Science, technology, and innovation (STI) as a means for enhancing youth employability, entrepreneurship, and job creation in West Africa

A Stakeholder Engagement Workshop in Abuja, Nigeria

Event Date: 27th March, 2024 **Venue:**

TETFund Secretariat, Abuja

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1. Introduction

The youth are Africa's greatest asset. Africa's youth population is rapidly growing and expected to double to over 830 million by 2050 (AfDB, 2016). If properly harnessed, this increase could support increased productivity and stronger, more inclusive economic growth. Unfortunately, majority of the youth do not have access to stable economic opportunities. Of Africa's nearly 420 million youth aged 15-35, one-third are unemployed and discouraged, another third are vulnerably employed, and only one in six is are in wage employment (AfDB, 2016). While 10 to 12 million youth enter the workforce each year, only 3.1 million jobs are created, leaving vast numbers of youth unemployed (Ibid). These conditions have been exacerbated by the COVID-19 pandemic. Addressing the youth unemployment challenges in Africa will require sustainable solutions that can be achieved through effective policy interventions and the strengthening of institutions. Unfortunately, Africa as a whole lacks robust policies and plans on science, technology and innovation (STI), which slows down its progress in attaining industrialization and economic development (Ozor, 2020). There is need therefore, to support policy reviews in countries that will prioritize STI development (Ibid). This is because policies and institutions embedded in STI development have shown to have the greatest potentials to accelerate job creation (AUC, 2014). To make effective policies the use of evidence is paramount (Bowen & Zwi, 2005). Besides, there is no systematic documentation of technological innovations especially by the youth and women that could be supported for commercialization.

The African Technology Policy Studies Network (ATPS), in collaboration with the Mastercard Foundation and the Afreximbank, hosted a hybrid (physical and virtual) stakeholder engagement workshop on the application of STI in developing skills and fostering youth employment and entrepreneurship in Africa. This unique event was held in Abuja, Nigeria at the **Tertiary Education Fund (TETFund) Headquarters**, on **27th March 2024,** with online participation encouraged across the continent but more specifically West Africa. This initiative stemmed from a comprehensive study conducted in seven African countries (Ethiopia, Ghana, Kenya, Nigeria, Rwanda, Uganda, and Senegal). The study investigated the potential of STI to equip youth with relevant skills and knowledge, thereby enabling them to pursue meaningful careers and contribute to economic development. The study also aimed at understanding the statuses, what works (successes), what doesn't work (failures) and why (reasons for successes or failures).

2. Objectives

The primary objective of the workshop was to disseminate the key findings emanating from the research study conducted under the "*Technological Innovation Development in Africa to Enhance Employability, Entrepreneurship and Job Creation (TIDE)"* project and stimulated discussions among critical stakeholders, including policymakers, researchers, industry experts, educators, and youth representatives on this topic. Specifically, the workshop aimed to:

- Disseminate key findings from the study on STI policy and institutional landscapes for youth
  development, entrepreneurship, and job creation.
- Engage stakeholders across government, private sector, civil society, and academia in a dynamic dialogue on how to sustain technological innovation

development that is driven by the youth, the opportunities and challenges.

- Discuss the next steps in the project aimed at sustaining funding for youth innovation development that support skills and create job opportunities in the region.
- Develop concrete recommendations for policymakers, practitioners, and other stakeholders
  to support STI-based solutions for youth employment and entrepreneurship.

The workshop welcomed a diverse group of stakeholders, both physically in Abuja and virtually
across Africa, including:

- Government officials and policymakers (ministries of education, science, technology and innovation, labour, youth, etc.)
- Researchers and academia
- Representatives from private sector (technology & innovation focus)
- Civil society organizations working on youth development and employment
- Youth entrepreneurs and representatives from youth organizations
- Development partners and international organizations

3. Methodology

The One-day workshop blended physical sessions in Abuja, Nigeria with virtual participation opportunities to maximize engagement across a diverse range of stakeholders in West African Region. There were plenary remarks and presentations that set the stage for the interactive workshop. To gain more insights from experts in the field of STI and youth engagements, a panel discussion was held with experts drawn from policymakers, academia, youth-led organizations, donor organizations, and the private sector and discussed key issues around youth-led technological innovation development for skills acquisition, entrepreneurship, and job creation. There was also a breakout session that enabled a conversation that helped the audience have a deeper understanding on how the youth can harness the opportunities offered by STI to improve their skills, support entrepreneurship development, and create more jobs.

4. Expected Outcomes

The workshop achieved the following outcomes:

- Increased mainstreaming of youth in STI programmes and policies in the region.
- Increased opportunities for youth-led technological innovations that improve youth skills,
  increase entrepreneurship opportunities, as well as job creation.
- Increased funding for youth-led technological innovation development.
- Greater opportunities for stakeholder engagements and networking across the STI actors within the ecosystem.

5. Proceedings of the Stakeholder Engagement

5.1 Opening Remarks

The ATPS Executive Director Prof. Nicholas Ozor expressed gratitude to all the participants who attended the workshop. He reiterated that the workshop's objective was to disseminate findings from six months of research conducted across eight selected African countries. The focus was on utilizing Science, Technology, and Innovation (STI) to generate employment, entrepreneurship, and job opportunities for youths. Emphasizing the pivotal role of STI in supporting economic development, he referenced the 1980 declaration by the African Union

Commission and African Heads of State, mandating member countries to allocate 1% of their Gross Domestic Product (GDP) to research and development.

Acknowledging the collaborative efforts with partners, The Mastercard Foundation and AFREXIM Bank, he highlighted the importance of supporting innovation-led development, particularly targeting African youth. He stressed that without adequate support, youths, who are the driving force behind societal development, could impede progress. The Director underscored that STI serves as the primary engine for development, requiring frameworks such as policies and institutions for effective implementation. Therefore, the study focused on examining policies in eight African countries to understand their operation, successes, constraints, and underlying reasons.

He revisited the workshop's aim, which was to share key findings from studies conducted in the West Africa Region, including Nigeria, Senegal, and Ghana. Another meeting was planned in Rwanda the following month to share findings from Rwanda, Ethiopia, Kenya, Uganda, and Zimbabwe. The Director emphasized the importance of soliciting input on further actions needed to amplify the voices of African youths in STI-led development. Policy reforms or institutional changes were crucial to ensure a clear roadmap after presenting the findings and to engage youth meaningfully in policy-making and implementation.

Addressing the importance of institutions to support policies, he noted that lacking institutions rendered policies ineffective. Conversely, even with existing institutions, lacking capacity and resources for policy implementation could hinder desired outcomes. Therefore, the goal was to identify relevant institutions responsible for implementing STI policies affecting youth. The Director reiterated the shared objective with The MasterCard Foundation to have 30 million youths employed by 2030.

He thanked The MasterCard Foundation for their commitment and AFREXIM Bank for their investment in facilitating the study. ATPS had produced eight comprehensive policy briefs, tailored to each country, encapsulating key findings and providing policy recommendations. Additionally, the ATPS piloted the Technological Innovation Challenge Award (TICA) grants initiative to support youth with seed funds to scale and employ their innovations, benefiting five initiatives. He concluded by thanking the participants and wishing them fruitful deliberations.

5.2 Summary of the Research Findings

The study in West Africa, focusing on Ghana, Nigeria, and Senegal, reveals that these countries have established STI policies and institutions aimed at fostering youth employment and entrepreneurship.

In Ghana, programs offering loans, guarantees, incubation, and acceleration services for startups have been implemented to drive innovation, create jobs, and address environmental challenges. However, Ghana operates a supply-driven STI system with limited interlinkages among stakeholders, hindering its effectiveness in supporting increased youth employment. To address this, a demand-driven approach is recommended, with research institutions aligning efforts with national priorities and increasing budgetary allocations to STI, particularly for youth employment. Partnerships with the private sector and international funding agencies

can also enhance resources for youth employment initiatives. Challenges in Ghana include insufficient investments in STI, minimal private sector participation in adopting new technologies, and skill mismatches in the job market. Opportunities include improving tertiary education, establishing funding programs and efficient job platforms, utilizing technology for transparent hiring processes, and facilitating youth entrepreneurship in rural areas. Best practices in Ghana include the implementation of key programs like the Young Africa Works strategy, empowering female entrepreneurs, and establishing funds and centers to support startups and SMEs. Sustained public-private partnerships further contribute to shared STI goals and youth employment.

In Nigeria, the study highlights various policies and programs aimed at promoting job creation, innovation, skill acquisition, and entrepreneurship among youth. While there have been some successes in terms of job creation, youth employment, and skills development, there is a notable lack of adequate political commitment to mainstream youth employment and employability. Strong partnerships with international organizations and development partners are identified as crucial for achieving positive impacts on youth employment. Initiatives such as the National Youth Service Corps (NYSC) Entrepreneurship Program, the Global Environment Facility–Small Grants Programme (GEF-SGP), and Centres of Excellence (CoE) have contributed significantly to skill development, productivity, and entrepreneurship among youth. However, private sector contributions are deemed essential for sustained development in entrepreneurship and youth employment. Nigeria faces challenges including a fragile economy heavily reliant on oil revenue, low investment in research and development (R&D), lack of political commitment to support STI policies, poor coordination among STI stakeholders, and insufficient funding for STI programs. Additionally, gender-based barriers for women in accessing STI-related opportunities and jobs, as well as curriculum inadequacies in preparing youth for future job roles, pose significant challenges. Opportunities for youth employment in Nigeria include developing skills and providing funds for startups and small businesses, expanding the economy to target new sectors, private sector investment in research and startups in STI, infrastructure deficit providing opportunities for investment, collaboration between researchers and industry for market-driven solutions, and civil society organizations creating innovative programs to support skills development and youth employment. Best practices and impacts of unlocking skills for youth employment in Nigeria include the Feed the Future Project, Global Environment Facility–Small Grants Programme (GEF-SGP), National Youth Service Corps (NYSC) Entrepreneurship Program, establishment of Ten Centres of Excellence, TETFund support for young researchers, Change to Core Curriculum Minimum Academic Standards (CCMAS), Mastercard Foundation Scholars Program, and the Youth Employment in Agribusiness and Sustainable Agriculture (YEASA) Programme, all contributing significantly to youth employment, entrepreneurship promotion, and skills development in Nigeria.

In Senegal, findings from the study underscore the absence of a comprehensive STI policy or legislation, despite draft texts, which hampers effective implementation and adversely impacts youth employment. The dominance of the informal labor market, accounting for 84% of the workforce, results in poor pay, underemployment, and minimal social safeguards, necessitating a realignment of STI policies to address the needs of informal sector workers.

Positive strides in education and training, including the expansion of public universities and the establishment of the Virtual University of Senegal (UVS) and ambitious Technical and Vocational Education and Training (TVET) expansion, are expected to positively impact youth employment and skills development. However, low private sector investment due to lengthy and cumbersome business establishment processes acts as a barrier for investors unfamiliar with Senegalese administrative systems. Challenges in infrastructure development, characterized by poor-quality and expensive infrastructure services, including a low electrification rate at 45%, significantly impact education, research, development, and opportunities for youth employment and industrialization. The challenges for youth unemployment in Senegal include the lack of a dedicated STI policy hampering technological innovation, skills development, job creation, and entrepreneurship, as well as fragmentation of actors and weak coordination in the National Innovation System (NIS), limited funding for STI, domination of the informal sector in the economy, shortages of R&D structures in private sector businesses, gender gaps persisting in the STI profession, and inadequacy of skills and education among youth, particularly in rural areas, limiting their economic participation and growth potential. Opportunities for enhancing youth employment in Senegal encompass the development of a Comprehensive STI Policy, enhanced coordination and governance within the STI sector, formalization of the informal sector through initiatives like the "Formalize Your Business" (FYB) training program, gender inclusion in STI to promote inclusivity and tap into the full potential of women in the workforce, investments in education and training programs, including TVET, and partnerships and collaboration between government agencies, private sector organizations, NGOs, and international partners to address STI challenges and promote innovation. Some of the best practices and impacts of unlocking skills for youth employment in Senegal include the establishment of the General Directorate for Research and Innovation (DGRI) to improve governance and coordination of STI initiatives, significant impacts of the National Agency for Youth Employment (ANPEJ) in creating jobs and supporting young entrepreneurs, adoption of a National Plan for the Development of Intellectual Property (NPDIP), participation in the Science Granting Council Initiative (SGCI), reforms in the education sector promoting digital activities and distance learning, contributions of the Virtual University of Senegal (UVS) to youth employment through quality education and training, and commitments from organizations like the Mastercard Foundation to enhance small business growth, productivity improvements in agriculture, and enhancements in education and training.

5.3 Panel Discussion

The stakeholder engagement session convened to address Nigeria's imperative need to enhance youth employability unfolded against the backdrop of pressing statistics and governmental initiatives. Nigeria, a focal point of the discussion, grapples with a staggering youth unemployment rate of 13.4%, starkly disproportionate to its population exceeding 200 million individuals. Recognizing the urgency of the situation, the Nigerian government recently allocated a substantial sum of 114 Billion to a youth fund, signaling a concerted effort to empower the burgeoning demographic.

At the heart of this endeavor lies the pivotal role of policy formulation and implementation. The 2012 Science, STI policy serves as the blueprint, delineating strategies to harness the

potential of youth and women in driving socioeconomic development. However, bridging the gap between policy formulation and effective execution remains a challenge. The Ministry acknowledges the imperative to disseminate information and foster awareness among youths regarding available initiatives. Efforts such as the establishment of the STI Television represent innovative approaches to engage and inform, particularly targeting rural youth demographics.

Collaboration emerges as a recurring theme in the discourse, underscoring the interconnectedness of governmental bodies, agencies, and grassroots initiatives. The Presidential Standing Committee on Innovation epitomizes a concerted effort to nurture and scale entrepreneurial endeavors through grants and support mechanisms. Yet, despite these endeavors, a pervasive lack of awareness persists, hindering the efficacy of such programs. Thus, a call to action resonates, urging heightened efforts towards public enlightenment and outreach.

Crucially, the conversation extends beyond conventional employment paradigms, addressing systemic challenges and opportunities. The specter of power shortages looms large, impeding entrepreneurial ventures across sectors. In response, the Federal Ministry of Power spearheads initiatives to diversify the energy mix, exploring avenues such as renewable energy sources and international best practices in nuclear energy governance. However, navigating political sensitivities remains a formidable obstacle, highlighting the delicate balance between technological progress and public perception.

Moreover, gender disparities emerge as a focal point, with female entrepreneurs encountering unique hurdles in accessing markets and resources. The example of value-added agricultural products underscores broader issues of market perception and resource availability, accentuating the need for targeted interventions to address structural inequities.

In essence, the stakeholder engagement session served as a microcosm of the broader imperative facing Nigeria: the imperative to synergize policy, innovation, and grassroots initiatives to unlock the potential of its youth demographic. As the discourse evolves, the onus lies on all stakeholders to translate rhetoric into action, fostering an ecosystem conducive to inclusive growth and sustainable development.

5.4 Group Discussions: Exploring Challenges and Opportunities in STI Youth Engagement

The group discussions delved into the multifaceted landscape of STI engagement among youth, elucidating key challenges and opportunities inherent in fostering a conducive environment for innovation, entrepreneurship, and job creation.

5.4.1 Challenges in leveraging STI to create job opportunities for the Youth

-**Disinterest in STI Programs:** A prevalent challenge highlighted was the pervasive disinterest among youth in STI activities, stemming from a lack of awareness or appreciation for the potential benefits. This apathy undermines efforts to leverage STI for socioeconomic advancement.

-**Deficiencies in Science Education:** Inadequate science education was identified as a barrier, impeding youths' ability to effectively engage with STI initiatives due to insufficient foundational knowledge and skills.

-**Lack of Collaborations:** Sustainable collaborations between youth and institutions promoting STI interests were notably absent, hindering the synergistic efforts required for impactful outcomes.

-**Funding Constraints:** Insufficient funding for STI initiatives emerged as a significant obstacle, constraining the realization of youth-led innovation and entrepreneurial ventures.

-**Core Value Systems and Reward Mechanisms:** Prevailing societal value systems, wherein politicians are often revered over scientists, contribute to the marginalization of STI pursuits. Moreover, inadequate recognition and reward systems for scientific achievements further dampen enthusiasm.

-**Mentorship Deficits:** A dearth of sustainable mentorship programs exacerbates the challenge of knowledge transfer and succession planning, leaving a void in nurturing the next generation of innovators.

5.4.2 Opportunities for creation of employment opportunities for the Youth

-**Job Creation through STI Solutions:** Leveraging STI applications presents a wealth of opportunities for job creation, particularly in addressing societal challenges that necessitate innovative solutions.

-Inclusive Participation: Informal skill sets and untapped talent pools offer avenues for inclusive participation in STI activities, fostering a diverse ecosystem of innovation.

-Investment and Sponsorship: Opportunities abound for investment and sponsorship in STI ventures, providing vital support for youth-led initiatives to flourish.

-Partnership Prospects: Collaborative partnerships between government, development agencies, and private stakeholders offer synergistic avenues for amplifying the impact of STI interventions.

-Exchange Programs: Participation in exchange programs facilitates knowledge exchange and exposure to diverse STI practices, enriching the skill set and perspective of youth participants.

5.5 Proposed Recommendations

-Enhance Training and Mentorship by working with various stakeholders who can provide hands-on training and assign specific mentors to each trainee: The integration of entrepreneurial skills training within existing frameworks, such as the National Youth Service, can foster continuous skills utilisation post-training. Additionally, transparent and accessible funding mechanisms are imperative to expedite the application and processing of innovations.

-There is need to formally recognise skills gained through informal learning to increase opportunities for youth who may not have afforded formal education and

certification: Initiatives such as "recognition of prior learning" offer a pathway for certifying practical skills, empowering individuals without formal credentials to contribute to STI endeavours.

-Curriculum Reforms in all education levels to create entrepreneurial mindsets for all students: The introduction of entrepreneurship education at primary and secondary levels is advocated to instil an entrepreneurial mindset early on, fostering a conducive environment for STI engagement in higher education.

-Address disinterest in STI programs amongst the youth especially young girls by creating mentorship opportunities: There is a need to increase awareness and appreciation among youth about the potential benefits of engaging in STI activities.

***-Strengthen science education by the provision of modern facilities and trainers and establishing learning centers*:** Improving science education can better equip youth with the foundational knowledge and skills needed to effectively engage with STI initiatives.

***-Foster collaborations, partnerships and inclusivity amongst different actors to allow for synergies and connectivity and convergence of efforts from different stakeholders*:** Sustainable collaborations between youth and institutions promoting STI interests are crucial for synergistic efforts and impactful outcomes. Leveraging informal skill sets and untapped talent pools can foster a diverse ecosystem of innovation and inclusive participation in STI activities.

-Increase funding for STI by diversifying fundraising efforts and enhancing participation and involvement of the private and informal sector: Allocating sufficient funding for STI initiatives is essential to support youth-led innovation and entrepreneurial ventures.

-Facilitate investment and sponsorship of STI programmes focusing on creation of opportunities for the youth: Creating opportunities for investment and sponsorship in STI ventures can provide vital support for youth-led initiatives to flourish.

-Facilitate exchange programs to enhance learning: Participation in exchange programs can facilitate knowledge exchange and exposure to diverse STI practices, enriching the skill set and perspective of youth participants.

5.6 Closing Remarks

Prof. Madukwe, ATPS National Chapter Coordinator, Nigeria expressed gratitude to all participants for their invaluable contributions to the stakeholder engagement. He remarked that the event had served as a platform for insightful discourse and collaborative action towards youth empowerment in Nigeria. Prof. Madukwe highlighted the dedication and passion displayed by the participants, emphasizing their shared commitment to nurturing the next generation of innovators and change-makers.

Reflecting on the discussions, he observed that the participants embarked on a transformative journey guided by a comprehensive understanding of the challenges and opportunities in leveraging STI for youth development and entrepreneurship. The report

indicated that the discussions had set the stage for strategic interventions aimed at catalyzing sustainable socio-economic progress.

Prof. Madukwe also conveyed profound appreciation to the Executive Director of ATPS Prof. Nicholas Ozor and all the stakeholders for their unwavering support and dedication to the cause. He acknowledged the collective effort in exploring new possibilities and initiatives, highlighting the visionary endeavors of partners such as the Mastercard Foundation, which demonstrated a steadfast commitment to youth employment through initiatives like the Young Africans Work Strategy. He further expressed optimism and anticipation for the opportunities that lay on the horizon. He expressed confidence in the collective ability to navigate the complexities of youth empowerment and entrepreneurship with wisdom and resolve.

As the event concluded, Prof. Madukwe extended his best wishes to all participants for their future endeavors. He hoped that the insights gained during the engagement would guide their efforts towards realizing a prosperous and inclusive future for Nigeria's youth. Prof. Madukwe emphasized the importance of staying connected and maintaining commitment to the shared goal of fostering transformative change.

6. Conclusion

The proceedings of the stakeholder engagement encompassed a comprehensive exploration of the role of STI in fostering youth employment, entrepreneurship, and socioeconomic development across Africa. The discussions, enriched by diverse perspectives and collaborative insights, underscored the urgency of addressing systemic challenges and leveraging emerging opportunities to empower African youth.

The deliberations shed light on the multifaceted landscape of STI engagement among youth, revealing both challenges and opportunities inherent in fostering a conducive environment for innovation and job creation. From disinterest in STI programs to funding constraints and mentorship deficits, the challenges outlined underscored the need for concerted efforts to address systemic barriers and promote inclusive participation.

However, amidst these challenges lie abundant opportunities for transformative change. Job creation through STI solutions, inclusive participation, investment and sponsorship, partnership prospects, and exchange programs emerged as key avenues for empowering youth and driving sustainable development. Recommendations and proposed solutions underscored the importance of enhanced training and mentorship, recognition of informal skills, and curriculum reforms to instill an entrepreneurial mindset and facilitate STI engagement from an early age.

The stakeholder engagement session served as a catalyst for collaborative action, illuminating the path forward towards unlocking the potential of Africa's youth demographic. Recognizing the imperative of policy formulation, effective implementation, and grassroots initiatives, participants underscored the need for sustained efforts to translate rhetoric into tangible outcomes. The event exemplified the collective commitment of stakeholders towards fostering an ecosystem conducive to inclusive growth, innovation, and sustainable development.

Annexes

Annex 1: Programme for the Workshop on STI as a means for enhancing youth employability, entrepreneurship, and job creation in West Africa

Time	Moderator: Alfred Nyambane, ATPS Programme Manager Rapporteur: Wentland Muhatiah	Responsibility
08:00 AM - 08:30 AM:	Registration of participants *Published Policy Briefs and other communication materials available*	**Susan Aquila Mburu**
08:30 AM - 09:30 AM:	Welcoming/Opening Remarks • **Prof. Michael Madukwe –** ATPS National Coordinator for Nigeria • **Prof. Nicholas Ozor** - Executive Director, ATPS • Chief Guest of Honour, **Mrs. Nko Esuabana**– Permanent Secretary, Ministry of Science, Technology and Innovation, Federal Republic of Nigeria.	Chair: **Prof. Peter Onwualu**, President, African University of Science and Technology (AUST)
09:30 AM - 10:30 AM	Paper presentation on: *The role of science, technology, and innovation (STI) as a means for enhancing youth employability, entrepreneurship, and job creation in West Africa*	**Prof. Nicholas Ozor**, Executive Director, ATPS
10:30 AM - 11:00 AM	**Photo Session and Networking Tea/Coffee Break**	**All**
11:00 AM - 12:00 PM	**Panel Discussions** • **Dr Olayiwola Agoro**, Director, Federal Ministry of Science, Technology, and Innovation • Lady Entrepreneur • Youth Entrepreneur • Young Researcher • Representative of Mastercard Foundation	Moderated by **Engr. Dr. Joel Nwakaire,** ATPS Postdoctoral Researcher and Project Officer for Artificial Intelligence for Agric & Food Systems
12:00 PM - 12:30 PM	Facilitated Questions and Answers • **All**	Moderated by **Alfred Nyambane**
12:30 pm – 1:30 pm	**Lunch**	**All**
1:30 PM - 2:30 PM	Breakout Sessions (Two groups) to address the following questions:	• **Chair: Prof. Michael**

	1. How does the STI policy and institutions support youth development, entrepreneurship and job creation? 2. How can the youth effectively harness the opportunities offered by STI to improve their skills, create jobs, and become entrepreneurial? 3. What are the major challenges and opportunities for youth engagement and development in STI? 4. How can governments and development partners sustain youth employability, entrepreneurship, and job creation	**Madukwe** – ATPS National Coordinator for Nigeria
02:30 PM - 03:00 PM	Plenary presentations of group work	
3:00 PM – 3:30 PM	**Closing Remarks** • **Prof. Nicholas Ozor** - Executive Director, ATPS • **Mr. Adham Abdelaal** - Afreximbank	

Annex 2: List of Participants

PARTICIPANT LIST FOR UPTIER/TIDE STAKEHOLDER ENGAGEMENT WORKSHOP ON 27 MARCH 2024 IN ABUJA-NIGERIA

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Annex 3: Selected photos of the event



Figure 1: Group photo of participants who came for the stakeholders engagement in Abuja



Figure 2: Prof. Ozor making contributions during the stakeholder engagement