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Association of Women's Rights in Development
Board of Directors and the Nomination Staff

Dear Nomination Staff of the Association of Women's Rights in Development,

Ref: Josephine Tsui

I've had the pleasure of knowing Josephine Tsui during her work with CARE Zambia for thirteen months in 2006-2007 as a volunteer from Engineers Without Borders Canada. Josephine's passion in development made her an incredible asset to CARE through the designing of a project at CARE and through the process of implementation. I am strongly recommending Josephine for the Board of Directors of the Association of Women's Rights in Development.

During Josephine's time at CARE International Zambia, she implemented and analyzed the sorghum market value chain. The process was broken in three steps; production, processing and marketing. In production, Josephine was instrumental in forming farmers based organizations in the bulking of a drought tolerant cereal crop sorghum. Next, she managed the building of two sorghum milling factories in producing three new products previously not used in the country; sorghum flour, sorghum samp and sorghum bran. Lastly she instituted marketing of the sorghum products in local markets, local retailers, wholesalers and informal trade across borders.

What impressed me the most was how Josephine was able to balance her strength as a foreigner with the strengths of the Zambian facilitators. Her ability to respect local customs while being able to add constructive feedback has been admired through the country office. One example is Josephine's functional ability to speak four of the local languages in order to gain trust with the staff and local farmers groups. Secondly, Josephine as the outsider is able to critically identify the strengths and weaknesses of the CARE system and how it affects the implementation and impact of the project. As a result of her outsider viewpoint, she was able to critically analyze her project, CARE's systems within development and development as an industry. A large focus of her time in Zambia was on gender and development with it's intersections with poverty. She performed preliminary analysis with our Operational Learning Unit in determining CARE's gender policy.

Josephine has now taken her expertise in market value chains and apply it to the upper regions of Ghana. She will be sorely missed as due to her hard work, her project has expanded eight folds to two separate regions.

Josephine has expressed high regards to being a gender specialist within international development. She already has a lot to contribute as she's been thoroughly studying gender and development plus will have two years of field management by August 2008.

I would like again to state my highest regard for Josephine to be a part of the Association of Women's Rights in Development Board of Directors. Her contribution will be significant in the international women's movement.

Yours Sincerely,



pp **Mark Vander Vort**
Country Director