

CURRICULUM VITAE – THOKOZANI MAFUBZA

A. PERSONAL PROFILE

Name : **Thokozani Mafubza**
Gender : Female
Date of Birth : 18th April, 1992
Profession : Gender and Development Practitioner
Nationality : Malawian
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B. ACADEMIC QUALIFICATION

Education: Bachelor of Arts (Humanities)

Institution [Date from – Date to]	Degree(s) or Diploma(s) obtained
University of Malawi – Chancellor College (2010-2014)	Bachelor of Arts (Humanities) with Credit.

Language skills: Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
English	Excellent	Excellent	Excellent
Bantu (Chewa)	Good	Excellent	Good

C. Specialization

Gender in Development

Thokozani is a highly skilled and experienced gender and development practitioner having worked directly with women, children, men and vulnerable households in development programs for over 3 years. She has ample knowledge on the impact of development projects on social and cultural aspects of communities, keeping in mind the role gender plays. The active participation of both men and women in gathering information differentiated by gender, and the analysis of this information and the decision-making process, lead to a more positive development impact on the economic, social, agricultural and health status of the programs beneficiaries. Thokozani has led development planning that takes into account gender-based division of labour and gender-based access to resources and control of resources, which resulted in development initiatives based on more complete information. Thokozani is currently writing a paper on the role of electoral systems on the participation of women in political leadership, by focusing on Malawi. The low levels of women participation in development procedures has contributed to high levels of poverty and under development in many countries.

Women Economic Empowerment

Thokoani has led and supported capacity building programs for women who often have difficulty in fully participating in development activities due to low levels of education and lack of direct representation in community decision-making bodies. She has trained women in the use of planning tools, such as Rapid Rural Appraisal, Participatory Rural Appraisal, Socio-economic and Gender Analysis which increased their capacity to address social, economic and environmental issues. She has played a leading role in setting up Village Savings and Loans Groups, and conducting trainings for both members and agents to enhance their economic empowerment in addition to their traditional grassroots involvement. This recognized and encouraged the role of women as key players in all aspects of development and contributed to their resilience building especially in times of natural shocks. Thokozani has also facilitated M&E activities in Save the Children's 2016-2018 DFID program.

D. CAREER HISTORY IN DETAIL

1

Name of organization	: Save the Children International, Zomba Office
Position	: Resilience Officer- Economic Empowerment. DFID Program
Duration	: July 2017 to June 2018
Reporting to	: Project Manager

As the economic empowerment officer I oversaw implementation of multi-purpose conditional, unconditional cash transfers and establishment of Village Savings and Loans for vulnerable households, targeting women. My role was to ensure both women and men had the capacity to contribute to and benefit from growth processes in ways that recognize the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth. Economic empowerment is particularly important for women as a marginalized group in most societies as it increases women's access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information.

Through my technical leadership, implementation and monitoring of economic empowerment activities, we managed to establish 115 Village Saving and Loans groups which had membership of 91% women. Through these loan groups, it made it possible for women to have more equitable access to assets and services, small scale business trainings, innovation and credit, banking and financial services. It is only through women's economic empowerment that we can achieve sustainable development and achieve the Millennium Development Goals.

At the end of the day my goal was to sustainably improve and protect household and community resilience to climate related shocks in Malawi. This role ensured I had horizontal cooperation and vertical stakeholder collaboration and networking; mature leadership skills, focus, high level of initiative and multi-tasking ability; and excellent skills in relevant situations. As economic empowerment officer, I worked closely with the Ministry of Agriculture and Food security, Ministry of Gender and other INGOs implementing similar programs to ensure coordination, lesson learning and knowledge sharing. In the course of this job I facilitated cash transfers to 6,017 beneficiaries in Machinga and supervised 115 newly formed VSLs led by 23 Village agents.

2

Name of organization : Save the Children International, Zomba Office
Position : Livelihoods Integration Officer- DFID Cash Transfer Program
Duration : August 2016 to June 2017
Reporting to : District Coordinator

As the focal point person for food security and livelihoods in Machinga District, I was responsible for the program design, planning, implementation, monitoring and evaluation of all FSL interventions implemented by Save the Children in the district. I have conducted community mobilization and re-institutionalized agriculture community structures in the district. I was also responsible for creating linkages between cash transfer beneficiaries and other social protection programs. Women were mainly targeted in capacity building and trainings to provide them with necessary skills to form Village Savings and Loans Groups, participate in food processing and preservation trainings as well as business and marketing. This ensured women were empowered enough and could cope in times of hunger. By empowering women, different channels through which households and individuals access food were opened.

As women are recognized mostly for their reproductive work of house care, they face many gender-based challenges due to the traditional gender roles. In times of food crisis, these discriminations are only more highlighted. Often women are not allowed by their husbands to access certain services, or they are not informed about what services are available to them. This results in communities engaging in negative coping strategies to survive. The most commonly observed coping strategies include reducing the number of daily meals and sale of productive assets; women and girls engaging in exploitative transactional sex to meet their needs, families forcing their daughters into marriage in exchange for food and money, children dropping out of school or being trafficked for labor opportunities.

As a team leader for seed fairs for 2016/17 growing season in Machinga, I successfully conducted 2 large seed fairs which reached a total of 1831 follow farmers and provided them with seed for the growing season. I also led the implementation of Nutrition component to 1831 beneficiaries, of which 1020 were women, who were trained on food processing, food preservation, cooking demonstrations and low cost technologies. In this position of livelihoods officer I worked closely with the Ministry of Agriculture, Ministry of Gender, FAO and other NGOs implementing similar projects.

3

Name of organisation : Save the Children International, Malawi Country Office
Position : Data Entry Clerk and Research Assistant (various studies)
Duration : December 2015- July 2016
Reporting to : Study Team leader

My role as a research assistant enabled me to have a good understanding of the multiple thematic areas an INGO such as Save the Children is involved with namely; Livelihoods, Social Protection, Disaster Risk Reduction and Child Protection. I gained knowledge and skills in questionnaire design, conducting surveys, data entry using different software packages and data analysis.

4

Name of organisation : African Institute of Corporate Citizenship (AICC)
Position : Project Officer – Agriculture Sector Internship
Duration : August 2014- November 2014
Reporting to : Project coordinator

AICC is an International NGO in Malawi, which has two main programs focusing on Agriculture and Governance. The programs are aimed at facilitating Public-Private Partnerships in agriculture sector using value chain approach and promoting good governance through collaboration with private sector, government and civil society.

I was responsible for planning, capacity building and organizing the activities of rice-field officers in Salima, Nkhosakota and Zomba. I established linkages for both field officers and AEDOs to Village Savings and Loans Associations (VSLAs). I was the lead person in the development of strategic plans, budgets, monitoring and evaluation appraisals, reporting, policy development and program logistics in my department.

E. SKILLS AND CERTIFICATES OBTAINED

- I have knowledge of the following Microsoft office tools: word, excel, power point and as well as data analysis and management packages such as SPSS and CPro.
- I was the seed fairs team leader. I was able to target and set contracts for agro dealers. I was also involved in the process of endorsing Agro-Dealer certificates and contracts.
- I have skills in budget formulation and event organizing.
- I have skills in proposal writing and other documents such as reports and formal address.
- I have good communication skills and have made presentations on numerous occasions.

- I have facilitated a VSLA (Village Savings and Loan Association) training.
- I have undergone training and have a Certificate in Project Monitoring & Evaluation and Project Management with Microsoft Office Project, from Chancellor College.
- I have undergone training and have a Certificate in Leadership and Conflict Management Resolution, from Chancellor College.
- I have done a TOT on Nutrition basic concepts and food processing and preservation.

F. ACADEMIC PAPERS WRITTEN AND SUBMITTED OR PRESENTED

- **The philosophy of Malawian politics** – an academic paper written and submitted to the Philosophy Department through the Dean's Office.
- **Imagery of chaos and disorder in Malawi's Socio-political Context, In Bright Molande's Seasons.** The research paper was written and submitted to the Head of English Department in partial fulfillment of the requirements of the bachelor's degree in Humanities.

G. REFERENCES

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