





This Collaborative Research Grant funding is designed to enable newly-identified opportunities for cross project collaboration, cross-project capacity building, new activities that could directly address high-level targets of the Australian aid program and in doing so, enhance the value of the Program beyond the sum of its five component projects.

This reporting template is provided to capture the key activities, outputs, impacts and learnings from the Collaborative Research Grant project. This report will be uploaded to the TADEP+ website and circulated as part of the TADEP+ Updates.

Summary (as per application)			
Title	Sharing income generating ideas for women market sellers across provinces		
Goal	Facilitate a sharing environment where women can experience new products and ideas that can be sourced from their gardens and excess harvest, providing further market engagement and value adding opportunities, alleviating gender inequality through economic empowerment.		
Summary	Host an expo series of workshops over two days in Kavieng, New Ireland where few women are engaged in the main market. Delivering a range of hands-on demonstrations of procedures and processes that produce marketable consumables. Many of the technologies have been tested and proven as part of the Canarium project. Alongside this other workshop will be delivered with ENBWYiA co-operative members sharing their unique skills in baking and sewing combined with fourth year agricultural students from PNGUNRE demonstrating practical experiments in food preservation and value adding. The expo provides opportunity to enhance the market activities of women and youth		
Number and title of projects with which this application was associated	ASEM/2014/095: Improving opportunities for economic development for women smallholders in rural PNG FST/2014/099: Enhancing private sector-led development of the canarium industry in PNG		

Partner organisations	University of the Sunshine Coast University of Canberra National Agricultural Research Institute (NARI) University of Natural Resources and Environment (UNRE) new partner East New Britain Women & Youth in Agriculture Cooperative Society Association (ENBWYiA) new partner	
Program objectives this activity addressed	 ☑ Private sector-led development ☑ Agricultural productivity, quality and value ☑ Access to market and value chains ☑ Gender equality and women's empowerment ☑ Individual and institutional capacity building 	
If this activity specifically addressed higher level targets of the Australian aid program, which ones?	☐ Engaging the private sector ☑ Empowering women and girls	

Executive summary

The collaborative research grant was accessed to bring together the learnings and established networks of the 'Improving opportunities for economic development for women smallholders in rural PNG' (Family Farm Teams) project to further disseminate many of the findings generated through the 'Enhancing private sector-led development of the canarium industry in PNG' (Canarium project). The Family Farm Teams project had already engaged with groups of smallholders from across the two provinces with lead farmers identified and systems of knowledge dissemination to utilise.

With connections made through previous collaboration with the Family Farm Teams (FFT) project, the Canarium Project was able to deliver tailored workshops throughout East New Britain (ENB) and New Ireland (NI) to Lead Farmer groups around some of the preservation, packaging and value adding of the canarium nut and other prevalent produce that had been researched in the project.

Throughout these workshops and engagement in the community a series of short documentary videos have been developed. Working with the PNG University of Natural Resources and Environment (UNRE) graduating year students and footage taken over the events, several themed documentaries were produced focusing on; nutrition and PNG, economic capacity building in downstream processing, and the rise of the canarium industry in PNG. These will be shared through a range of video sharing platforms.

Alongside the delivery of these workshops has been the transfer of many traditional recipes and ideas for making the most from the food resources available. This has been documented in the form of a 'Food for Life' cookbook translated into Tok Pisin and accompanied by high quality colour photographs. With this opportunity the project was able to collaborate with dieticians and the Burnett Institute to produce a visual coding system further educating local populations around healthy lifestyle messaging.

1,500 of these 'Food for Life' cookbooks will be distributed to the participants of the workshops and to local partners for distribution. There is opportunity to see further workshop style events accompany the launch of this book and negotiations are already underway with PNG government agencies to fund these activities.

Background

Papua New Guinea in 2017 ranked 153 out of 189 countries on the Human Development Index and 159 of 160 countries on the Gender Inequality Index (UNDP 2018). There are several major nutritional problems present in Papua New Guinea which are affecting the overall health of the population including malnutrition, iron-deficiency anaemia and vitamin A deficiency (UNICEF Papua New Guinea 2019).

Malnutrition in children is a significant nutrition concern in PNG (UNICEF 2017). Nationwide, 49.5% of children under 5 years are classified as stunted (low height for age) (UNICEF 2017). Stunting occurs from chronic malnutrition during the first 1,000 days of life, a critical growth and development period (Hurney 2017). Furthermore, 14% of children under 5 are underweight for their height (wasted) due to inadequate food intake (UNICEF 2017). This chronic malnutrition hinders optimal growth and development which can result in significant consequences such as reduced capacity of brain development, reduced cognitive ability, poor education performance and reduced future income earning potential (UNICEF 2016). Micronutrient deficiencies are also prevalent in PNG (UNICEF 2016). The main nutrients that have been outlined as a concern are iron, vitamin A and iodine. Iron-deficiency anaemia is most prevalent amongst children and pregnant women. Approximately half of children under 5 years and half of pregnant women are anaemic (Department of Health of Papua New Guinea 2011). Vitamin A deficiency is also a concern with 25.6% of children under 5 being considered deficient (Department of Health of Papua New Guinea 2011). In 1995, iodised salt was made mandatory in PNG, however access to this salt was highlighted as a concern for some communities in the National Nutrition Survey 2005 (Department of Health of Papua New Guinea 2011).

The scope of the current project aligns with the Papua New Guinea National Nutrition Policy 2016-26, which aims to prevent and treat undernutrition, micronutrient deficiencies throughout PNG (UNICEF 2016).

Methodology/approach

A series of expos and outreach training sessions have been used to promote the sharing of incomegenerating ideas for women market sellers across provinces. In order to successfully transform this into agribusiness, a value-adding approach began by focusing on eliminating barriers for small holders by empowering women to work together to maximise value-adding. Firstly, this meant creating connections between small holders, promoting the sharing of skills and knowledge to expand valueadding methods and techniques. While this is an ongoing process, some initial objectives were able to be addressed including; increasing hygiene practices through education, understanding packaging and increased shelf life, and value adding ideas with products from their gardens.

Basing our approach from a community development background, our engagement sought to highlight locally driven ideas for development. Recognising that there was a component of 'top down' service delivery to adhere to within project objectives, being the need to incorporate an element of capacity building amongst the target groups stemming from learned knowledge of the project, there was also deliberate inclusion of some 'bottom up' elements that could offset this approach and adhere to the best practice trend towards this style of engagement. The idea of 'wisdom' coming from below, rather than being imposed from above is a fundamental principle of a community development approach (Ife 2002) and would not have been possible without the conscious inclusion of the identified extension training needs and the insights that it provided.

The approach taken within this grant project has been to facilitate open learning environments working with small groups and hands on learning. Traditionally, many of the learning opportunities in the East New Britain region have been based on presentation with some physical demonstrations attended by large audiences equipped with notepads trying to record the details and procedures being demonstrated. Drawing from the findings of the Family Farm Teams, the workshop expo's have purposely been designed to facilitate small groups engaged in hands-on learning, whereby participants can each physically be involved in the process. The design and the delivery included consultation with groups on all aspects of the workshops seeking to achieve effective capacity building. Consequently, all large groups of participants were broken down into smaller groups and provided with different activities throughout the sessions creating an opportunity for authentic and kinaesthetic learning in an empowered environment.

Collaborative Research Grant project objectives

Objective 1: Enable households more efficient means to utilise surplus products from their gardens providing healthier family options for snacks and drinks

Objective 2: Promote health and hygiene practices in food handling and processing relevant to the home and to market activities

Objective 3: Provide an empowering environment in which women market sellers can gather and share knowledge around their participation in, and barriers they face, to further development

Objective 4: Build both institutional and individual capacity of the PNG University of Natural Resources and Environment and its graduates

Project variations from the original Collaborative Research Grant application

Variation 1: As part of Objective 2, incorporated health and hygiene into a cookbook rather than a separate document. Laminated hygiene sheets and resources were established.

Variation 2: As part of Objective 3, storyline of documentaries changed as part of the participatory process.

Variation 3: As part of Objective 4, developed resources for course for learning on Agribusiness. This was due to the timing of grant, which did not correspond with the Semester and changes in organisational structure at UNRE.

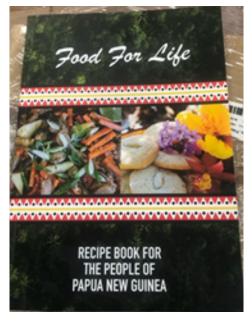
Achievements against Collaborative Research Grant activities and outputs

Objective 1: Enable households more efficient means to utilise surplus products from their gardens, providing healthier family options for snacks and drinks

The 'Food for Life' cookbook is a compilation of traditional PNG and modified western recipes with the purpose of promoting the use of traditional and locally grown produce and preserving food crops. The value and importance of traditional and locally grown foods has largely been lost to the lifestyle changes of the local population and the increase in availability, affordability and the 'prestige' associated with western 'supermarket' foods. These changes have led to the demise of traditional culture, sense of community and health of the population. The book offers healthy alternatives, along with healthy eating messaging (see Appendix 2) to the pre-packaged foods that have become normal in the everyday lives of the East New Britain and New Ireland population.

Previously, the research team worked with local communities from East New Britain, New Ireland and Bougainville to identify suitable recipes and preparation methods with a primary focus on the galip nut (*Canarium Indicum*), that is indigenous to the region. This project worked alongside key stakeholders and country partners to test, modify, analyse and develop a recipe book that is culturally appropriate and suitable for the PNG audience. The recipe book was created to ensure it includes a relevant regional diet, is suitable for people with low literacy levels and will be written in the PNG local language, Tok Pisin.

The institutionalisation of contemporary lifestyles, including diet and physical exercise (work patterns), has resulted in an increase in the incidence of obesity, Type 2 diabetes, heart disease and high blood pressure, in conjunction with malnutrition across all age groups in the East New Britain and New Ireland regions. The book offers healthy alternatives to the pre-packaged foods that have become normal in the everyday lives of the East New Britain and New Ireland population. In addition, hygiene and safe food practices are introduced to alleviate the incidences of acute illness. The traditional diets, local foods and lifestyles have maintained the health of the population for thousands of years and this book will inspire the return of these factors to reverse the unfortunate health consequences of modern living.



Health codes which target the 3 major health concerns in PNG were created and embedded into the recipes throughout the book. Specifically, malnutrition (particularly with reference to stunting) is addressed in the 'growing bodies' category (n=15); iron-deficiency anaemia is addressed in both 'growing bodies' and 'pregnancy' (n=23); and, vitamin A deficiency is addressed in 'eyes' (n=10).

The publication of this book in Tok Pisin and infographics, in conjunction with distribution at workshops, will reach over and educate the broader community regardless of literacy and prior knowledge. 1,500 copies will be distributed over the region by ENBWYiA and The Galip Club. A local launch is being organised to coincide with the opening of a new women's resource centre in Kerevat by the Honourable Jelta Wong, PNG Minister for Health and HIV/Aids, Member for Gazelle Open for early in the year.

Objective 2: Promote health and hygiene practices in food handling and processing relevant to the home and to market activities

The objective of promoting health and hygiene practices with cultural considerations has been met through the development of three resources: The 'Food for Life' cookbook, a laminated Food Hygiene hand-out and a Training Package, which has been developed and delivered at training events across ENB and NI (see Appendix 1).

The 'Food for Life' cookbook emphasises the importance of health and hygiene practices by addressing topics such as: when hands should be washed, the hygienic way to wash hands and keeping cooking surfaces and cooking implements clean. Furthermore, the book addresses safe food storage and safe cooking practices. All these topics are communicated in Tok Pisin and are clearly illustrated using photographs, thereby making the message of health and hygiene accessible to the audience it is aimed at (see Appendix 3).

Building on the information, which is provided in the cookbook, a laminated hand-out has also been produced. This resource has been designed to be displayed on kitchen walls or market stalls, the aim being to provide the user with easy access to information about health and hygiene practices in the environment where food is being prepared and cooked.

The third resource is a training package designed to educate participants about good nutrition and safe hygiene practices. This session has been delivered at training workshops throughout the region (see Appendix 1) and incorporates sections exclusively on health and food hygiene. There has been an emphasis within the Training Package on active learning providing opportunity for participants to be involved in practical activities which are designed to reinforce and extend on the food safety information which is provided in the cookbook.

Objective 3: Provide an empowering environment in which women market sellers can gather and share knowledge around their participation and the barriers they face to further development

One of the aims of the 'Food for Life' cookbook is to reconnect with tradition, create self-confidence and economic independence and food security for women and girls in a gender inequality environment and develop and maintain healthy populations within the region.

Traditional recipes are the cornerstone of any culture the world around. People of all cultures gather with family or at ceremonies and important events to socialise and share information. Inevitably food is the pivotal ingredient to these occasions. As the 'prestige' of supermarket foods (canned or packaged foods) overtake traditional diets the capacity to pass on traditional recipes or techniques to younger generations has diminished. The distribution of this cookbook aims to reignite the passion and tradition of local recipes and provide the younger generations with an insight into their traditions of growing the food, raising the livestock and preparing the meals with family and community.

Economic self-sufficiency is gained by the production of at least one or more components of a meal or by the value-adding of excess produce from one's garden. Food security (constant source of supply) is also a factor. Threats to food security include climatic excesses, degradation of the land and cycles of planting. This cookbook educates the women who own the market gardens how to plan for these climatic events and grow their crops with sustainable practices, overcoming the degradation and increasing their yield with reduced input costs. Smallholder farmers and local producers (the women) add to the local economy by increasing employment opportunities and microenterprise development.

In addition, the training workshops delivered to market sellers provided the opportunity for the sharing of their knowledge. Topics of discussion varied across provinces though there was a strong focus on becoming empowered with some control over their income, challenging an environment of gender inequality.

The short documentary series developed in the project (see Appendix 5.) was shown to over 150 female market sellers in villages that have in the past participated in domestic galip sales. Presentation and questions were held at NARI, UNRE, Galip Club and ENBWYiA, September through December 2019. These viewings provided further opportunity for attendees to discuss their activities and what they were doing to participate in a range of market activities besides galip sales.

Objective 4: Build both institutional and individual capacity of the PNG University of Natural Resources and Environment and its graduates

Opportunity for final year Papua New Guinean agricultural students to gain real world experience in the delivery and training of material they have researched. As the second trial run of this style of extension work being structured into program delivery at PNG UNRE, this could represent a permanent change in the academic program. Seeing the incorporation of extension style training into communities as an assessment piece for those completing the practical component of their studies.

120 copies of the cookbook are to be supplied to PNG UNRE along with the accompanying training package. This will provide a valuable resource for final year students undertaking the practical component of their studies. There is lack of opportunity for these students to find suitable opportunities with local businesses to practice. Though this training package will provide an option for students to take the cookbook and provide training to a community around healthy eating and lifestyle.

September 2019 - Filming, editing and communication workshops for UNRE staff and students who were studying and on their community placement, and for NARI staff. (see Appendix 5)

Training resources developed for UNRE students undertaking final placement – train the trainer resources accompanying the 'Food for Life' cookbook. (see Appendix 4)

Impacts against TADEP+ program objectives

Private sector-led development

The Galip club, which is an extension of the DMS private sector galip small to medium enterprise, has benefited from extension-style training, ensuring better food handling and down-stream processing practices. This was the only private sector small to medium enterprise trading in canarium at the time and they identified this as a need for their business to grow. They recognised that they needed outside knowledge and expertise that the project could deliver. Multiple micro enterprise in the form of women and men trading in roadside and town markets have also benefited from this style of extension training, particularly around safer food handling, packaging and commercial ideas.

Agricultural productivity, quality and value

Inlcuded in the workshops has been better farming practices delivered with the help of NARI staff and project staff around soil fertility and rotation. The emphasis of several sections in the workshops has been on preserving the quality of the produce that smallholders trade in and demonstrated ideas for adding value to these products. There is a section included in the 'Food for Life' cookbook on composting and better soil management.

Access to market and value chains

The project has worked to help diversify the produce that smallholders already trade in, providing further access to markets they may have previously disregarded. The introduction of different packaging and processing methods has also opened markets that may not have been previously available.

Gender equality and women's empowerment

There is still an entrenched model of gender separation in work roles amongst PNG families, with women still responsible for most of the domestic and cooking work undertaken in the household. The training workshops have built upon the work of the Family Farm Teams in including both men and women in these training events and discussing the importance of shared work responsibilities. There were cases of men for the first time engaging in food production, with several remarking on the difficulty's women must face when working over the fire in the tropical conditions. These experiences may form the basis of a shared understanding of the challenge's women face when burdened with these domestic duties.

Individual and institutional capacity building

6 UNRE placement students, 4 UNRE staff and 3 NARI staff were involved in the production of the short documentary series. This has given them the confidence and ability to produce a similar product, from story boarding and planning through to video capture and editing. The cookbook is accompanied by the train the trainer manuals, of which 100 will be given to the UNRE library. Students undertaking practical placement in their final year will be able to utilise these when working this extension role

Collaboration

The initial collaboration was between the 'Improving opportunities for economic development for women smallholders in rural PNG' and the 'Enhancing private sector-led development of the canarium industry in PNG' current ACIAR programs. Using the network of lead farmers established through the family farm teams project the galip project was able to further deliver a range of economic development training that had been developed through research from the galip factory. Staff from each program in collaboration with NARI worked together to identify opportunities where groups had access to galip to deliver this further training.

The East New Britain Women and Youth in Agriculture Co-operative Society (WYiACSA) and Galip Club groups have been actively supported with capacity building and agricultural practice training and awareness workshops held at their respective locations. Ongoing face-to-face capacity building sessions and mentoring were conducted over the life of the project.

Areas of improvement for future collaborations could be further opportunity to measure uptake of technologies and to disseminate the findings. To document collaborative measures so that they can be embedded in all future projects/programs.

Key learnings

Utilising the hands on, small group methodology when training larger groups has proven to be effective amongst this cohort. The qualitative reports from participants suggest that this style of training is new to them and that they gain a lot from this approach. There is an enthusiastic engagement from smallholders when provided with the opportunity to acquire new knowledge, ideas and income generating concepts.

Many participants expressed that they did not have a clear understanding of nutrition and the role different food groups play in human development and overall health. Whilst there was a general understanding of the importance of green vegetable matter in the diet, there was limited knowledge expressed amongst participants of the role of sugars, colouring and artificial flavouring. There is a trend towards readily available consumer type goods that provide appeal to the taste, appetite, budget and convenience of the local population, although these noodle and biscuit type snacks do not provide long-term healthy dietary options, particularly if it impacts on the sustainability of traditional recipes of the region.

There is a wealth of talent and understandings that resides within the PNG community, with both women and men from across the provinces of ENB and NI enthusiastically sharing their knowledge of traditional recipes and localised methods of preparation.

It should be noted that, during the delivery of the workshops and interactions amongst these communities, there was a reluctance amongst local people to raise themselves to a conspicuous level of business activity with local prejudices and jealousies prevalent throughout the Provinces. Despite this, those that managed to rise above these prejudices and persist through the adversity of public perception can often achieve strong and loyal followings, as demonstrated through the Galip Club and the DMS group.

Conclusions and any recommendations

There is quantitative data from the over 400 women and men smallholders who participated in the workshops and training expos across ENB and NI (see Appendix 1), learning about ideas and practices that can better utilise their labours in their gardens. Safer food handling and packaging materials will ensure that they optimise the storage life of nuts and fruits. This will preserve abundant produce to be used when out of season, whether it be drying, utilising a range of cost efficient locally effective methods, or making jams, pickles or cordials from produce that would normally go to waste. Additionally, this will also incorporate some of the traditional ingredients plentifully available in these areas in new and different ways, including creating breads, cakes and biscuits as products that are readily saleable into local communities.

By exposing these groups to leading entrepreneurs, who have shared their challenges and solutions in creating viable enterprises in PNG, the ideas were eagerly received amongst participants and the reports on the uptake of many of these technologies and practices.

There will also be quantifiable data around the number of times the short documentary series on the rise of the, ACIAR backed, galip industry in PNG has been viewed through national government websites and video sharing platforms. There is also the potential to display information from the videos to international visitors to the country, with initial discussions underway to see it featured on the inflight entertainment of international flights of the PNG national air carrier 'Air Niugini'.

Embedding the resources into the curriculum will enable students from the PNG University of Natural Resources and Environment to utilise the training modules that accompany the cookbook as part of the practical component of their final year of study. They will have delivered much of the information as practical extension work into their communities, sharing many of the ideas and knowledge developed in the cookbook.

It is difficult to quantify the impact that 100's of well-thumbed cookbooks, often representing the only literature in a household, delivering for decades, healthy eating messaging, dietary guidance and advice specific to the unique selection of fruits and vegetables abundant in the region. It is this last impact, however, where the benefits and usage may well prove immeasurable; how many children will utilise this book as a learning resource, wondering about the pictures it contains and perhaps trying recipes it contains for the first time. There was a conscious decision to reduce the number of books to ensure that the quality and appeal would be something that could endure rather than tripling the number of books at the expense of longevity. We can only hope that this will be a resource that will be treasured by the communities it reaches and provide ongoing positive impacts across generations of Papua New Guineans.

References

Capacity building in knowing soil leading to improve soil fertility using compost. Papua New Guinea Nutrition Policy 2016-2026 [Internet]. 2016 [cited 22 May 2019]. Available from: http://www.health.gov.pg/publications/PM-SNNP 2018.pdf

Hurney M. Short Changed: The Human and Economic Cost of Child Under Nutrition in Papua New Guinea [Online]. Save The Children Australia. 2017 [cited 27 May 2019]. Available from: https://resourcecentre.savethechildren.net/node/12459/pdf/png-nutrition-report.pdf

Department of Health of Papua New Guinea. National Nutrition Survey Papua New Guinea 2005. Pacific Journal of Medical Sciences [Online]. 2011 [cited 23 May 2019];8(2). Available from: https://www.pacjmedsci.com//Chapter%201%20Background.pdf

UNDP Human Development Report 2019, Inequalities in Human Development in the 21st Century. Available from: https://www.pg.undp.org/content/papua new guinea/en/home/about-us.html

UNICEF Papua New Guinea - Health and Nutrition [Online]. UNICEF. 2019 [cited 27 May 2019]. Available from: https://www.unicef.org/png/activities 4364.html

Ife, J 2002 Community development, community-based alternatives in an age of globalization, 2nd edn Pearson Education Australia.

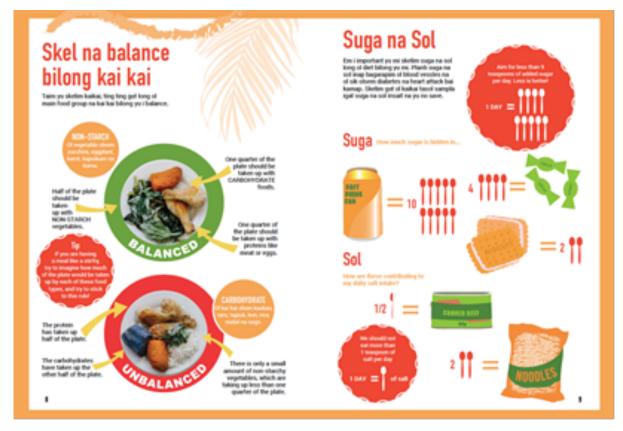
UNICEF Papua New Guinea Scaling Up Nutrition [Online]. Scaling Up Nutrition. 2016 [cited 27 May 2019]. Available from: https://scalingupnutrition.org/sun-countries/papua-new-guinea/

Appendices

Appendix 1: Table of training events delivered

		Baking demonstrations
Workshop 1 – Galip Club Sept 2018	56 participants. NARI staff, Dorothy Launa (DMS) and Australia project team covered	 Baking demonstrations Reusing household waste Sharing knowledge
Workshop 2 – Rum Jungle Sept 2018	19 participants. NARI staff, Dorothy Launa (DMS) and Australia project team covered	 Importance of income diversification Importance of soil fertility and farm health
Workshop 3 - Lecture at UNRE to Women in Agriculture. Sept 2018	62 participants. NARI staff and Australia project team covered	 Nutritional values of galip nuts. Production and use of biochar and compost. Why organic amendments are important
Workshop 4 - New Ireland Expo, Red Cross training centre, Kavieng Nov 2018	76 participants. Senior NARI staff, Dorothy Launa (DMS) Carolyn Misiel (WYiA) and Australia project team covered	 Galip factory products/operation and solar drying Baking workshop Health, hygiene and nutrition Food preservation techniques Learning about innovative ways to incorporate galip products into their livelihoods, including the use of solar driers and packaging to extend shelf life and baking with galip products Composting process and discussions around household waste materials that can be used.
Workshop 5: School workshops, students and the school teachers Nov 2018	10 staff 64 students – School workshops for young students and the school teachers at Kavieng: Two school trips to the local catholic primary school involved baking with Year 5, 6 and 8's and a careers presentation for the Year 9 and 11's.	 Beginnings of the galip industry in PNG, Careers in the galip industry Careers in science Different areas of science (environmental, social and economic) Sustainability, recycling, composting Health and hygiene (the germ game with the glitter coated ball was used for the baking workshop with the years 5 and 6's).
Workshop 6 : Djoul Island workshop Jan 2019	70+ participants, Australia project team covered	 Galip factory products/operation and solar drying Baking workshop Health, hygiene and nutrition Food preservation techniques Learning about innovative ways to incorporate galip products into their livelihoods, including the use of solar driers and packaging to extend shelf life and baking with galip products
Workshop 7 – UNRE Sept 2019	66 participants, NARI staff, UNRE students and Australia project team covered	 Cooking Demonstrations Packaging Value adding Health and hygiene

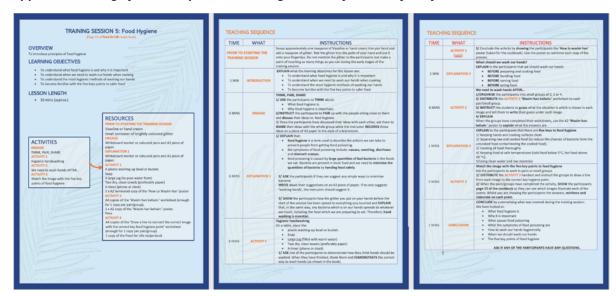
Appendix 2: Example of Healthy Eating Messaging from the 'Food for Life' cookbook



Appendix 3: Example of Hygiene practices messaging from 'Food for Life' cookbook



Appendix 4: Image from Companion Training modules for 'Food for Life' cookbook



Appendix 5: Links to Short Documentaries

Galip documentary: https://youtu.be/TuwZyUt6aw4

Health and nutrition: https://youtu.be/L6nEHKVi9nw

Empowering women business: https://youtu.be/HFaP9UXIr40