

*Under the patronage of the First Lady of the Republic of Zimbabwe
Her Excellency Dr. Auxillia Mnangagwa*

**2nd UN Tourism Regional Congress on Women's Empowerment in Tourism in Africa
Victoria Falls (Elephants Hills Hotel), Zimbabwe, 29 April-01 May 2026**

Technical Workshop on Dismantling Structural Barriers to Career Progression

29 April 2026 (14:00-18:00) & 30 April (08:30-12:30)

Participant Profile

Introduction:

Within the framework of the [2nd UN Tourism Regional Congress on Women Empowerment in Tourism in Africa on the theme : Advancing from Empowerment to Leadership, driving structural change in the tourism sector](#), to be held in Victoria Falls, Zimbabwe, from 29 April to 01 May 2026, the Ministry of Tourism and Hospitality Industry of Zimbabwe, jointly with UN Tourism, will organize a dedicated technical workshop on **Dismantling Structural Barriers to Career Progression**.

Building upon the key findings on the [Women in Tourism Regional Congress themed Beyond Empowerment to Education, Innovation and Finance Access held in Sierra Leone on 2024](#), this workshop is designed to move beyond traditional empowerment by focusing on the **practical dismantling of structural barriers** that impede women's career progression into leadership and executive roles. Participants will engage in hands-on sessions focused on **negotiation skills**, **executive presence**, and **institutional power mapping** to ensure a sustainable "bridge" to leadership across the African tourism value chain.

Workshop Goals:

- Identify "unseen" cultural and social roadblocks through a collaborative **Dialogue Circle**.
- Master **negotiation scripts** to secure better deals from employers, clients, and suppliers.
- Develop and practice **"Pitching Your Value"** to enhance executive presence and influence.
- Establish a **strategic networking alliance** to foster collective advocacy and mentorship.

Participant profile:

- The workshop will bring together **80 national participants (60 nationals and 20 international delegates from the region)** representing the diversity of the tourism sector in Africa. It is designed for women who are active drivers of the tourism economy—from local entrepreneurs to senior policymakers.

- **Public Sector:** officials involved in tourism, gender, and economic development.
- **Private sector/Tourism Entrepreneurs:** Owners and managers of tourism-related SMEs and startups looking to scale their influence and operations.
- **Civil Society & NGO Representatives:** Leaders from women-led organizations and associations focused on professional advocacy and gender equality.
- **Gastronomy/handicrafts & Local Entrepreneurs:** Women owners of restaurants/food outlets or handicrafts businesses, who are looking to formalize their businesses and integrate into the mainstream tourism supply chain.
- **Participant Profile Submission:** Each participant is required to submit a brief professional profile (maximum 150 words) ahead of the workshop. This profile should highlight:
 1. **Your current role and the nature of your business/department.**
 2. **One specific "career fence" (structural barrier) you currently face.**

Working language of the technical workshop:

- The working language for this workshop will be English.

Registration:

- Please register (**by email**) and indicate that you will be attending the technical workshop (***by invitation only**) and share your profile description at rdaf@untourism.int **no later than 27 of April 2026**.

NB: As the sessions **are progressive and culminate in a strategic output**, participants are expected to attend the full programme on the afternoon of Day 1 and the morning of Day 2 (until lunch time) to complete the Strategic Networking Challenge.