group of leaders in the face of pandemic-related and other challenges.

2020 also saw the recruitment of the second cohort of Amujae Leaders, who were formally announced early in the new year. These 15 women leaders include current and former government ministers, a governor, a member of parliament, senior government advisors, and activists engaged with issues ranging from refugee rights to gender equality and youth empowerment. These talented women will build upon the foundations laid by the inaugural cohort, furthering the EJS Center’s aim of unleashing a wave of women leaders across the continent.
2021 Amujae Leaders

Tejumola Abisoye
Development Expert, Lawyer, Youth Advocate | Nigeria

Tejumola Abisoye is a lawyer with experience in development finance, project management, and monitoring and evaluation. She is currently the CEO and Executive Secretary of Lagos State Employment Trust Fund (LSETF). At LSETF, Ms. Abisoye coordinates the design and implementation of programs that address youth unemployment in Lagos State. Through her role, she has supported over 15,000 small businesses to create and sustain over 100,000 jobs and supported the training of over 5,000 youths.

Farida Bedwei
Tech Entrepreneur, Disability Rights Advocate, Author | Ghana

Farida Bedwei is the Co-founder and Chief Technology Officer of Logiciel (Ghana) Limited, a software company that develops banking systems for the microfinance industry. Prior to co-founding Logiciel, Ms. Bedwei worked in the telecom software industry, developing mobile gateways and services for mobile networks and content providers. She also served on the Board of Ghana’s National Communications Authority between 2014 and 2016. Ms. Bedwei is also an author and a disability-rights advocate, whose work has been featured in international and local media.

Dagmawit Moges Bekele
Minister of Transport, Member of House of People’s Representatives of Ethiopia | Ethiopia

Dagmawit Moges Bekele was appointed as Minister of Transport of the Federal Democratic Republic of Ethiopia (FDRE) in October 2018. She is an FDRE Cabinet Member and a Member of the House of Peoples’ Representatives of Ethiopia (HoPRE). Before her current post, Ms. Moges served as Deputy Mayor and Communication Affairs Bureau Head of Addis Ababa City Government, Cabinet Member of the City Government, and Board Chairperson of Addis Ababa Mass Media Agency.

Susan Grace Duku
Activist, Refugee Advocate | South Sudan

Susan Grace Duku is an activist and refugee advocate. Having spent 21 years of her life as a refugee, she has worked to amplify the voices of refugees and displaced persons in decision making at the local, national, and international levels. In 2017, Ms. Duku was elected as women’s representative to the highest refugee leadership body in Rhino Settlement, Arua District, Uganda. She is the Founder and Head of Refugee Women and Youth Aid (RWYA). Since 2018, she has participated in Steering Group meetings of Uganda’s Comprehensive Refugee Response Framework (CRRF) as a Uganda Refugee Representative.
Dr. Yakama Manty Jones
Economist, Lecturer, Entrepreneur, Philanthropist | Sierra Leone

Dr. Yakama Manty Jones (née Mara) is an economist currently serving as the Director of Research and Delivery at the Ministry of Finance in Sierra Leone. As a sought-after consultant, Dr. Jones also lends her expertise to a variety of agencies focused on development, finance, international business, economic policy, and project management. Dr. Jones co-founded the Peninsular Innovative Group (PI Group) with her husband Herbert Durosimi Jones. The company operates across the shipping, manufacturing, and agri-business industries in Sierra Leone and prioritizes working with and empowering youth and women-owned businesses.

Isata Kabia
Social Entrepreneur, former MP, Minister | Sierra Leone

Isata Kabia is the Founding Director of Voice of Women Africa (VoW Africa), a network of female leaders which aims to amplify women’s voices and inspire collective action. Ms. Kabia has served as a government Minister of Social Welfare, Gender and Children’s Affairs and as the Minister of State at the Ministry of Foreign Affairs and International Cooperation in Sierra Leone. In 2012, Ms. Kabia became the first female member of Constituency 050, in Port Loko District. She also represented Sierra Leone in the Pan-African Parliament where she served as Rapporteur for the Committee on Education, Tourism, and Culture.

Bogolo Kenewendo
Economist, Former Minister, Gender and Youth Activist | Botswana

Bogolo Kenewendo is an African Economist and the former Minister of Investment, Trade and Industry in Botswana. She is currently the Managing Director of Kenewendo Advisory and a Non-Resident Fellow at the Center for Global Development. She is also a member of United Nations Secretary-General António Guterres’ High-Level Panel on Digital Cooperation; a member of the World Economic Forum (WEF) Global Future Council on Global Public Goods in the Fourth Industrial Revolution; a WEF Young Global Leader; and a member of the African Leadership Academy for Governance Board of Advisors.

Eng. Ghada Labib
Deputy Minister for Institutional Development at the Ministry of Communications and Information Technology (MCIT) | Egypt

Eng. Ghada Labib is the Deputy Minister for Institutional Development at the Ministry of Communications and Information Technology (MCIT). She possesses over 20 years of client management and business development leadership experience, in both the private and public sectors, with distinguished and diversified hands-on experience in major projects management. Prior to her appointment, Ms. Labib held several executive positions. She served as the Deputy Minister of Planning for Administrative Reform, the Prime Minister’s Advisor for Follow-up and ICT, and the Chief of Staff at the Council of Ministers.
Angèle Makombo  
Political Advisor,  
Party Leader | Democratic Republic of the Congo (DRC)

Angèle Makombo currently serves as Counselor of the Republic and Member of the Environment and Natural Resources Commission at the Economic and Social Council of the Democratic Republic of the Congo (DRC). Ms. Makombo is a Founding Member and National Chairperson of a political party and was a candidate in DRC’s presidential elections in 2011 and 2018. Serving at the United Nations (UN) for nearly 24 years, Ms. Makombo has focused on conflict prevention and resolution in Africa and institution building.

Fatoumatta Njai  
Parliamentarian,  
Women’s Leadership Advocate | The Gambia

Fatoumatta Njai is a Member of the National Assembly of The Gambia and also represents the country as a Member of Parliament at the Economic Community of West African States (ECOWAS). Partnering with organizations such as UN Women, National Democratic Institute (NDI), International Republican Institute (IRI), and ECOWAS Gender Development Centre (EGDC), Ms. Njai works to help increase the number of women in decision-making positions across Africa.

Ifeyinwa Maureen Okafor  
Government Advisor,  
Corporate Director | Nigeria

Ifeyinwa Maureen Okafor Essien-Akpan, a Chartered Accountant and Governance Professional, spent the first fifteen years of her career in banking and financial services. In 2019, Ms. Okafor was invited to join the Imo State Government as a Member of the Financial Advisory Committee, where her prudent management enabled significant reform within the Treasury and streamlined government finances. Her team was responsible for introducing the Treasury Single Account (TSA) to the state.

Umra Omar  
Humanitarian,  
Community Development Strategist, Gubernatorial Candidate | Kenya

Umra Omar is from Pate Island in Kenya’s Lamu Archipelago. After completing graduate school in the United States and working in Washington, DC, Ms. Omar returned to Kenya in 2010. She later learned about a life-saving medical aid project in Lamu that had been abandoned because of security concerns, which sparked her work in navigating rural health realities on the frontlines of development. In 2015, Ms. Omar launched Safari Doctors, a community-based social enterprise founded on the belief that access to healthcare is a fundamental human right. Ms. Omar is a candidate in the 2022 Lamu gubernatorial race.
Dr. Adaeze Oreh
Doctor, Healthcare Advocate, Author, Speaker | Nigeria

Dr. Adaeze Oreh is a Consultant Family Physician and Country Head of Planning, Research and Statistics for Nigeria’s National Blood Transfusion Service (NBTS) with over 17 years of private and public healthcare experience. Working alongside policymakers, Dr. Oreh advocates for blood policies that reduce maternal and child mortality rates, reduce the transmission of infectious diseases through unsafe blood transfusions, and improve the distribution of safely-screened blood to remote and conflict-affected communities.

Telia Urey
Businesswoman, Politician, Activist | Liberia

A businesswoman, politician, and philanthropist, Telia Urey was nominated as Female Entrepreneur of The Year at the 2019 Liberian Youth Awards. She is the Founder and Executive Director of Reach Africa International (RAI), an independent research, development, and advocacy institution committed to finding innovative and sustainable solutions to human suffering in Africa. In 2019, Ms. Urey contested in a representative by-election in District 15 in Montserrado County, coming in second place.

Anne Waiguru
Economist, Governor | Kenya

Anne Mumbi Waiguru is an accomplished public servant with years of experience in economic and public policy, governance, and devolution. Prior to joining the public sector, Ms. Waiguru worked in civil society, specifically at Transparency International – Kenya where she served as a Principal Research Analyst. She also consulted for the National Council of NGOs and worked for the Kenya Human Rights Commission (KHRC). She later worked as Assistant Vice President for Public Sector at Citi Bank in Kenya.
Over the course of 2020, significant progress was made towards the realization of the Ellen Johnson Sirleaf Presidential Library, which will house physical and virtual archives detailing the legacies of African women's leadership throughout history. As a convening space, the library is intended to share knowledge and provide a collaborative environment where African women leaders are able to strategize together and build strong networks of support.

The library will also house a comprehensive archive of Madam Sirleaf’s papers, which will be made available to researchers globally. The archives contain several thousand documents, books, photos, awards, tapes, news reports, speeches, and memorabilia. These materials are currently being collected, sorted, and catalogued. As of the end of 2020, the archival team had catalogued documents relating to Madam Sirleaf’s work in the 1970s as Assistant Minister of the Ministry of Finance and as Minister of Finance, documents relating to her military trial and imprisonment, her professional career with the United Nations Development Programme (UNDP), the role she played in the Liberian Peace Process, and her political journey to the presidency and beyond.

As the physical space and archives are being prepared, the EJS Center has begun to host convenings. In September 2020, together with the African Women Leadership Network (AWLN)—a joint initiative between the African Union Commission and the United Nations through the Office of the AU Special Envoy on Women, Peace and Security and UN Women—the EJS Center hosted a discussion focused on advancing women’s participation in the senatorial election held in Liberia in December 2020. Participants were from organizations that represented civil society, regional agencies, youth and elder groups, the media, rural women, business, and legal entities.

The discussion addressed the current landscape, challenges, and opportunities for women’s participation in electoral processes. It also identified strategies for advancing progress, including ensuring accountability within political parties, increasing voter registration in rural areas, supporting grassroots initiatives for women candidates, and conducting civic and voter education, amongst others.

In the first year since its formal launch, the EJS Center has also taken on a critical public advocacy role, using its platform to highlight the positive impact of women’s public leadership across the continent.

Through nearly 150 blog posts, hundreds of social media posts, and dozens of op-eds and articles, the EJS Center has reached thousands of people across Africa and around the world. The EJS Center’s communications activities over the course of the year have highlighted the crucial work undertaken by the Amujae Leaders and other accomplished African women, who have worked to protect their communities from COVID-19 and tackle other pressing challenges—from education in crisis to maternal mortality.

The EJS Center’s work has been featured in prominent international media outlets including the BBC, Voice of America, Reuters, and more, helping to raise awareness of critical issues impacting women across the continent.
The State of Women’s Public Leadership in 2020

Women in Legislative Assemblies

The African Union’s (AU) Agenda 2063 sets out a goal of 50% women’s representation for elected public offices. As of 2020, on average, African countries would need to double their current representation in order to achieve this target. Women currently hold 24% of positions across upper and lower chambers in African countries, standing just below the current global average of 25%. This proportion has risen only slightly over the last several years, highlighting the need for robust, coordinated efforts to accelerate progress.

Across every region, there was modest progress between 2019 to 2020, with most regions recording an increase of less than 1% in women’s representation across all legislative chambers.

Data for the graphs sourced from Inter- Parliamentary Union.
Only one African country—Rwanda—has achieved the Agenda 2063 goal of parity, and only 11 countries have reached or exceeded the more modest 30% target set in the Beijing Declaration and Platform for Action.⁷

Data for the graphs sourced from Inter-Parliamentary Union.
Highlights from Parliamentary Elections in 2020

12 African countries held legislative elections in 2020:

**BURKINA FASO**
Burkina Faso saw a significant decline in women’s representation in the most recent election. At the start of 2020, women occupied 17 of the country’s 127 seats in Parliament (13.4%). However, after the election they held only 8 seats (6.3%), plunging the country to 14th out of 15 West African countries in terms of women’s representation in the legislature.

This is despite the fact that Burkina Faso has had a quota for legislative and local elections since 2009, requiring that the candidate list put forward by each party include at least 30% women. Low compliance by political parties combined with the tendency for many parties to place women at the bottom of their lists accounts for the ineffectiveness of the quota in this instance.

**EGYPT**
Before the October 2020 election, Egypt ranked last for women’s parliamentary representation in North Africa, with women making up just 15% of parliamentarians. However, as a result of a newly adopted, legislated reserved seat quota, 162 of 596 (27%) seats in the Majlis Al-Nuwab / House of Representatives are held by women.

In the recent election, 347 women candidates ran for individual seats, 303 of whom were independent candidates and 44 of whom were backed by major political parties. A further 280 women candidates participated under the party list system out of a total of 568 candidates, bringing the number of women candidates in the 2020 election to 627. Notably, 2020 saw the election of Fatmah Selim, who at 25 years old at the time of her swearing in is the youngest woman to serve in the Egyptian parliament.
GHANA
In contrast to many other African countries, Ghana has a unicameral legislature, which limits the number of positions available to contest. Women’s participation in high-level positions in Ghana since independence has been marked by volatility—with both improvements and deterioration over the subsequent decades. While an affirmative action program was instituted by the first Prime Minister of Ghana, Kwame Nkrumah, the country has not implemented a quota system.¹⁷

In the 2020 election, only 126 out of 914 parliamentary candidates (13.8%) were women, a point which raised concern from the AU Election Observation Mission.¹⁸ Prior to the election, women held only 13.1% of legislative seats in Ghana.¹⁹ The election saw only a slight improvement, with the proportion of seats held by women increasing to 14.6%.²⁰ Notably, the election saw 2020 Amujae Leader Zanetor Agyeman-Rawlings retain her seat in parliament.

LIBERIA
Although Liberia was the first African country to elect a woman as president, it lags far behind the continental average for women’s legislative representation, with women occupying only 12.3% of available seats. Before the December 2020 election, women occupied 9 of the 73 Lower House seats and 1 of 30 Upper House seats.²¹

The recent elections saw 118 candidates run for 15 senatorial seats.²² Of the total, 18 women contested seats in 12 of Liberia’s 15 counties.²³ One woman was confirmed as a winner, while a second woman was announced as senator-elect in a challenged election. The election, which took place nearly 15 years after Madam Sirleaf took office as the first democratically elected woman president of an African country, demonstrates the scale of the challenge women continue to face in pursuing elected office.

Tanzania has two types of quotas: voluntary party quotas and legislated reserved seat quotas. Both have contributed to the above average representation of women in the country’s legislature.

TANZANIA
In Tanzania’s 2020 general elections, 293 of the 1,257 candidates nominated to run for the National Assembly (Bunge) were women.²⁴ There are now 141 women serving in the Bunge out of a total of 384 seats, bringing the proportion of women up to 37% from 36% in the 2015 elections.²⁵ 2020 Amujae Leader Upendo Furaha Peneza contested this election.

Tanzania has two types of quotas: voluntary party quotas and legislated reserved seat quotas. Both have contributed to the above average representation of women in the country’s legislature.

Though the data on parliamentary elections in Africa is promising, there is still much to do to ensure women are not only able to compete in elections but also succeed in the end. A number of social and political factors continue to limit African women’s access to elected office, highlighting the need for more robust advocacy efforts and effective implementation of legal mandates across the continent.
Women Presidents and Prime Ministers

As of the end of 2020, there were three African countries with sitting women Prime Ministers. Over the course of the year, Togo and Gabon appointed their first women Prime Ministers: Victoire Tomegah-Dogbé and Rose Christiane Raponda.²⁶ They joined Saara Kuugongelwa-Amadhila, Prime Minister of Namibia, who has held the office since March 2015.

This brings to 13 the total number of African countries that, since the appointment of Elisabeth Domitien as Prime Minister of Central African Republic in 1975, have had women Prime Ministers. Of the 50 African countries that have had or continue to have this position since 1975, just over one-quarter (26%) have had women Prime Ministers.²⁷
Spotlight: Current Women Prime Ministers

Saara Kuugongelwa-Amadhila
Country: Namibia
In office since: March 2015

Assuming office in 2015, Kuugongelwa-Amadhila is the first woman to serve as Prime Minister of Namibia. She previously served as Minister of Finance and Director General of the National Planning Commission.

Rose Christiane Ossouka Raponda
Country: Gabon
In office since: July 2020

Rose Christiane Ossouka Raponda served as Minister of Defence prior to being appointed as Prime Minister. She was previously elected as the first woman to serve as Mayor of Libreville, the country’s capital city.

Victoire Tomegah-Dogbé
Country: Togo
In office since: September 2020

Before being appointed as Prime Minister, Victoire Tomegah-Dogbé served as Chief of Staff to the President, Director of the Cabinet for the President, and Minister for Youth and Grassroots Development.

As of the end of 2020, there was only one woman president in Africa, Sahle-Work Zewde of Ethiopia. In Ethiopia, the president is elected by the House of Peoples’ Representatives.

Spotlight: Africa’s Only Current Woman President

Sahle-Work Zewde
Country: Ethiopia
In office since: October 2018

Prior to becoming Ethiopia’s first woman president, she served as Under Secretary-General, Head of the United Nations Office to the African Union and Director-General of the United Nations Office at Nairobi.

Images sourced from Wikimedia Commons and Twitter.
There are currently five women serving as vice presidents across the continent.

**Spotlight: Current Women Vice Presidents**

**Inonge Wina**  
Country: Zambia  
In office since: January 2015  
Prior to becoming Zambia’s first woman Vice President, she served as a Member of Parliament, chairing several committees including the Women Parliamentary Caucus.

**Samia Suluhu Hassan**  
Country: Tanzania  
In office since: November 2015  
Before becoming Tanzania’s first woman Vice President, she served as a Minister of State in the Vice President’s Office in charge of Union Affairs. At the time of publishing this report in March 2021, Samia Suluhu Hassan took office as Tanzania’s first woman President following the passing of President John Magufuli.

**Jewel Howard-Taylor**  
Country: Liberia  
In office since: January 2018  
Before being elected as Vice President, she served as Senior Senator of Bong County. When in the Senate, she served as the Chairperson of the Women Legislative Caucus, amongst other positions.

**Isatou Touray**  
Country: The Gambia  
In office since: March 2019  
Before becoming Vice President, she was the first female presidential candidate for The Gambia in 2016 and was appointed the Minister of Health and Social Welfare in 2018.

**Rebecca Nyandeng De Mabior**  
Country: South Sudan  
In office since: February 2020  
Before becoming the first woman Vice President of South Sudan, she served as Minister of Roads and Transport and as Advisor to the President on Gender and Human Rights.

Images sourced from Wikimedia Commons and Twitter.
Over the course of the year, several African countries held presidential elections, which were marked by low participation of women.

Although none of the women noted above were successful in their presidential campaigns, their decision to contest elections knowing the difficult odds is a testament to the growing determination of African women to lead. By declaring their candidacy, they are shifting societal norms and ensuring that future generations of women and girls have a path to the highest levels of public leadership.
Women in Cabinets

2020 saw advances in the number of women appointed to cabinet positions in several African countries.

**ETHIOPIA**
Ethiopia continues to be one of the leading countries on the continent in terms of women’s representation in the cabinet, with women making up 45% of ministerial roles. Women cabinet members include 2021 Amujae Leader and Minister of Transport Dagmawit Moges Bekele.

**MALAWI**
In July 2020, Malawi’s newly elected President appointed women to 12 of 31 cabinet positions, representing 39% of all cabinet roles. This marks a record for the country and nearly doubles the level of women’s representation in the previous government’s cabinet. Though most of the women appointed occupy Deputy Minister positions, there was an increase to four women Ministers from two the previous year. The appointment of only four women to full ministerial positions significantly fell short of fulfilling the Gender Equality Act that requires 60-40 representation of either men or women in public appointments and was not well received by civil society organizations. Street protests were held in October 2020.

**RWANDA**
Rwanda has maintained its position as the African country with the highest proportion of women in cabinet positions, with women making up 52% of ministerial roles. This includes 2020 Amujae Leader Clare Akamanzi, who has served as Chief Executive Officer of the Rwanda Development Board—a cabinet level position—since February 2017.

**SOUTH AFRICA**
In South Africa, women are appointed to 14 of 28 ministerial positions. Women make up 47% of the total cabinet when including the president and his deputy.

**TOGO**
In addition to Togo appointing its first woman Prime Minister, 30% of 33 ministerial positions were occupied by women—the first time the country has achieved this level of representation. These include Minister of Defense Essozimna Marguerite Gnako, who became the first woman to hold this position in Togo.

Though many ministerial roles are typically associated with men, such as Minister of Defense, many African countries have had women in this position. In the Central African Republic and South Africa, for example, Marie Noelle Koyara (2015-) and Nosiviwe Mapisa Nqakula (2014-) are both Ministers of Defense. Senegal, Guinea Bissau, Madagascar, São Tomé and Príncipe, Nigeria, Zimbabwe, Ethiopia, Gabon, and Kenya have also had women appointed to this position.
Women in Judicial Positions

Though not specific to 2020, over the last decade there have been notable gains reflected in the judicial arena. Judge Julia Sebutinde was the first and remains only African woman to sit on the International Court of Justice (ICJ), having won re-election in 2020 for a second term. Additionally, in 2020 Alphonsine Asengo Cheusi became the first woman appointed to the Democratic Republic of Congo’s constitutional court. She is the only woman of nine judges. With this appointment, the DRC joined a number of African countries who have appointed women to their highest courts. These countries include: Benin, Burundi, Gabon, The Gambia, Ghana, Guinea-Bissau, Liberia, Niger, Nigeria, Senegal, Sierra Leone, Sudan, Ethiopia, Seychelles, Lesotho, and Zambia.

The African Court on Human and Peoples’ Rights was established by the African Union in 1998, and the first judges assumed their seats in 2006. The court is one of three human rights regional courts in the world. Of the 18 former judges, only four have been women and one has held the role of president: Sophia A.B. Akuffo of Ghana (2012-2014). In 2006 only one woman sat on the bench, Kelello Justina Mafoso-Guni of Lesotho. Today, the court has six women justices out of a total of 11.

African Women in International Leadership

African women also achieved a number of high-level international nominations and appointments in 2020. Former EJS Center Board Member and former Finance Minister of Liberia Antoinette Sayeh was appointed as Deputy Managing Director of the International Monetary Fund (IMF).

As of the time of writing this report in 2021, former Minister of Finance of Nigeria and EJS Center Board Member Dr. Ngozi Okonjo-Iweala had just been appointed as Director-General of the World Trade Organization. Dr. Okonjo-Iweala is the first African and the first woman to take on the role.

They join other African women leading multinational institutions, including Amina J. Mohammed, Deputy Secretary-General of the United Nations (2017-), increasing the representation and visibility of African women on the world stage. Other notable women include Fatou Bensouda, Gambian lawyer and the International Criminal Court’s chief prosecutor since June 2012, and Phumzile Mlambo-Ngcuka who has served as the United Nations Under-Secretary-General and Executive Director of UN Women since August 2013. Amujae Coach Vera Songwe took up her role as the Executive Secretary of the Economic Commission for Africa (ECA) on 3 August 2017 at the level of Under Secretary-General, Finda Koroma is the Vice President of the Economic Community of West African States, serving since March 2018, Louise Mushikiwabo became the Secretary General of the Organisation internationale de la Francophonie in September 2018, and Amujae Coach Zainab Hawa Bangura was appointed as Director-General of the United Nations Office at Nairobi in December 2019.
Women’s Leadership and COVID-19

2020 was a year shaped by the COVID-19 pandemic as it devastated lives and livelihoods around the world. Women leaders have been recognized for their effective responses to the pandemic, with countries led by women recording six times fewer confirmed deaths than countries led by men. Women have also been recognized for their inclusive approach to pandemic response and recovery, addressing the needs of diverse populations. Over the course of the year, the EJS Center has been working to raise awareness about the critical role of women in pandemic response across Africa. Madam Sirleaf has highlighted the work that Amujae Leaders from countries including Ethiopia, The Gambia, Sierra Leone, Ghana, Rwanda, and Liberia have been involved in, from leading and participating in crisis task forces to targeting behavioral shifts in communities. The EJS Center also launched a continent-wide campaign, soliciting nominations for “COVID-19 Heroines” who have demonstrated exceptional leadership and dedication to their communities through their responses to the pandemic. Hundreds of nominations from dozens of countries came in over the course of the campaign, with submissions highlighting how African women have been involved in all aspects of pandemic response. While it was only possible to highlight a few of the many women who were nominated, all deserve recognition for stepping up during the global pandemic and serving their communities, constituencies, and countries.
Meet the COVID–19 Heroines

Khadijah Abdul-Samed
Communication & Gender Officer and Project Lead for the Women-LEAD Development Project at the Savannah Women Integrated Development Agency (SWIDA) | Ghana

During the COVID-19 pandemic, Khadijah was central to her organization’s development of an innovative media sensitization initiative that featured children as the main communicators on issues surrounding the pandemic to communities across Northern Ghana.

Margaret Mojisola Ayorinde
Assistant Director for Nursing Services and Matron in Charge of the Isolation Ward, Infectious Diseases Unit of the Lagos University Teaching Hospital (LUTH) | Nigeria

Over the span of her two-decade career, Margaret has made meaningful contributions to the field of nursing in countries across West Africa. Throughout the COVID-19 pandemic in Nigeria, she has been on the frontlines, tirelessly working to train health care workers, monitor infectious disease control procedures in hospitals, and care for patients.

Elsiemae Melanie Buckle
Curriculum Associate, Rising Academy Network | Sierra Leone

Elsiemae Melanie Buckle has worked tirelessly during the COVID-19 pandemic to ensure that students in Sierra Leone continue to have access to education despite the closure of schools due to lockdown measures. Working closely with the Teaching Service Commission in the Ministry of Basic and Senior Secondary Education of Sierra Leone on the planning and delivery of the country’s national distance learning response, Melanie personally recorded hundreds of hours of audio instruction and educational content to be broadcast over the radio, helping to enable more children across Sierra Leone to continue their education through distance learning.

Dr. Gladys Kalema-Zikusoka
Founder and CEO, Conservation Through Public Health | Uganda

Dr. Kalema-Zikusoka is an expert in zoonotic diseases—infectious diseases that can be transmitted from animals to humans, and vice-versa. Amid the COVID-19 pandemic, caused by a novel coronavirus thought to have originated in bats, global awareness about zoonotic diseases has increased, thanks in part to the efforts of Dr. Kalema-Zikusoka and others who have been working to educate the public about how such diseases spread.
The COVID-19 pandemic and related measures imposed to curb the spread of the disease have had a significant impact on mental health, which has been amplified by bereavement, loneliness, substance abuse, and domestic violence. Dr. Winnie Kitetu has been using her expertise as a clinical psychologist to support women, families, and a range of other clients during the pandemic with remote counseling.

Edith has guided the Paper Fig Foundation through the pandemic with resiliency, creativity, and commitment. From spearheading a mask sewing campaign that has gone global, to grassroots on-the-ground community outreach to educate rural populations about how to stay safe and avoid the spread of COVID-19, Edith’s work has had far-reaching impact.

Working with the Global Partnership for Sustainable Development Data, hosted by the United Nations Foundation (UN Foundation), the United Nations Economic Commission for Africa (UNECA), and 14 other partners, Lola built and launched Nigeria’s National Coronavirus Geospatial Data Hub, which uses cutting-edge data visualizations to improve accessibility to real-time COVID-19 information for government agencies and the general public.

As Founder and Executive Director of Potential Leaders for Sustainable Future, Janet leads the organization to help deliver essential services and public health announcements to the disabled community, and advocates to increase visibility for young women and people living with disabilities during the pandemic.
During the COVID-19 pandemic, Julie has been unafraid to put her own health at risk in order to serve others. She has engaged with police to secure the release of women who were detained for breaking lockdown orders to fetch clean water for their families, organized a life-saving donation of medical supplies to a correctional center where prisoners were diagnosed with COVID-19, and more.

Prior to entering government, Minister Siliya worked at ZNBC, the Zambian national television and radio station, rising to the role of Television Controller before pursuing a career in public service. She has drawn on her broadcasting and media experience to help communicate effectively with the Zambian public during the COVID-19 pandemic, and has also spoken publicly about her own experience of contracting the virus.

In her current role, Minister Tadesse has led her country’s COVID-19 response and has been integral to several successful initiatives, including the establishment of the National COVID-19 Advisory Committee scientific advisory council, multiple isolation treatment centers, and over 60 testing centers across Ethiopia.

34% of all nominations submitted—from a total of 25 countries—were for Dr. Matshidiso Moeti, the World Health Organization’s (WHO) Regional Director for Africa. Breaking new ground as the first woman to ever hold this position, Dr. Moeti led the WHO’s response to the Ebola outbreak in West Africa during her first term. Dr. Moeti has been working throughout the COVID-19 pandemic to connect leaders across the African continent, developing and managing response plans for the 47 different nation states that are in WHO’s Africa region.
Looking Ahead

While there were moments that provided cause for celebration, 2020 was an incredibly challenging year for women leaders across the continent. Despite hurdles and setbacks, women rose to respond to the COVID-19 crisis and worked to build more inclusive and resilient societies in its wake.

As the pandemic stretches into its second year, women’s leadership will be more critical than ever before. The EJS Center will continue to expand and develop its programming, working to support women leaders as they continue to serve their communities and countries with distinction.

We will continue our work with the Amujae Leaders to raise their profiles and amplify their work, certain that their already outsized accomplishments will continue to grow as their confidence and capacity increase. They have already achieved great things—and they are poised to do even more in the coming year. We look forward to partnering with them to build a sisterhood that will help advance women’s public leadership across the continent.

Our ambitions for the EJS Center will become more evident in the coming year, as we continue our archival efforts and launch a capital campaign to raise funds for our Presidential Center and Library.

We will also continue monitoring women’s leadership across the continent, paying particular attention to developments that may impact women in the three branches of government and in public leadership more broadly. With 12 elections slated to take place across the African continent in 2021, we will closely watch and encourage women’s participation. We will follow with interest the Kenyan referendum scheduled for later this year, which has the potential to mandate a gender-balanced executive team.

As Madam Sirleaf has said, “if your dreams don’t scare you, they’re not big enough.” This year, we will continue to challenge ourselves to dream big—setting bold aspirations both for our work at the EJS Center and for women’s public leadership across the continent. We are going up... Amujae!
References


2 Biographies of the 2020 Amujae Leaders were provided to the EJS Center by the individuals and are available on the EJS Center website: https://www.ejscenter.org/wp-content/uploads/2020/08/Inaugural-Ahumaje-Leadership-Forum-Report.pdf


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