Theme: “Our Politics is Now: Moving Beyond the Rhetoric of Women’s Political Participation”

Report

7th - 9th June 2010
Intercontinental Hotel, Lusaka, Zambia

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Background

The African Women’s Development and Communication Network (FEMNET), is a pan-African organization established in 1988 with the aim of sharing information, women’s experiences, ideas and strategies among African women’s NGOs, partners and other stakeholders as a strategy for strengthening their capacity to participate effectively in the promotion of women’s rights and the development processes on the continent. FEMNET has over the last 22 years continued to play a leading role in building the women’s movement in Africa by ensuring that African women voices are amplified and influence decisions made at different levels that impact on their lives. One of FEMNET’s five areas of focus in its 2008 - 2012 Strategic Plan is women in leadership and governance. In line with this focus FEMNET has since 2009 been hosting an Annual Conference for women in political leadership. The first Annual Conference took place in Lome, Togo bringing together delegates from 6 French speaking countries that had elections scheduled in 2009 - 2010.

The second Annual Conference was held in Lusaka, Zambia from 7th - 9th June 2010. The Conference was organized in collaboration with the Zambia Association for Research and Development (ZARD) a national focal point organization for FEMNET in Zambia, and the Non- Governmental Organizations’ Coordinating Council (NGOCC), a member organization of FEMNET. Participants at the Conference were drawn from some of the Anglophone countries having presidential or parliamentary elections in 2010 - 2012 and these included: Botswana, Ethiopia, Uganda, Malawi, Mauritius, Kenya, Sudan, South Africa, Tanzania and Zambia. Participants comprised representatives of female politicians, women’s rights activists and representatives from women organizations that provide leadership development support to women in active politics.

The objectives of the Annual Conference included:

a) Increase consciousness and appreciation of the role that women play and can/ should play in the process of building strong democratic societies;

b) Discuss ways of developing and sustaining strong networks to support women actively involved in politics in their respective countries, at the sub- regional level and across the region;

c) Profile different women leaders in the region that are flag bearers in political leadership at different levels.
1.0 Introduction

1.1 Opening and Welcome Remarks

A Board Member of FEMNET in Zambia, Mrs. Mercy Siame, officially welcomed all participants to the Annual Conference on behalf of the organizers: FEMNET, the Zambia Association for Research and Development (ZARD) and the Non Governmental Organizations Coordinating Council (NGOCC). She appreciated the initiative to host the Conference in Zambia at such a timely moment as the preparations for the 2011 elections in Zambia are already underway. She rightly mentioned that Zambia played a significant role in the liberation and independence struggles of the countries in Southern Africa and therefore, it is expected to continue to be a pace setter for entrenching democracy in the sub-region.

The Executive Director of FEMNET Ms. Norah Matovu Winyi joined the Board member to welcome the delegates to the Second Annual Conference on Women in Politics. Her key message was that African countries have put in place different mechanisms to ensure that women and men equally participate in their development processes including political processes at different levels. This has made it possible to increase the number of women in political leadership and bring to the tables of decision making priorities and concerns that affect the quality of life of the ordinary person. However, she rightly noted that in most African countries the numbers of women in politics and active in political parties is still very low.

Secondly, she noted that the African women’s rights movement is committed to see that the increase in numbers of women in politics translates into legal and policy reforms in order to mainstream gender and women’s rights issues. The issues have to remain a high priority on the development agenda in each African country. This requires transformative leadership at all levels. Therefore, the Annual Conference is a forum where the politicians interact and exchange ideas with providers of leadership development support programmes.

In her remarks the Executive Director noted that the African women’s movement needs to work more with women in politics and those aspiring to be candidates as we prepare for the upcoming elections in different countries. This will make it possible to increase the numbers of women in politics who are committed to deliver on the women’s rights agenda. Together we can also strategize to overcome the many obstacles and challenges that female politicians encounter as party members, in the electoral processes and as legislators and policy makers. Twenty (20) African countries are having elections in the period 2009 – 2012. Over ten countries are celebrating 50 years of independence in 2010. One of the indicators of good
progress in any democracy is the level of people’s participation in public affairs, respect for human rights and the rule of law. It is therefore, important that we interrogate how to achieve the goal of equal participation of women and men in politics and governance.

The Executive Director further pointed out that achieving gender parity in democratic institutions like Parliament and Local Government councils would not be attained if women did not organize and remain committed to this common goal. FEMNET’s mission is to ensure that women remain connected with each other and with the issues that are of interest and concern to them. Women in politics need to network and partner with each other and with those organizations providing support for women’s leadership development. The leadership development organizations would be more aware of the practical and strategic issues that women in politics are faced with and be in a better position to design relevant modules for leadership development support. Part of FEMNET’s contribution to this process through the Annual Conference is to provide a platform for female politicians and the providers of leadership development support to come together and learn from each other, strategize on how best to address common concerns and challenges, and celebrate the successes of different female politicians in the region.

In concluding her remarks the Executive Director acknowledged with appreciation the key role played by its member organizations and partners in Zambia especially ZARD, which is the national focal point organization for FEMNET in Zambia. She appreciated the support of NGOCC and the National Women’s Lobby in the preparations for the Conference.

1.2 Official Opening by Hon. Brigadier-General Dr. Brian Chituwo, MP and Acting Minister of Gender and Women in Development, Republic of Zambia

Ms. Pezo Mateo Phiri, the Executive Director of ZARD welcomed the Acting Minister of Gender and Women in Development of the Republic of Zambia to the Conference. She thanked the Ag. Minister for taking off time to grace the occasion with his presence. She briefly outlined the purpose of the Conference. The Annual Conference is a forum through which women in politics interact, learn from the experiences of each other, increase awareness about women’s potential and opportunities to lead the women’s rights agenda and build social and political networks. She then called upon Ms. Sara Longwe, the Immediate Chairperson of FEMNET and a founder and Board member of ZARD to welcome formally the Chief Guest.

Hon. Brigadier-General Dr. Brian Chituwo thanked the organizers of the Conference for a great reception. He extended a very warm welcome to all participants coming from other countries in Africa. He said it was an honour for him to open the Conference on African women in political leadership for East and
Southern Africa and applauded the efforts of the organizers in making a significant contribution to strengthening democratic governance in the African region. He commended FEMNET and its partners ZARD and NGOCC for taking the initiative to focus on women in politics as it is still a big challenge for many African countries.

He informed participants that the Zambian Government would continue to promote the rights of women and would ensure women’s political participation particularly at this time as the country prepares for the 2011 presidential and parliamentary elections. He mentioned that Zambia has a Women’s Parliamentary Caucus that brings together women from different political parties to coordinate their interventions in influencing the legislative processes. He mentioned that Zambia has adopted a National Gender Policy which calls for action to facilitate women’s participation in leadership, among others. Zambia is a signatory to the Southern Africa Development Community (SADC) Gender Protocol which requires all member states to take appropriate measures to attain gender parity at all leadership levels by 2015.

Dr. Chituwo also noted that Zambia is a party to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the AU Protocol on the Rights of Women in Africa. He acknowledged that Zambia is aware of Uganda and South Africa’s achievements regarding gender parity efforts and he affirmed that Zambia would set in motion strategies to achieve the set targets stated in the various human rights instruments.

Dr. Chituwo emphasized the need for more women to join parliament and the local government leadership as one practical way of influencing and shaping their destinies and impacting on the leadership of the country. He ended his remarks by calling upon the Zambian participants to learn from the experiences of the seasoned politicians from other African countries and find effective ways to mobilize women to be actively involved in political processes. He promised to share the outcomes of the Conference with the substantive Minister Hon. Sara Sayifwanda, upon her return to Zambia.

FEMNET Board of Trustee member Ms. Mercy Siame, in her vote of thanks observed that countries represented at the Conference shared several attributes such as the fact that women are the majority voters; that all are members of the African Union which set the standard to aim for gender parity (50–50) participation of women and men in leadership and decision making. She added that political will is so essential for the achievement of this goal. She urged governments lagging behind to use affirmative action measures like quota systems to attract strong and committed women into politics. She urged the Chief Guest and the government of Zambia to ensure that all political parties integrate in their manifestos, policies and regulations a gender perspective. They should ensure that gender-responsive actions agreed upon are implemented. Mme Mercy concluded by thanking Dr. Chituwo for ably representing the Minister of Gender and Women in Development and demonstrating that the Zambian government is committed to realize the standards set by the various regional and sub-regional human rights instruments that provide for gender equality in all spheres of life.
The Chief Guest accepted to respond to a number of questions put to him by the participant. This was very commendable and a good indicator that the minister was ready to engage. The questions raised included the following:

- What share of the national budget is committed to the Ministry of Gender and Women in Development programmes compared to other ministries? What can be done to increase the percentage of the national budget committed to the national machinery?
- How many female Ministers does Zambia have at Cabinet level?
- What is Zambia’s maternal mortality rate? How does it compare to countries in Eastern and Southern Africa?
- Participants were curious to know whether the Chief Guest is committed to the empowerment of women and how he has demonstrated this.
- Would the recommendation of the Electoral Reform Technical Committee on the need to adopt affirmative action be adopted in Zambia’s context?
- Why are women in opposition political parties not brought together with those in the ruling party at other time except to discuss the celebration of International women’s day? What other opportunities exist for this interaction to happen?

The Chief Guest made the following responses:

- While serving in the armed forces, he was the first Brigadier General to be chauffeured by a female driver. Lady chauffeurs were properly trained and trustworthy. He was a pioneer and many others in the ranks later took on lady chauffeurs. He therefore, recognizes the power of women and their capacity to bring stability and great qualities into any situation.
- The Chief Guest said that he has demonstrated his commitment to realizing gender parity in leadership by sharing some of the practical things he has done. He mentioned that when he was the Minister of Health he achieved the 50% female representation at director level. There were 4 directors and 2 of the positions were held by very competent female directors;
- As a firm believer in equality between men and women he said that the number of lapses in Africa on the political scene is partly due to lack of the equal involvement of women. He is therefore, a committed supporter of women’s participation in political leadership.
- He considered it a great privilege for him to be the Acting Minister of Gender and Women in Development as it always presents unique opportunities for him to raise some of the key issues of inequalities with his peer male leaders.
- He noted that the number of women at cabinet level in Zambia is still very low. He however, observed that for His Excellency the President to appoint cabinet Ministers, the starting point is the political parties which have to nominate female candidates, and to ensure that both men and women are part of the party leadership. He therefore, recommended reforms in political parties to ensure integration of gender parity as a principle to guide the nomination, election and appointment of leaders and officials within the party ranks.
On the issue of maternal mortality rates in Zambia he mentioned that it was at 729 per 100,000 live births in the 1990s, and currently it is at 510 per 100,000 live births. He informed participants that His Excellency the President would be launching the safe motherhood campaign which is aimed at further reducing the maternal mortality rate in Zambia which is still very high compared to world standards. He noted that there is an urgent need to go beyond political will to concrete actions including the mobilization of all non-state actors like NGOs, the private sector and faith based organizations to work together to address the issue of maternal mortality which is affecting everyone.

He noted that a huge part of the moneys that have been recovered from corruption cases had been used to build 34 maternity annexes country wide. This is a demonstration of commitment to address this issue on the part of the Zambian government.

He noted that the Constitutional Review process is on-going and the recommendations of the Electoral Reform Technical Committee will be taken into account;

On the issue of lack of involvement of women from the opposition he observed that this is not intentional or by design as generally issues of development should involve all. This Conference should throw more light on how best to keep different actors involved.

1.3 Introductory Session: Getting to Know each other

Mrs. Mabel Mung’ombwa was introduced as the Lead Facilitator of the Conference. To ensure that the Conference remained true to one of its aims - thought provoking - the program of each day started with a short inspiration session. The Facilitators also used various methods to ensure that different voices and experiences of African women in politics were amplified throughout the Conference to stimulate life-giving conversations that would energize the participants to remain committed to the promotion of women’s rights to equal participation in leadership and decision making. There were interactive discussions, case studies, films, group sessions and short inputs by various delegates at the meeting.

On day one the Facilitator used the introductory session to enable the participants to get to know each other and also pay attention to how they language their thoughts and the impact their words have on others (intended and unintended). After the introductions the moderator asked the participants to reflect on three questions:

- What did you notice about how you are using language to share your experiences?
- How can we use language differently to ensure that the discussions we engage in are focused more on our successes (what is working) as opposed to failures (what is not working)?
- How can we influence women to change the way they approach difficult or challenging issues?
The discussions on the three questions generated a range of interesting thoughts that positively influenced the mood of the participants for the duration of the Conference. Participants noted that words are powerful. Therefore, it is important to reflect on what we say as politicians and as leaders so that we achieve the intended impact. Secondly, though female politicians face so many challenges participants acknowledged the creative ways in which they successfully addressed them on a daily basis. They also noted support they receive from fellow women which was underscored. They agreed that women are their main constituency.

Participants then reviewed the programme for the Conference which is attached as Appendix B.

Other questions which the participants raised at this point which informed the discussions in the Conference included the following:

a) How can women in politics inspire one another and the younger women to join politics?

b) What language should women use to celebrate their achievements?

c) There is strength in numbers, collective knowledge and wisdom. It was not enough to be in a political office and be in isolation. What is most important is the role you play as politicians (individually and collectively to deliver on a well defined agenda). How do you develop your agenda and how do you popularize it?

d) How should women remain connected with their numerous constituencies and invite other women to join politics?

e) How are women using ICTs? How effective are ICTS in helping female politicians to remain connected with the issues affecting their constituents?

f) What outcomes are women politicians seeking to achieve? If they are not clearly articulated how do we use this Conference to learn from each other’s experiences?

These questions guided the discussions during the three days Conference.

1.4 Keynote Address

The keynote address was presented by Hon. Martha Karua, Member of Parliament from Kenya and a former Minister of Justice in her country. She noted that it is 15 years since the Beijing Declaration and Platform for Action were adopted by world leaders in 1995 where they committed themselves to a policy and legislative framework aimed at improving women’s participation in leadership, governance and decision making. She noted that although African leaders have adopted the language of the Beijing Declaration, progress has been very slow. Some countries like Rwanda have surpassed the 50 – 50 gender parity target in parliament, and have exceeded the 30% target that was set in the Beijing Platform for Action at the local council levels. She said that the achievements of Rwanda, Uganda, South Africa, Mozambique and Tanzania have to be celebrated for reaching a sizeable number of women in parliament. This success was not only due to the legislative framework
but there were also deliberate affirmative action measures put in place by some of the political parties for instance the African National Congress in South Africa, in order to increase the number of women in parliament and generally in political leadership.

She observed that in some African countries like her own, the Kenya parliamentarians have consistently rejected quotas aimed at increasing women's representation in the house. Hon. Karua called for a different strategy, which would allow women to obtain what they want from parliament while at the same time engaging seriously in building strong political parties. She urged women to claim their space as experience has clearly shown that rarely does any one open doors for women in politics. One has to be strategic. She urged women to be aware of the tactics that are used to discourage women from engaging in politics such as creating images of a “good woman” that society should uphold. “Good women” are those who are not “loud and spending long hours in the company of men out in the public arena!” This she said was used against her. She urged participants to start claiming some of these adjectives and define for themselves who is a “good woman.”

Using the example of Kenya, where in the last elections 16 women were directly elected out of a house of 220 members of Parliament and 30 elected as councilors out of 3,000 councillors, Hon. Karua wondered how Kenya would accelerate progress in this area without taking special measures; without women being active in political parties. She encouraged participants to take their rightful place as strong women in society who are willing to work along side men to improve leadership on the continent. She further noted that what has worked in one country may not be appropriate in another context. If one method does not work to produce the desired results then a combination of different methods should be used to make a sustained break through. This requires women to remain vigilant in order to take and create opportunities for moving the agenda forward. She told participants that there is something to learn from Rwanda's experience as well as that of Tanzania, Uganda and South Africa. In particular, she urged the delegates not to succumb to the tactics of divide and rule among women leaders. We must be able to work together on a common agenda.

The key note speaker observed that when a woman ascends to a higher position or public office there are very high expectations from all the women. She said that women need to understand that a female politician is there to serve other constituents as well and therefore, will not only respond to the needs of her fellow women. She also noted that there is sometimes a disconnection between women leaders in politics and those in the women's movement at least in her country. She called on the participants to do more to bridge the gap. Receiving praise and affirmation for what is done well is sometimes slow in coming from the women's movement when the female politicians perform well. However, criticism comes quickly and sharply and this is a challenge that women in politics are constantly faced with. Women activists and politicians need to remain connected and supportive of each other's cause. They have to tap into each other's energies to promote a common agenda.
In her conclusion, Hon. Karua said there can be no strong democracy that excludes women. She also used her own experience to emphasize the fact that you cannot be a successful politician without a clear mission, belief in yourself and determination to realize your dreams. When women take their rightful position to participate freely and consistently in politics, this means an end to social exclusion.

The lead facilitator Ms. Mabel Mung’omba thanked Hon. Karua, and rightly observed that the presentation had set the tone for the next three days of the Conference.

The following insights were drawn by the participants from the keynote address:

- Female politicians are not easily accepted by the people and the public usually judge and categorize them. However, a good politician has to reflect on the issues that may work against her and develop convincing responses. One does not have to be apologetic for aspects in life that you cannot change for example your marital status. The young politicians have to respond confidently to this aspect.

- A politician has to reach out and open doors for new levels of leadership. This has to be a deliberate choice so that we build a strong group of leaders that are dependable and willing to soldier on when the going gets tough.

- Reflection time is very important for everyone and most especially for leaders. It is a space within which it becomes possible to make fundamental decisions and choices that shape one destiny as a leader. When you are so upset delay making decisions to give yourself time to reflect upon the situation rationally.

- One has to learn to manage anger better so that it does not become a hindrance on one’s leadership journey. Remaining cool and collected contributes to developing a great ability for good decision making.

- It is important to contextualize experiences because what worked in one situation may not produce similar results elsewhere. The key question is how do I apply this great experience in my own context?

- How does a female politician find their voice and help others find theirs? It is important to realize that you cannot be an island as a politician. You need to build your political and social capital and networks.
2.0 The Film on Her Excellency President Ellen Johnson Sirleaf of Liberia: The Story of the First Female President in Africa

Participants watched a film focusing on Her Excellency, President Ellen Johnson Sirleaf of Liberia first year in office. She took over office after 14 years of civil wars in Liberia which left the country in tatters. The country had high levels of debt and very limited resources to meet the numerous needs of the people. The attention of the Conference participants was drawn to many challenges the President faced and the skills and tactics she used to confront them head on. One challenging situation which was singled out was when the workers of a foreign company that had operated in Liberia since 1926 declared a strike in order to demand for better and decent working conditions. In order to avert the crisis as this company was bringing in a lot of revenue to the government coffers through taxes, the President visited the factory to meet with the workers and the investors. She listened to both sides and decided to impress it upon the investors that though Liberia needed their services and taxes they had the responsibility to treat Liberians with dignity and respect in order for them to make profits. However, she was not ready to tolerate investors taking advantage of the citizens who had already suffered so much due to the civil wars. The factory’s operations were as important to her as the improved life of her people.

Issues of corruption within the ranks, lazy officers, and opportunist politicians, managing the national debt and balancing donor interests with those of Liberians were constant challenges.

The biggest challenge related in the film is when she had differences in opinion and approach to governance issues with and the Speaker of Parliament, which led to divisions within Parliament.

**Lessons from the leadership experience of Her Excellency President Ellen Johnson Sirleaf**

Participants were asked what they had noticed about the leadership of Her Excellency Ellen Johnson Sirleaf and what lessons could be drawn from her experience. The following comments were made regarding some of the memorable moments in the film and lessons learnt:

- Her concern to improve the everyday life of the people of Liberia was unique, which most African leaders are missing; her leadership is about service.
- Her excellent negotiation skills and how she stood up to difficult situations with a determination to find a win/win situation for the various parties involved is instructive;
- Her good listening skills and ability to remain calm and collected when managing difficult situations even when there was no ready solution was admirable;

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1 *Iron Ladies of Liberia* produced in 2007 by [www.whydemocracy.net](http://www.whydemocracy.net)
- Her determination and courage was very impressive and her ability to get everyone on board the decisions agreed upon and ensure there is concrete follow up;

- Her decisiveness which made it easy for her to mobilize an impressive team to work with as ministers, confidants, heads of critical government bodies and departments like the police which was constantly engaged in managing law and order in a country that had spent so many years devoid of the rule of law;

- Her consciousness about the importance of attending to the “me” passion – by finding the time to relax and exercise.

- Her ability to bring a woman’s touch to the office of the presidency through her reconciliatory approach as opposed to being confrontational; It was usually difficult to find a balance between the nurturing and caring roles versus being forthright, but she managed both very well;

- Her ability to maintain her privacy in her personal life which is usually a big challenge for women in leadership and particularly women in politics.

- Her ability to keep focused on the bigger picture even when addressing one issue; for example when dealing with development partners she was good as she was open, truthful and accepted where she had challenges and at the same time she was firm to ensure that the partnerships remained focused on the interest of Liberians.

- She is good and tough yet at the same time tolerant and approachable; she knew her constituencies very well.

- She remained appealingly feminine with her elaborate African attires, giving her stature, dignity and comfort. She also remained connected with her family despite her very busy schedules.

- At no time did she take on a victim syndrome when facing challenges. She set aside time for personal reflection and went to markets to pick up some of her favorites.

- She did not remain in an ivory tower; she remained connected with the people so that her decision making is informed by the hands - on experiences as opposed to gossip and interpretations of her aides;

- Getting into office was a big celebration. Courage, determination and wisdom sustained her on a daily basis. By the end of year one in office as President of Liberia it was very clear that even with a popular president running a country it is not easy and her transparency throughout the film was impressive.

The key question that the participants reflected upon throughout the Conference is how politicians remain authentic. One way is to keep on accomplishing the small things with commitment to improve people’s lives which in the long run add up to something significant. The other is to cultivate the culture of truth telling and being conscious that there could be multiple realities in one moment and therefore the truth may vary at any one time depending on a person’s point of viewing.

The Conference participants noted that President Sirleaf Johnson promised she will have only serve for one term of office when she was sworn in as the President of Liberia. As the country prepares for the elections in 2011 it is rumoured that she is planning to contest again. The questions put forward by the participants
included: what could be informing her decision at this time? Will this decision to contest for the second term of office reflect negatively on her authenticity? After lengthy discussions participants agreed that only time will tell whether this decision is in the long term interests of Liberia and the people of this country. President Sirleaf still has a lot of support though her opponents are arguing that Liberia needs a younger, dynamic President now!
3.0 The Fire Talk Show: “How to make women in political leadership count: What has worked for you?”

This was a Fire Talk Show on ‘FEMNET Radio International’, where the presenters and the moderator staged a radio show with the participants as the listening audience. Ms. Solome Nakawesi - Kimbugwe the Executive Director of Akina Mama wa Afrika (AMwA) was the moderator and the invited guests were:

i. Hon. Martha Karua, from Kenya
ii. Hon. Edith Nawakwi from Zambia
iii. Hon. Hanadi Fadl from Sudan

In her introduction the moderator stated that Fire Talk Show is a programme of ‘FEMNET Radio International’ and the purpose of the programme is to:

- Link African Women in Political Spaces at national, regional and sub – regional levels.
- Promote communication and networking among female politicians in Africa through continuous engagement in the quest for gender equity; equality; parity and also increased participation of young women in politics;
- Provide a mentoring space for seasoned and younger women;
- Provide a space for strategizing for increased numbers; enhanced capacity to influence and impact on the party and parliamentary systems as well as the electoral processes;
- Engage women, communities and citizens of Africa on women’s rights issues in development (interrogating stereotypes; negative attitudes; images of women in political spaces) and;
- Share best practices and lessons learnt as preparations for the next set of elections across Africa are underway. Between June 2010 and December 2012 40 African countries will hold elections at national and/or local government levels. Women have to be at the forefront to be active in these elections and we have to be there as African women to support our female politicians.

The moderator mentioned that in 2010 a total of 25 African countries – Burkina Faso; Burundi; CAR; Chad; Cote d’Ivoire; Egypt; Ethiopia; Equatorial Guinea; Ghana; Guinea; Guinea –Bissau; Kenya; Lesotho; Madagascar; Malawi; Mauritius; Namibia; Niger; Rwanda; Sao Tome and Principe; Somalia; Sudan; Togo; Tunisia; and Tanzania - have elections/referendum.

In 2011 a total of 23 countries - Benin; Burkina Faso; Cameroon; Cape Verde; Chad; Comoros; DRC; Djibouti; Egypt; Gabon; The Gambia; Liberia; Madagascar; Mauritius; Nigeria; Rwanda; Sao Tome and Principe; Seychelles; South Africa; Southern Sudan (referendum); Uganda and Zambia - will hold elections.
The moderator invited the three panelists to respond to the following questions:

i. Tell the listeners something about yourself - who you are; and what motivated you to join politics?

ii. Walking down memory lane what has worked well for you in addressing the common issues and challenges that female politicians face?

iii. How do you know that your leadership counts?

iv. How do you manage your multiple roles as a leader, mother, mentor, wife/partner, religious/spiritual leader and any other roles that you fulfill?

Hon. Edith Nawakwi from Zambia

Hon. Nawakwi informed the listeners that she is an economist, former Minister of Finance in President Chiluba’s Administration, current President of one Opposition Party, the Forum for Democracy and Development (FDD) and a presidential aspirant for the 2011 presidential elections. She is 50 years old, a mother, an active politician, an economist from the University of Zambia, a holder of an MSc in economics and energy from London University. She joined politics when she was 29 years old at a time when Zambia was at crossroads. She wanted to be part of the people that would bring change to the politics in Zambia. In her experience she found that it did not matter how hard one worked, if it was not yet time, nothing happened.

In 1990 a group of men and women got together and formed a party the Movement for Multi Party Democracy (MMD) that saw Zambia return to multi party politics. She narrated how she went through a lot of hurdles as a female politician especially in 2001 when she was part of the cabinet that left government over the second republican President’s bid for a third term. She found herself in strange homes as she sought refuge for herself. She is currently the only woman who has been democratically elected to the office of President of a Political Party in the political history of Zambia, the Forum for Democracy and Development (FDD).

In 2006, she said that she missed the opportunity to be a presidential candidate partly due to the ‘pull her down’ syndrome which she experienced then even from fellow women. Some prominent members of the Zambia women’s movement questioned her suitability for the presidency on the basis of her marital status. The electorate questioned whether the democratic culture had sufficiently matured in Zambia for the country to be ready for a female president. This was gender discrimination. She said that she made a number of mistakes which if she had a chance for a replay there are things she would do differently. Most importantly from the discussions so far in the Conference she noted that building a strong linkage with the women constituency as voters, campaign supporters, allies and fellow leaders is critical for the success of a female politician. She concluded by saying that Africa must realize that women in leadership is an indicator of strength and progress and this is the way to go. Women’s leadership truly counts. When women are involved things happen differently and faster for the benefit of the majority.

Hon. Hanadi Fadul from Sudan
Hon. Fadul introduced herself as an advocate, a member of the Central Committee of a Political Party, a journalist and someone who came from a rural area in Sudan. She said it was challenging to be a politician because in the rural areas people believe politics is for men. There is a perception that any woman in politics is not beautiful and thus not married. She mentioned that she faced challenges coming from her family members when she decided to join the world of politics. What has helped her to deal with these challenges is to believe in herself and her mission as a woman leader. Today her leadership counts because people see the results – she is fighting for people's rights to a better life, improved services and their equal participation in the public affairs of the country. Her conviction, persistence and determination have resulted in her acceptance and respect.

**Hon. Martha Karua, Member of Parliament from Kenya**

Hon. Karua said in her self introduction that she has been a Member of Parliament for the last 18 years representing a rural constituency where she hails from. She is a lawyer; mother of two children aged 24 and 22 years and combines the roles of both father and mother. The issue of her marital status has been with her throughout her public life. She has learnt not to respond to detractors with time. She believes that the same standards should apply to both male and female politicians and if men are not questioned even when they are abusing their wives and neglecting their fatherly responsibilities then she has no business responding to discriminatory questions. She observed that for a woman to be accepted as a leader she has to perform better than her male colleagues in everything she does. The question frequently asked when a woman moves up to contest for the highest office -, “Is Kenya ready for a woman President?” She added that women in power must demystify power; power must not be used to alienate others.

Hon. Karua indicated that women in politics truly count as they bring different perspectives to the leadership discourse and to the law and policy making processes. The difference in experiences enables many to draw focus on relatively different priorities that directly affect the welfare of their constituents. Hon. Karua was emphatic that history clearly indicates that when women were not involved, nothing much happened fast enough. She said that Africa is considered poor because her wealth is concentrated in the hands of a few people, the majority being men. If Africa had 15 female Presidents, much of the conflicts on the continent would be resolved. She added that where women were leading ministries, there is much more compassion and commitment to deliver. It is because society magnifies the mistakes of female politicians. The people overlook the flaws of male politicians to the extent of accepting or condoning them by their silence and failure to raise them. This is a key concern and it affects the quality of leadership in Africa.

All the three guests at the Radio talk show agreed that female politicians must strategically position themselves in their political parties so that they are an obvious choice that can bring victory to the party. They also agreed that women from different parties should be able to engage with each other to consolidate women’s involvement and participation so that it is strong and influential. Female politicians should work together towards achieving some of the common goals. They emphasized that good leadership has to be cultivated. Hon. Fadul emphasized the urgent need for female politicians to contribute to efforts for democratizing political parties and ensuring that women candidates are supported by their parties.
4.0 Panel Discussion - Promoting Women’s Rights and Development Agenda: Role of Women in Political Parties

The Panelists were:

- Hon. Francoise Labelle, MMM, Mauritius (opposition party)
- Hon. Angela Cifire, MMD, Zambia (ruling party)
- Ms. Konni Sanderson, NAREP, Zambia (newly formed party)

Hon. Labelle is a member of one of the opposition parties in Mauritius that has been in existence for over 40 years, while Hon. Cifire is a member of the ruling party in Zambia that has been in existence for 20 years and she is a Deputy Minister. Ms. Sanderson is a young politician from a newly formed party that had recently launched its manifesto and is in its formative stages. It will be the first time in 2011 for this party to participate in the presidential and parliamentary elections.

The moderator asked the panelists to respond to the following questions:

- What does the party stand for? What are the selling messages for the party?
- What attracted you to the party and what is the party’s position on the promotion of gender equality and the women’s rights?
- What is your role in promoting this agenda?
- What is one thing that your party is doing to deliver on the women’s agenda for equal representation at all levels of leadership?

Hon. Angela Cifire, MP, Deputy Minister, Ministry of Information and Broadcasting Services, member of MMD, Zambia

Hon. Angela Cifire responded first. She is a psychologist by profession. Before going into politics, she was in the corporate world working for the Zambia Electricity Supply Corporation (ZESCO) until the end of 2005 when she decided to join politics. At the time of leaving her former employment, it was not so much that she was attracted to politics but more of an issue of being injured by political interference in her work that forced her to leave her job.

She explained that the good thing about politics is that you do not need outstanding qualifications to be active in politics. She joined the MMD party as it seemed very promising that it would deliver on the women’s development agenda. At first she joined the organs of the party to understand better the party structures, policies and the functions of different organs. She mentioned that she has experienced her share of intimidation, name calling and the “pull her down” effects from both male and female politicians.
and party members. Her early appointment as a cabinet minister soon after joining the party was also put to question by some of the seasoned, long serving politicians. She noted that as this drama was unfolding she hardly had any support from fellow female politicians or activists in the women's organizations. Unfortunately, she also did not deliberately reach out to seek their support. In a quick cabinet reshuffle she was dropped as the Minister of Health then and no one asked the President of Zambia to account to the women the reasons for this change. This experience she said “was devastating.”

Hon. Cifire informed participants at the time she was in cabinet there were 4 female ministers out of 22 cabinet members and 3 women deputy ministers out of a total number of 50. She believed that the establishment of the Ministry of Gender and Women in Development with a full cabinet minister was an indication that Zambia had the political will to support the advancement of women.

With hindsight she said that her political party has three main organs; the Executive Committee made up of men and the women and youth wings. The youth wing is comprised of male youths mainly thus making the party male dominated. Given that the political party has structures that are male dominated it is not favourable for equal participation of all party members. The women's wing is somewhat alienated from the mainstream processes of the party. She noted that it is the men who decide who is nominated to run in the elections on the party ticket.

At the end of Hon. Cifire’s presentation, the Executive Director of FEMNET reminded participants that the Chief Guest in his opening address had also raised the issue of low representation of women in leadership positions in party structures. Therefore, reviewing and amending party constitutions, rules and regulations should be an important area for joint action for women in Zambia as they prepare for the 2011 elections.

Hon Françoise Labelle MP, MMM, Mauritius

Hon. Francoise Labelle joined the opposition political party Movement Militant of Mauritius (MMM) in 1999. In 2001 MMM party won elections; in 2005 they lost elections and in 2010 they are once again the main opposition party. In the 40 years of its existence, the party has most of the time been in the opposition. The involvement of women started in 1960s, a time which was characterized by strikes over labour issues and the imprisonment of political leaders. What motivated her to join politics was that her family was politically active. She wanted to make a difference in the lives of the less privileged members of Mauritian society.

In terms of promoting the gender equality and the advancement of women she mentioned that it was when the MMM was in power that the first Ministry of Women was established in 1992. The MMM party has also been at the forefront advocating for reforms of labour laws in order to guarantee women's economic rights among others. She indicated that the MMM is the most structured and democratic party in the country. The leaders are elected every three years. MMM is the only party in Mauritius which has this system. Hon. Labelle is responsible for Social Security and Integration in the party.

Ms. Konni Sanderson, NAREP, Zambia
Konni Sanderson is a young politician from the National Restoration Party (NAREP) in Zambia where she serves as the Chief of Party. She informed the participants that NAREP obtained its certificate of registration in February 2010. The party was officially launched in March 2010. In June 2010 it shared publicly its manifesto. What motivated her to join politics was because she is confident, articulate, and passionate about a number of issues like increasing young women’s engagement in public affairs which is still very low in Zambia. Politics provides the space for her to be vocal on what she wants to see change in Zambia. She accepted the invitation to join NAREP because of the ideology of the party. It is serious about the restoration of value-based leadership in Zambia. Eight core values guide the party operations and decision making which Konni said she subscribes to. They include: a sense of community, excellence, integrity, responsibility, service, equity, humility and commitment. “The party does not only talk about the values; the members apply them in practice, in their relationships within the party and externally” said Konni.

Ms. Sanderson noted that women are still in the minority in the party membership but the leadership has openly received them and is ensuring that they equally participate. Currently there is no resistance to women’s full and equal involvement. The challenge is that the party has to define a clear strategy to mobilize more members particularly women. It also has to articulate in its manifesto its position on issues of social, economic and political justice. It must have plans for mainstreaming gender perspectives in all its policies and programmes. She particularly thanked FEMNET for providing space for young upcoming female politicians to be part of the Annual Conference and to have a voice. She had learnt a lot which she would share with the members of her party.

After the three interventions participants made some observations. A summary is provided below:

- It is difficult to influence changes in political parties that have been in existence for a long time. How do we strategize for this as female politicians in close collaboration with the women’s movement in our respective countries?
- Women who have taken advantage of the space provided by newly established parties have made very fast progress in building their political career.
- Members noted that MPs must be able to articulate convincingly their party’s agenda and specifically their agenda on issues of gender equality and women’s empowerment in order to attract more female members. Having a women’s wing is commendable. However, if it leads to sidelining women when electing party leaders then the structures have to change the way they relate in practice.
- An observation was made that the panel only included one panelist from the ruling party in Zambia, while the party in opposition, the Patriotic Front (PF), which has the second biggest representation in Zambia parliament was omitted.
- When a female politician has had a challenging start in her political career what can she do to ensure that such problems are minimized for those coming in after her? Participants were curious to know the measures taken by the seasoned female politicians to reduce the resistance that upcoming young politicians face.
It is important for every politician to have a mission for his/her leadership. The mission guides your actions, decisions and choices. The mission also enables you to create a balance between the demands of your constituents, the party, parliament or local government council and your family.

When women lose out at the primaries what policies exist in different parties to ensure that fair and equal representation as a principle is sustained?

“Women are at the bottom of the party structures because they lack confidence in themselves. If women joined political parties with a clear agenda it would bring change to party politics. It is important to understand that the focus of politics has changed over time in Africa: before it was about fighting for political freedom and independence of African countries; today politics is focusing on development issues. What is required is to look at the issues that affect women and address them through the goal of empowering them. Without empowerment, efforts for change will not yield sustained results” said Hon. Angela Cifire from Zambia.

The panelists unanimously agreed that there are few women at the Executive level of political parties. Few women contest for party elections. The responsibility to increase women’s participation rests on both men and women. A good example was shared from Mauritius where the law requires political parties to amend their constitutions to ensure that women are nominated as candidates during elections. Mauritius is divided into twenty constituencies and each has 3 representatives. Only one constituency has two representatives. The law was amended so that each political party includes at least one woman among the three candidates. Secondly, in Mauritius political parties take into account other variables like ethnicity in addition to gender when selecting candidates to contest for political office.

Questions/Comments

One aspirant for the 2011 elections in Zambia wanted to know what to expect from the women’s movement as there is a lot of bureaucracy in political parties.

A proposal was made that when lobbying, candidates should be considered at individually;

One participant commented that when two women were dropped from cabinet in Zambia, there was silence; no one questioned the President. It was also raised that the women in cabinet did not necessarily speak for other women.

An immediate response to the above contributions urged women to avoid beating themselves too much; instead ways should be sought to find ways through which women can meaningfully support one another. It was noted that South Africa increased the number of women through an affirmative action on the part of the African National Congress (ANC). We should learn from what has worked well.

There was a question as to why political parties are not applying the provisions of international and regional instruments on equality and non-discrimination. How can we ensure that political parties implement these provisions? One participant emphasized the need for domesticating the provisions through law and policy reforms.

Participants were reminded that a right is a claim and if it was not claimed, no one would give it. It was noted that patriarchy is present in political parties and as women, it is important for us to
strategize in our respective political parties to dismantle it. No one is going to hand over power to us on a silver platter.

- Another question was whether women should put forward the women’s collective agenda before their party positions. How does a female politician create a healthy balance between the two especially when they have varying views on pertinent issues?

- Participants were warned to be aware of oppressors who use the myth that “women do not work well with fellow women” to promote divide and rule tactics to keep women apart. Before we oppose a fellow woman we must reflect on whether it is the best strategy for our common cause. We have to ask ourselves, how can we support and influence change or agree to disagree on principle? One woman was elected on four consecutive occasions and this is testimony that women loved each other as the majority of the voters in her constituency were women.

- An observation was made that women expected too much of each other. When a woman is a cabinet minister, she should not be expected to discuss women’s issues only as she has other constituents who may have different interests. Hon. Martha Karua asked, “How come the same demands are not made of male politicians?” She shared an example that female politicians in Kenya have agreed not to quarrel openly in Parliament on issues that are divisive among female politicians.

- There is need to consolidate party democracy in Africa.

- It was proposed that women MPs should partner with NGOs to advocate for issues of common concern that require the oversight function of parliament and legal reforms;

- One participant said that she is the shadow minister of agriculture in her country’s parliament and she thinks that the substantive minister of agriculture, who is a woman, is not delivering on the women’s development agenda. How to proceed in such a scenario? She was advised that it is important for her to discuss issues with the minister without necessarily attacking her. What is important is how disagreement is expressed.

- Participants were asked not to ask too much of women MPs. Instead the question should be how can these women be supported to deliver during their term in office?

**Reflections**

The Facilitator picked up on some of issues arising from the discussions of the day and they included the following:

- In order to move forward, a paradigm shift was necessary about the significance of having women in political leadership. So far independent Africa has seen only one female President. At the time of holding the Conference Africa had two female Vice Presidents, one in Malawi and the other in Zimbabwe. The key question is what difference does it make to the women’s rights agenda to have female politicians?
There have been several speakers and deputy speakers of parliament in different African countries; what is informing this trend and how have we used their presence to influence the legislative process to realize the Beijing commitments, for example? We must recognize and take advantage of the opportunities we have to effect change.

There were 17.2% of women in parliament in Africa according to the 2009 report of IPU; North Africa have a 10% female representation and Rwanda having the highest percentage at 56.2% female representation in the lower house of parliament. What has been done differently in Rwanda to achieve gender parity in representation at this level?

Given the challenges that have been highlighted by the different panelists and those who appeared on the Fire talk show what should be done differently to minimize and overcome similar challenges? “We have to organize and not agonize” saying adopted from the late Tajudeen.

It was noted that in all countries where there is significant increase in female representation in political leadership and decision making the countries have put in place affirmative action or special measures.

Countries like Kenya, Mauritius and Ethiopia that have not achieved the 30% target of female representation in Parliament have something to learn from those countries that had realized this target like South Africa, Tanzania and Uganda. No one is going to give up leadership and power to women on a sliver platter. We have to organize to claim our space and the right to equal participation.

Representation at Local Government level had improved but it was still very slow; how could women leverage their position as the majority voters to occupy more seats at the local government level? What have countries like Uganda done to achieve the 30% representation at this level? Affirmative action measures were taken and they were fully supported and promoted by the leaders.

The legal and policy framework supporting women’s representation has improved over the years since the Beijing Conference on Women. The major challenge is consistent implementation. We cannot continue to lament about poor implementation. We have to be assertive in order to enjoy the rights that are guaranteed in the various human rights instruments. Most African countries’ constitutions recognize the right to equality between men and women.

How can we use the experience of women in politics to inform our organizing? Politicians must document their experiences and we should support the Annual Conference as a useful space for inspiration, formation of networking possibilities among female politicians, information sharing and strategizing.

How should women strategize for the next elections in 2011 in Zambia and Uganda for example? It is obvious that even as we work to win positions within party ranks we need each other’s support to get into top political positions at the national level.

How can we embrace “Ubuntu”- “I am because you are, because we are.” You cannot exist as an island in politics; you need support groups at different levels. A politician has to connect
with different categories of people. Politics is a tough terrain and female politicians need support from each other as well as from women in the NGO sector, the private sector and the Diaspora who can assist with the much needed resources.

- How can we move from having meetings/ conference to concrete actions? This will influence the kind of follow up action we agree to implement beyond this Conference.
- How can we effectively identify and use gender-sensitive men as leverage points in the struggle to achieve gender parity in leadership and decision making? Identify the allies and work with them to speak out against inequalities in representation at all levels.
- There are key legal provisions that guarantee women’s equal participation as a right.
  - The Universal Declaration of Human Rights (UDHR) 1948 Article 21
  - The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Articles 2, 4 and 7;
  - The African Charter on Human and Peoples’ Rights
  - The Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa which guarantees women’s right to equality in all spheres of life including in political representation and participation.
  - Legal and policy standards adopted at country level through the equality clauses in most national constitutions and in some of the electoral laws.

We have to use the provisions to claim women’s rights to equal participation. We have to address stereotypes, “the pull her down” syndrome, cultural inhibitions, limited access to finances and other resources, and the need to enhance leadership capacities and experience for women in the public arena (politics).
5.0 Strategies for increasing Women’s Participation in Politics

The following strategies were proposed for increasing women’s participation in politics:

- Potential candidates should be targeted one by one; interest and mentor them well ahead of the elections;
- Secure financing for the electoral process (including campaigns). This is so important as it is difficult to win elections in Africa without resources and firm support from one’s family members and the political party;
- Build strong support networks;
- The women’s movement at the regional, sub-regional and national should mobilize to support women contesting for positions in Parliament irrespective of their party affiliation. This could be done through a Women’s Leadership Fund;
- Law and policy reform as a strategy for guaranteeing acceptable standards in terms of representation and equal participation of both men and women in politics.
- Use the political history of the country to promote women’s right to equal participation in politics and leadership. It was observed that countries that have experienced civil wars, genocide and political upheavals seem to be taking the lead in improving women’s participation in politics. For example, Uganda, Rwanda Liberia and South Africa. The struggle for political freedom is intricately linked to the struggle for equality and human rights.
- Women’s empowerment through be encouraged through education, increased exposure, and access to information and other resources. Self-empowerment is most important as no one can empower another. There has to be willingness and determination to use the empowerment tools to improve your potential, capacities and choices.
- Need to strategize to influence men’s attitudes towards women’s leadership.
- Set up a fund to support women in political leadership. This could be a regional initiative.
- Lobby and advocate for reforms in the constitutions and policies of political parties and the inclusion of clear strategies in their manifestos of achieving gender parity in party leadership and decision making processes as well as choice of candidates to contest elections at different levels.
- Political parties must be platforms that create an enabling environment for the achievement of gender equality.
- Meetings such as the Annual Leadership Conference should devote more time to addressing the issue of financing campaigns of female politicians.
6.0 The Thought for the Day

The Facilitator started the day by giving the leaders 15 minutes for personal reflection. She asked each participant to sit on her/his own and reflect on the following questions:

- What are the realities of our lives as women leaders?
- How can we change our thought patterns and language in order to be positive with the internal questioner as opposed to too much self-criticism?
- When did you have your last life giving conversation that unleashed your potential? What happened?
- Politics is a hard game; in moments of distress, who are part of your networks? Where do you seek support and a shoulder to cry on when necessary? Who form part of your social and political support groups; with whom you share your ideas as trusted comrades?
- What is your agenda as a politician?
- How do you celebrate differences and use them to your advantage?

At the end of the personal reflection time the facilitator asked the participants to share what they noticed about setting aside time for personal reflection. Those who shared said it was very refreshing, an instructive process, enabled them to clear their minds on some of the things discussed on the first day of the Conference and write done some specific actions to undertake when they get back to their respective countries.

The need for personal reflection is a discipline for any leader especially those in the public arena. The main task of a leader is to influence and this should be done deliberately through well thought out actions and conversations. This makes a leader’s interventions more powerful that even when there are unexpected occurrences you are better placed to address them with dignity and calmly.
7.0 Key Strategies, Approaches and Tools that have worked for Women in Politics

In this session there were two panelists; Hon. Regina Musokotwane from Zambia and Hon. Rebecca Nshakashogwe from Botswana. The moderator of the session Ms. Pezo Mateo Phiri, asked the panelists to share key strategies, approaches and tools that have worked for them.

The following were mentioned as the key strategies that have worked for them:

- Identify a mentor and learn from their experiences.
- Selection of a winning team – with different skills, experiences and fully committed.
- Clear division of duties and responsibilities for the winning team members.
- The team members believe in your leadership and capacity to represent their interests.
- Consistency – once the team was composed you work with them so that you get to know each other quite well. After sometime those who are not genuine will fall off along the way.
- The choice of the winning team is important as it has to include people that the community trusts; must be persons of integrity and influential.
- The winning team must share the vision – what is it you will accomplish by being part of the leadership of the country?
- Promote your candidature early and be active in the community. Let your works speak louder than your words.
- Mobilize resources from friends, colleagues, fundraisers, internet, from the Diaspora, and from the political party.
- Accept support in kind – for example offers for printing posters, the manifesto and your key message slips.
- Be visible in the constituency – attend important functions.
- Invest in community development projects.
- Be well prepared; practice your speeches and identify a very good speech writer.
- Be a good listener; you have to be truly interested in people and addressing their issues.
- Develop a popular message that people can identify you with which they can easily remember – Yes We Can.
The presentation was based on the Southern Africa experience. In her presentation, Loveness explained the Southern African road map to the adoption of the Gender Equality and Development Protocol of 2008. Four strategies were used; research, advocacy, capacity building and media interventions.

(i) Advocacy

She noted that before the Beijing Conference on Women held in 1995 there were no clear targets. However, at the Beijing Conference the 30% target was set. In 2007 the SADC Declaration on Gender and Development adopted the 30% target. In 2001 with the establishment of the African Union, the Constitutive Act stipulated the gender equality principle in representation and leadership. Since then this provision has been implemented in various organs of the AU by having 50/50 representation of men and women. The SADC Gender and Development Protocol adopted in 2008 set a target of 50/50 representation at all levels of leadership and decision making to be achieved by all SADC partner states by 2015. She observed that the SADC Protocol calls on partner states to adopt affirmative action and other special measures to promote women’s participation in all spheres of life and endeavour to achieve gender parity in leadership and decision making at all levels by 2015.

To attain the changes in the legal instruments and policy setting documents mentioned above there was a lot of advocacy work involved that brought together different actors at various levels. The advocacy work aimed at putting in place the legal guarantees for equal representation and participation. Advocacy was done through the media, meetings and dialogue with various stakeholders, presentation of written text for inclusion in the draft Gender Protocol and presentation of fact sheets, and community mobilization to speak out in support of the Protocol.

(ii) Research and Tracking

Ms. Nyakuraja noted that research has played an important role in promoting gender parity in the Southern Africa region. Southern Africa ranks second after the Nordic countries globally in terms of women in decision making positions. In terms of the global statistics in 15 years there has been an increase in women’s representation in parliaments from 11% to 18%. The increases have been dramatic in some countries such as South Africa from 2.7% in 1994 to 44% in the last elections held in 2008. South Africa, Mozambique and Angola are within the top ten countries worldwide with the highest percentages of women representatives in national parliaments. The Democratic Republic of Congo and Botswana took the positions of 110 and 114 respectively. At least four countries have surpassed the 30% target in Southern Africa. Some countries have experienced a decrease; Botswana from 11.1% to 7.9% in 2009; Namibia from 39% to 24% and Mauritius had a 2% reduction in women’s representation in parliament in the 2010 elections.

There have been gains in Parliament in the following countries (relating to both houses): Angola went up by 23.6% from 15% to 38.6%; South Africa went up by 10.1% from 32.6 to 42.7% in 2008; Malawi went
up by 8.2% from 13% to 21.2% in 2008; Mozambique went up by 3.6% from 34.8 to 38.4%. The first woman Speaker of Parliament in this sub-region was in South Africa.

The Regional average in terms of positions in the cabinet was 22% with three countries having achieved or exceeded the 30% target. Representation at local government level is better compared to the representation at the national level. In South Africa, Angola, Namibia and Mozambique, they use proportional representation, while in Tanzania and Lesotho it is by constitutional reserve (quota system).

**Some strategies that have worked**

There has been great strides made within the sub-region with an average (MPs) of 24.2%, (5.5% percent higher than the global average of 18.7%). This is still a long way from achieving the 50% target though. Only 5 countries in the SADC region out of 14 countries have achieved the original 30% target and all of them have some form of quota system in place. These are South Africa (43%) - the Ruling ANC which had a 30% level of female representation, increased to 50% (PR); Angola (38%) – Ruling MLPA had 30% in proportional representation(PR) system; Mozambique (38%) – Ruling Frelimo 40% in PR system; Tanzania (30%) – Constitutional quota of at least 30% reserved seats; Namibia (24% - was 30%) – Ruling Swapo, opposition COD and NUDO – 50% (PR) and Lesotho (Local government representation of women stands at 58%) – due to a Constitutional quota of 30% reserved constituency seats (Const). This only applies to local government.

(iii) **Opportunities**

In discussing the opportunities, the presenter raised the following points/ questions:

- Using the recent elections in Mauritius, where representation of women reduced by 2%, she wondered what could be done to improve representation through political parties?
- She also wondered how women can fully utilize the existing provisions to advocate for their full implementation and use their bigger majority to make their votes count.
- There is need to ensure that parties have some form of standards that secure women’s representation. What could be done to ensure that standards are entrenched in party policies and constitutions?
- What qualifications are required for one to be a Member of Parliament? Once this is established in each context then we target selected women and support their candidature.
- How could the media be effectively used? There is a love-hate relationship between the media and the politicians. How can the media be used for popularizing women’s positive contributions to leadership?
- Africa has set a very good pace for increasing the numbers of women in political leadership. This is a great opportunity to use their presence in the corridors of power to influence legislation, policies and the programmes of government to remain people-centered/focused. This will then send out a different message to the people so that there is increased support for women in leadership.
- Learning from each other’s documented experiences.
- To showcase best practices
(iv) Key strategies, approaches and tools at sub-regional level

The following key strategies, approaches and tools were highlighted:

- Developing women’s charters/manifestos e.g. in Zambia, Botswana, and Mauritius which laid down the principles and minimum standards to be adopted by different political parties;
- Pushing governments to sign and ratify sub-regional, regional and international legal frameworks for enhancing women’s representation and participation in political decision making;
- Lobbying of SADC Heads of state - for example in Swaziland with King Mswati - to have a constitutional review and to signed and ratify CEDAW and adopted the quota system for representation of women in local government structures;
- Supporting regional integration efforts - developing Alliances (for example between government gender machineries and civil society working together) from Beijing they formed the SADC Protocol Alliance which was working closely with SADC Gender Unit;
- Networking and coalition building between different actors;
- Establishing caucuses at sub-regional level – in order to apply peer pressure;
- Carrying our advocacy and research - Civil society organisations devised monitoring tools to assess progress – for example WIDSAA which is used for Gender monitoring beyond inequalities, and the SADC Gender Protocol Baseline Barometer;
- Recognizing women in decision making as a priority development indicator;
- Using the SADC Declaration and subsequently the SADC Protocol on Gender and Development to set timeframes for achieving the goals of 50/50 Campaign by 2015;
- Working directly with women in politics by some NGOs (for example WiPSU in Zimbabwe, Gender Advocacy Programme, and Women in Networking (WIN) in Mauritius);
- Launching the 50/50 sub regional Campaign;
- Providing direct support to women in politics by regional women’s organisations - for example by providing Strategic Communications training, Media literacy for Women in Politics, understanding gender concepts, Making IT work for gender justice;
- Providing IEC materials for women in politics and for voters – to popularize the 50/50 campaign; and
- Using the SADC Parliamentary Forum to lobby the partner states to ratify the SADC Gender Protocol.

In the discussion that followed participants agreed that we need to engage in the following activities:

- Mobilize women at community level;
- Revive and sharpen sub-regional strategies for international engagement;
- Tap effectively into the resources available on the continent like the Africa Women Development Fund;
- Mobilize additional resources to support female politicians;
- Document and improve knowledge management to increase access to information through databases; listserv, networking groups;
- Monitor trends and provide periodic updates;
• When a country is having elections - set up support mechanisms for women candidates; profile women in politics and solicit directly for their support;
• Use social media to attract young voters - for example face book, twitter, sms campaigns;
• Understand selection criteria by political parties and influence changes where necessary;
• Effectively demand and claim the fulfillment of commitments made by leaders for example 50/50 representation by 2015. Progress and sustainability of the gains must be monitored;
• Need to produce a standard petition for women to claim the rights at national level; and
• Voter education (educate men and women);
• It is important to explain the system that parties use to select candidates and to understand the secret criteria used. To this the participants said we should aim at making these processes more transparent and the parties accountable to all its members.
9.0 Strategies for getting more women involved in Politics: The Case of Mauritius

Ameenah Sorefan, MWO/GEMSA started her presentation by acknowledging their partners including Gender Links, UNDP, the Ministry of Gender Equality, the Media and the Global Fund for Women. She mentioned there is a Network called Women in Networking (WIN) which comprises of women associations whose purpose is to develop 30 women leaders per annum who can influence decision-making in all spheres of life and at all level by preparing them for political leadership. The other is Women in Politics (WIP). The vision of WIP is to get more women in Parliament.

WIN and WIP are not political parties. They are civic initiatives that support women interested in being active in politics in Mauritius. There were 13 women members of Parliament representing 18.8% of member in parliament five years ago; there were only three women ministers, one for health, one for Social Security and one for Arts and Culture. The representation of women was worse at Local Government level at 6.4% only. Women in Mauritius shied away from politics. It is these challenges that brought the members of the two organizations together to develop strategies to bring about change and have at least one woman out of the three representatives for each constituency by law. There was also need for voter education.

Comments and Questions

The following comments and questions were made following the above presentations:

- An observation was made that it was a good thing that the presentation from Gender Links showed gains and losses regarding women’s representation; however, there is an urgent need to empower politicians on how to use the media to profile themselves and their work.
- In response to the above, it was stated that the effective use of media is very important for women politicians. It is also important to understand the different types of media and which one to use for what purpose. A politician has to make productive links with the media.
- Women friendly organizations should have a media watch in each country;
- FEMNET or WLSA, Genderlinks could partner with other organizations like the women lawyers to lobby for adoption of gender policies in media houses.
- Improve research skills in order to interrogate the strategies adopted by “the high achieving countries” and decide how these strategies can be applied in a different context.
- In response to the above, the conference learnt that there was extensive research on how media was faring in reporting on women’s issues. Gender Links was working in several countries in the sub-region to improve on reporting. High achieving countries were around new dispensations.
- A journalist at the Conference observed that most women politicians are scared to use the media and they are generally not well informed on a wide range of issues. Others limit the use of the media due to the costs involved. However, the need for a media strategy for a politician was emphasized.
A participant raised a concern that the media is usually more interested in covering disasters, calamities, scandals and therefore the questions they ask can be rather intimidating. How do you ensure that the media report on issues that are of interest to you and your constituents?

A media watch that follows female politicians can be set up to ensure that important opportunities are utilized to promote specific messages or profiling yourself.

Women wanted to be in the media but stories about their activities do not make front page news. The male editors are also a roadblock. We need to befriend them to get them to understand our cause. Participants agreed that it is possible to go beyond the irrelevant questions that the media ask and educate them on issues that are of interest to the public. This is a skill female politicians have to learn and develop it through practice.

Most newspapers today have a page or section devoted to women related issues. Radio stations have several programmes that female politicians can take advantage of to discuss issues that are of interest to the people.

### 9.1 Panel Presentation on Opportunities and Challenges for Women in Political Leadership

The panelists were:

- Hon. Anita Kalinde, MP, Malawi
- Hon. Sheila Kawamara, Former MP East African Assembly, from Uganda
- Ms. Beauty Phiri, Chairperson, National Women’s Lobby, Zambia
- Ms. Meaza Ashenafi Director, Women’s Rights Advocate, Ethiopia

**Hon. A Kalinde from Malawi**

She observed that the National Assembly in Malawi was comprised of 193 members of whom 42 were women and there were 2 vacant positions. 37 of the women are from the ruling party and 5 are from the opposition. She was the leader of the Women’s Parliamentary Caucus till recently when there was a change of leadership.

The challenges faced during campaigns include lack of adequate transport; and character defamation by male politicians. They attack you as a person instead of your ideas. If a woman politician is not married she is called a prostitute. If she is married she is still under attack for neglecting her gender assigned duties and meddling in politics. When a woman has money she is labeled a Satanist. Where do you get such money to stage a successful campaign? Some women who lost in the primaries for their political parties contested as independent candidates. They were not considered in the party nominations. This increased the number of women competing against each other and failing to have issue-based campaigns.

She also said on a positive note that during the elections the money from donors was pooled in a basket fund and each woman received 500 T-shirts, 300 caps, and their election agents were facilitated to monitor the elections on polling day. Those in the ruling party were also assisted by the party with resources to cover part of the costs of their campaigns. There was training and capacity building given to
all female candidates. She noted that despite their lobbying all parliamentary committees in Malawi in the current parliament are chaired by male MPs and only 3 committees have women MPs as deputies.

**Hon. Sheila Kawamara Mishambi from Uganda, former Member of the East Africa legislative Assembly**

Hon. Kawamara emphasized that each time one wants to contest for a political position a comprehensive strategy has to be drawn up. Secondly, she posed the question; what would be the message of the aspirant? It has to be convincing and appealing to the aspirant and to others. The third consideration is an aspirant’s path to victory, who do they want out of the way? All positions have representatives even the newly created ones soon have different aspirants. How does a female politician position herself to be the best candidate? This requires a clear strategy. How do you take advantage of the opportunities? In Uganda there is a favourable legal framework in place. One has to study and use it to support your candidature.

Mentoring for women in politics is very important. Politicians need supportive sisters. She has to be knowledgeable on a wide range of issues beyond her immediate expertise. She has to be fully aware of issues affecting the people. She was to speak confidently about gender based violence for example, and other technical topics like stock markets, and their impact on the economy. Politicians and those aspiring to be politicians should be able to use the media which enable them to reach out to a much wider constituency in a cost effective manner like the radio, social networking media like face book, twitter and the internet;

If the politician’s biggest number of voters is the youth and they are on face book, it is necessary for the politician to identify team members that can reach out to them through this medium. Politicians have to make friends with the media; she reminded participants that journalists look for news, for something out of the ordinary; something extraordinary done by ordinary people.

**Challenges**

There were too few women in the East African Assembly, out of 27, only 9 were women; 4 from Uganda, 2 from Kenya and 3 from Tanzania when she was still in the EALA. It was therefore, difficult to move a common agenda. Older women flashed the age card, calling younger female MPs, “girls.” Gender insensitivities were used to devalue women MPs; and the women were still fearful and too timid to come out individually or collectively to put a stop to this trend then. She also mentioned that sexual harassment is very rife in the corridors of power.

**Ms. Beauty Phiri, National Women’s Lobby**

Ms. Phiri started her short input by reviewing women’s participation in Parliament in Zambia over the period 1964 to 2006: In 1964, out of 75 seats, 5 were occupied by women; in 1978 there were 119 males, and 6 women. In 1991 there were 119 male MPs with only 6 women MPs and in 2006, 128 male MPs were elected and with only 22 female MPs in the house. There has been improvement though very slow. However, this has happened due to consistent lobbying, the 50/50 campaign, law and policy reforms and
public sensitization on the right for equal participation for men and women in politics and generally in public affairs.

**Challenges**

Although women are in the majority as voters, this has not translated into having more women in leadership positions. The Zambian electoral system is not gender sensitive. The women are advocating for the introduction of proportional representation in the electoral system as opposed to the first past the post system. Patriarchy, negative attitudes and traditions, low literacy levels among women all combine to make it difficult for women to be visible in political leadership.

She mentioned electoral violence during campaigns which has led to raping of female candidates and physical assault; the use of abusive language, the acceptable practice of peddling lies without due process to make the perpetrators accountable. Another challenge she highlighted is the system for selecting candidates in the political parties. The majority of the decision makers are men and decisions are not made in a transparent manner. There is poor access to critical information for women in a timely manner.

The attitude of women who wait for things to happen to them - we are used to being looked after - and we sometimes expect this to happen in politics. The panelist urged women to strive and be selected as party candidates on merit and forget the “godfather” syndrome. This gives their candidature credibility.

**Opportunities that female politicians can take advantage of in the context of Zambia:**

- The privilege of holding the Annual Conference in Zambia brought inspiration to the female politicians to start planning early and work together to support women in politics.
- The Constitution making process in progress in Zambia provides an opportunity to entrench equality in politics in the supreme law of the land. It is also an opportunity to entrench affirmative action.
- The National Gender Policy and action plan provide a clear roadmap for promoting gender equality and women’s empowerment including in political leadership.
- The efforts being made to partner with Government and the media to implement agreed programmes that are of interest to women.

**Meaza Ashenafi, United Nations Economic Commission for Africa, Centre for Gender and Policy Development**

In her introduction she explained that she is in charge of the Women’s Rights Observatory at the UNECA, which focuses on three areas: Women’s political participation; violence against Women; and women’s economic empowerment. She encouraged participants to visit the website for the African Gender and Development Indexes of the UNECA.

Before 1990 Ethiopia was governed under military rule and there was no space for political organizing. 30% of women were in the struggle to overthrow the military government. In the first election of 1990 there
were no women; however in subsequent ones the statistics are as follows: In 1995, there were 5 women out of 500 members of parliament; in 2000, 14 women and in 2005, 100 women were elected. In the period 2005 – 2010 there were two female ministers. Ethiopia had just held its 2010 elections before the Annual Conference the official information on the results was not available by then.

Women in Parliament in Ethiopia all came through affirmative action and are all members of the ruling party. Ethiopia had elections in 2010 where 99% of the seats went to the ruling party and 1% to the opposition. She attributed this to four factors which are massive mobilization of the people by the incumbent government and the opposition being fragmented and discredited. The third reason is that the playing field was not level and non-sector actors are not free to operate in the country; and the incumbent government performance is considered by the people as very good in terms of delivering on the development agenda. She posed the question as to whether this is sustainable. Only time will tell.

She then brought to the attention of the Conference the following:

- What does it mean when the space for Civil Society Organizations (CSO) is shrinking as well as that for the opposition? Is the system sustainable?
- Is affirmative action also required in the public services and private sector so that women's leadership participation is achieved across the board?
- Ethiopia had the first past the post electoral system which was disadvantageous for women. How do you introduce reforms in a very controlled system without being victimized?
- When Civil Society Organizations are dynamic, it is very important and good for women advancement. A weak CSO sector makes it very difficult for women to demand and defend their rights. What strategies can women adopt in order to remain active and connected?
- There are 120 proverbs in Ethiopia against women in leadership. It is not generally supported by society. How do you overcome such stereotypes?
- The issue of multiple roles of women begs the question as to how they manage to handle multiple roles that are demanding. Participation in leadership does not necessarily reduce their other roles. They need to develop skills for effective multi-tasking and this is where support groups and networks are essential.
- If women aspire to join politics, the easiest way to become active is through the ruling party. If it is not supportive of women’s advancement it can be very frustrating. If they do not join the ruling party what alternatives are available to them?
- Where are the role models? We must celebrate them.
- A new law was adopted in Ethiopia limiting CSOs from receiving funding from foreign donors unless if the funding is meant for relief work. A non-state organization cannot receive funding from outside the country for human rights work or advocacy activities and not even from Ethiopians in the Diaspora. They have to mobilize resources from within the country. This has curtailed the operations of most organizations and their activities are mainly confined in Addis Ababa. They also have to notify local authorities ahead of their visits when they reach out to people in the rural areas. Permission may be granted or not depending on how their activities are
perceived by the local leaders who are predominantly male. Civic groups have had to remain very creative to maintain their work inside Ethiopia.

**Questions/ Comments**

The following questions and comments were made:

- What was the role of African NGOs in building a critical mass of women in politics?
- What is the role of political parties and how do we influence change in their policies and structures? Women in different countries face common challenges as members of political parties. There is an urgent need to challenge political parties to implement affirmative action measures;
- FEMNET representative shared that when the law on CSO was passed in Ethiopia, attempts were made to put pressure on the Government of Ethiopia. Attempts were made to link with CSOs in Ethiopia. However, there was very little response to enable meaningful Regional CSO support. What more can be done to support the non-state actors to reverse the effects of this legislation?
- How can we support female presidential aspirants to stage successful campaigns? How can we support them to be great candidates instead of pulling them down?
- What can we do to support female presidential aspirants instead of focusing on what they are lacking? How can we turn their choice into an opportunity for promoting women’s rights? This of course begins with the aspirant being humble enough to know that she requires a strong support group. She has to understand that being a presidential candidate is a huge task for the common good and not just for her personal gain.
- How do we ensure that our agenda for increasing women’s participation in politics is not high jacked by donor interests?
- How is the phone being used for social marketing?

**Responses**

- In Malawi a basket fund administered through CSOs to support capacity building initiatives for women in politics. In addition there is a political insurance scheme. In the event that a serving MP is not re-elected she has a “fall back” position;
- It was suggested that NGOs should work more with aspiring candidates than with established MPs to strengthen capacities and mobilizing young women to join parties;
- The representative of National Women’s Lobby appreciated the comments and questions and said that they will work with all parties as they prepare for women’s participation in the 2011 elections. It is not possible to work with a specific party.

**Harassment of Hon. Jean Kapata MP by Zambia Police**

Participants learnt that over lunch on the second day of the Conference, Policemen in plain uniform came to Hotel Intercontinental to question Hon. Jean Kapata MP from Zambia, for allegedly holding an illegal meeting at the hotel. Hon. Nawakwi intervened by speaking to some senior Police Officer who informed her that they had been informed that Hon. Kapata was holding an illegal meeting at the hotel. She then
clarified that it was a Regional Conference with delegates from other African countries, which had been officially opened by the Acting Minister of Gender and Women in Development the day before.

The organizers said the Annual Conference preparations were made with the full involvement of the Government of the Republic of Zambia as the Vice President of Malawi was supposed to come and officially open the Conference. At the end of the Conference participants signed a petition which was presented to the Minister of Home Affairs, Minister of Gender and the Inspector General of Police in Zambia opposing all actions that can be perceived as embarrassing and intimidating to female politicians. The Petition is attached to this Report as Appendix 3.

9.2 Group Work/ Brainstorming on Strategies for getting more women into politics

The Facilitator started this session by bringing out several points as follows:

- A leader must be courageous;
- Authentic - be interdependent and must walk the talk; and
- Practice Ubuntu

She asked a question; what brings change in a system? The small things we do with each other bring about change. When thinking about a system, it is to know who we are; what informs the way we work; knowing and understanding the impact of our experiences and what we want to carry with us into the future. A map gives you information and normally it has a key to guide your interpretation and the value you attach to the information provided. The same way we read maps is the same way in which we have to read and study systems and understand how they work together in order to make impactful interventions. Therefore, as you go into the groups reflect on the system you would like to influence or change.

**Group Work**

Participants were requested to work in country teams and have a conversation around the following questions:

1. What could be the common issues that most women politicians would identify with?
2. How would participants use this issue to rally support and make politics attractive for younger women?

The reports from the groups were as follows:

<table>
<thead>
<tr>
<th>Group 1</th>
<th>The common agenda identified was empowerment of women and personal growth through capacity building:</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Promote gender equality;</td>
</tr>
<tr>
<td></td>
<td>To have women in decision making positions at all levels;</td>
</tr>
<tr>
<td></td>
<td>Bring about sustainable development;</td>
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<tr>
<td></td>
<td>Promote peace; and</td>
</tr>
<tr>
<td></td>
<td>Promote gender equity/ parity.</td>
</tr>
</tbody>
</table>

| Group 2 | Power was the common agenda identified and the way to share power was                              |
through development initiatives and provision of support for personal improvement.

**Group 3**

Build a critical mass of women ready to participate in improving their lives by having access to clean and safe water, power, food security, improved infrastructure, health care services, land. These are issues affecting families and communities as well as the nation on a daily basis. Building a critical mass is a process. Changing people’s views/ perceptions is part of the political process of change. People need to understand that politicians are leaders and they choose politics in order to service. We have to make them accountable.

**Group 4**

The group identified poverty alleviation especially among female headed households. Poverty affects access to health, water, sanitation, education and shelter. Community leaders should hold regular meetings to discuss ways of overcoming the issues affecting the people.

**Group 5**

Promoting unity would be the common agenda; they wanted to unite as women and to be inclusive. The agenda is unity for development.

**Group 6**

Achieving the 50% representation of women in political decision making structures makes good business sense. A common agenda could be ending marginalization of women in political decision making at different levels.

It was apparent from this exercise that there is need to work with women in politics to be able to focus their agenda and key messages. Follow up actions should take place in countries that are preparing for elections to deliberate on the issue of developing a common agenda for women that cuts across party lines. They would advocate for this agenda in their political parties as well as generally. They could use a variety of strategies to achieve the common agenda. If for example you want to increase the percentage of women in parliament by 10%. There has to be a point of convergence where a common strategy is achieved. It could be by advocating the adoption of a quota system at the party level or generally change in policies applying to all public bodies.

### 9.3 The African Charter on Democracy and Good Governance

The Executive Director of FEMNET Ms. Norah Matovu-Winyi introduced the *African Charter on Democracy and Good Governance* to participants. The *Democracy Charter (as it is commonly known) was adopted in 2007*. By the time of the Conference only four countries had ratified the Democracy Charter. It requires 15 member states to ratify it before it comes into force.

She noted that none of the countries represented at the Conference had ratified the Democracy Charter though several of them have signed onto the Charter. The Democracy Charter is one of the Standard setting instruments of the Africa Union that provides for gender equality in political leadership. The Charter
is a human rights instrument that is in line with the provisions of the SADC Gender and Development Protocol which is calling for gender parity in leadership and decision making. The Charter also makes it an obligation for the states parties of the AU to take measures and concrete actions to secure the right of men and women's participation in governance, elections and leadership.

Under the Democracy Charter the undemocratic change of government is outrightly outlawed. It was noted that for countries like Zambia that are undertaking a constitutional review, it is a great opportunity to incorporate some of the standards in the Democracy Charter into the new Zambia Constitution. This makes it easier for the country to ratify the Charter and take advantage of the other provisions included therein.

All Conference participants received a copy of the Democracy Charter. They were urged to get familiar with its provisions. It can inform the processes of electoral reforms at the country level. It can also be used to introduce reforms in the constitution of a political party. The opportunities for its application are endless.

Participants were also informed that FEMNET was involved in the search for female electoral monitors for the African Union. Each country that has elections the African Union sends a team of election monitors. Twelve names were submitted to the African Union.

Ms. Norah Matovu-Winyi also informed participants that FEMNET in collaboration with CSOs undertook an audit of the Constitution and Electoral laws of two West African countries, Togo and Ivory Coast. These countries were chosen on the basis of their commitment to implement the follow up actions agreed upon at the first Annual Conference on Women in Politics held in Togo in September 2009.

The following issues were highlighted in the wrap session of the day's proceedings:

- The continental launch of the African Women’s Decade is scheduled to take place in October 2010 in Nairobi, Kenya. Before the continental launch each country is expected to have the national launch of the decade. Participants were urged to follow up with their respective governments and other women MPs in their countries to get the national launch preparations underway;
- Participants resolved that one major outcome from the Second Annual Conference on Women in Politics should be the establishment of a regional fund to support African women in politics. FEMNET should spearhead the process of setting up a team to develop the concept note for the Africa Women’s Fund to support Women’s equal participation.
- Prioritizing financial support for female presidential candidates should be discussed particularly in light of the fact that there are 52 male Presidents and only one female President on the African continent;
- It was important to provide support to candidates early so that they start making their preparations for election campaigns.

9.4 Freedom of Information and Women’s Rights in Africa Book Launch
In the evening of second day of the Conference, FEMNET launched the Freedom of Information and Women’s Rights in Africa Book. A Book was published by FEMNET with support from UNESCO. Prior to the launch the background to the book was presented by FEMNET Communication Officer Ms. Carlyn Hambuba. The book is a collection of Case Studies from five African countries namely, Cameroon, Ghana, Kenya, South Africa and Zambia. The book was launched in collaboration with the Zambia Media Women Association (ZAMWA) and the Media Institute of Southern Africa (MISA) Zambia Chapter. ZAMWA Chairperson Ms. Margaret Chimanse who officially launched the book emphasized the need for women in Zambia to participate in processes aimed at lobbying for the enactment of the FOI law in Zambia. She said ZAMWA was proud to partner with FEMNET in launching the book.

The Media Institute of Southern Africa (MISA) Chairperson Mr. Henry Kabwe observed that the book is essential as it provides insights on how women NGOs in Zambia have engaged in the FOI process. Mr. Kabwe noted that in Zambia the rich have access to more information than the poor; as such it is important for women to partner with media bodies in lobbying for the FOI laws so that more women, especially the poor have access to basic information necessary for their daily survival. 80 copies of the book were distributed to participants and partner organizations.
DAY THREE: 9TH JUNE 2010

10.0 Debate: Is Politics for the Experienced, Educated and well Exposed Women?

The Facilitator started the third day by reminding participants about the previous day’s discussion on the common agenda.

The following points were highlighted by the facilitator:

- How can the existing structures be used as leverage points to promote equal participation of men and women in politics as a common agenda?
- How can gender-sensitive men be involved in supporting the gender parity agenda?
- How can we effectively use the mechanisms that are in place today to bring about the desired change;
- How can we tell our stories of success to inspire others as we are on a mission to attract more women to become active in politics?

These questions were used as part of the personal reflections to kick start the day.

10.1 The Great Debate: The Power of the Young Female Politicians

The morning session of Day 3 was very exciting as participants took part in a very lively debate. The motion for the debate was, “Politics is for the experienced, educated and well exposed women”. Hon. Regina Musokotwane (Zambia) and Hon. Christine Abiya (Uganda) were supporting the motion while Hon. Moggie Mboakanyi (Botswana) and Hon. Millie Odhiambo (Kenya) debated against the motion. Mrs. Gladys Mutukwa, Executive Director of WiLDAF moderated the Great debate.

Those for the motion highlighted the following key points:

- Politics requires a good level of education especially for women contesting for leadership positions at the national level.
- They need a good level of exposure to enhance self-confidence and their knowledge base.
- They must be comfortable about who they are.
- They must have social status and respect within the community
- Age is not just a number in the African context. It is a defining factor for success. This is the Rule. The exception is very negligible.
- Corruption is rife in African countries because of the disparity between the educated technocrats and politicians. Politicians must be well educated as well to be able to fulfill their oversight responsibilities effectively.
- An educated society in Africa is what we have been striving for in the last 50 years on the continent. Why then should we elect those who are less educated and limited exposure?
- Well educated politicians instill confidence in the electorate.

Those against the motion in their summary they highlighted the following points:
- Experience, exposure and education are important but they are also a major source of stagnation in Africa’s development as the educated continue to lose touch with the people.
- Young and creative politicians are more responsive to change. They challenge the systems and pioneer change. They bring freshness to the political arena.
- Older politicians carry around a lot of excess baggage which is a major hindrance to positive change in the 21st century.
- There is an assumption that being educated means having many degrees. This should not be the case. Life experiences are a good source of education.
- Some of the educated politicians and those that have travelled the world lose touch with the issues affecting the lives of the people they are representing. The young ones are still exploring and more flexible. They can easily connect with the people and can spend more time with the people guiding and supporting them to find practical solutions to their problems.

The moderator at the end provided a wrap up supporting the motion that the educated, well exposed have a part to play in building strong democracies. They are well informed and have the skills and capacity to apply this knowledge. However, different levels of education are appropriate at each level of leadership.
11.0 Key Strategies Approaches and Tools that have Worked for Women

Participants were asked to work in country groups to discuss key strategies, approaches and tools that have worked for female politicians. They were also to interrogate existing strategies to determine whether they were working well and finally they were to discuss how new technology could be utilized to strengthen and strategically position female politicians.

11.1 Presentation of Group Work

(i) Botswana, Malawi and Namibia

<table>
<thead>
<tr>
<th>Strategies/Approaches</th>
<th>Tools</th>
</tr>
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<tbody>
<tr>
<td>Meeting civic leaders such as chiefs, community leaders, religious leaders and leaders in the markets</td>
<td>Flagging houses and the headquarters for the constituency and ward offices</td>
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<tr>
<td>Visit churches and public meetings</td>
<td>Bill boards &amp; posters</td>
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<tr>
<td>Setting up an office with computers and printers in the constituency</td>
<td>Flyers, pamphlets, having specified days to meet with the constituents</td>
</tr>
<tr>
<td>Have a campaign manager and a campaign team</td>
<td>Design a strategy and develop messages</td>
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<tr>
<td>Run workshops for the electorate</td>
<td>IEC materials</td>
</tr>
<tr>
<td>Have debates organized by NGOs for candidates from different political parties</td>
<td>Scarves, T-shirts and caps. Develop IEC materials, campaign messages</td>
</tr>
<tr>
<td>Fundraising from the Business community, through concerts, dinners, lunches and donations</td>
<td>Vehicle with candidate's picture and motto, meetings with key leaders in the business sector</td>
</tr>
<tr>
<td>Public rallies</td>
<td>Banners/ IEC materials/ drama groups/ caravan to attract people</td>
</tr>
<tr>
<td>Motorcades, marches, bicycles</td>
<td>ICTs, SMS, websites, email</td>
</tr>
<tr>
<td>House to house campaigns</td>
<td>Recruiting foot soldiers</td>
</tr>
<tr>
<td>Media, radio, newspapers and Television</td>
<td>Media strategy</td>
</tr>
<tr>
<td>Lend or use campaign van and public address system for funerals</td>
<td>Team managing the campaign van and PA system. Clear programme to guide who and how to use the resources in a strategic manner</td>
</tr>
<tr>
<td>Have a strategy/ countdown plan</td>
<td>Monitoring and evaluation team – assess progress; evaluate impact; review overall strategy</td>
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<tr>
<td>Monitoring and Evaluation</td>
<td>Celebrate achievements</td>
</tr>
</tbody>
</table>

(ii) Zambia

<table>
<thead>
<tr>
<th>What has worked</th>
<th>Approaches / Strategies</th>
<th>Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use appropriate languages in speaking to people in the constituency, to connect aspirant to different audiences</td>
<td>Media strategy</td>
<td>These vary from one constituency to another but they include: IEC materials; key message on the poster; stickers; use of flag bearers</td>
</tr>
<tr>
<td>Have affinity for your audience or</td>
<td>Use interface between NGOs</td>
<td>Resources; common agenda</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Presence of aspirant is necessary to meet the important people in the constituency in person</th>
<th>Undertake some community work before venturing into politics so that you familiarize yourself with the constituents</th>
<th>Constituency-based projects to respond to the needs of the constituents.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use party machinery, which is present at all levels, although this might promote voting along party lines</td>
<td>Clear media and community mobilization strategy</td>
<td>Communication facilities</td>
</tr>
<tr>
<td>In using party structures, one takes into account that structures are patriarchal and attempts to modify them should be done</td>
<td>A Campaign strategy</td>
<td>Great campaign team</td>
</tr>
<tr>
<td>Being an independent candidate is difficult</td>
<td>Consultation before declaring candidature with some of the respected persons in the campaign team – who are great networkers</td>
<td>Strategic meeting Involvement in activities that promote your leadership in the community.</td>
</tr>
<tr>
<td>Use traditional &amp; religious leaders to support your campaign if well respected in the community</td>
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</tbody>
</table>

### (iii) Uganda

#### Strategies/Approaches

- Segment ethnic groups and identify issues that are of interest to different interest groups like the youth, Catholic women, market women etc.

- Segment the voter population. There is a party message and a message for different voters but the messages should all have a common running theme that makes them interconnected.

- Information is power. It is important to speak using statistics; concrete example that people can relate to.

- Remember to find out who has died and to send your condolences. Be there in person if it is a strategic opportunity to interact with a wide range of persons; take the opportunity to be introduced; be careful what you say in that moment not to seem opportunistic and insensitive to the bereaved.

- Resource mobilization - use different methods; accept support in cash and in kind; posters and t-shirts are very effective.

- Image and simplicity – dress appropriately for different audiences

- The power of negotiation – Go to bars and meet men and women and learn who has influence

### (iv) SADC Strategies

- Developed women’s Charters in Botswana, Mauritius and Zambia;
Specific governments were lobbied and they adopted policies in line with sub-regional, regional
and International instruments for example, Swaziland's King Mswati responded to lobbying by CSOs
by adopting the 30% minimum representation of women in local government;
Collective actions to promote the implementation of the SADC Gender and Development Protocol;
Women in Networking (WIN) in Mauritius provides support to women in politics as its area of focus.
Members have pursued a clear agenda consistently for the last five years.
Time frames have been set to accelerate the 50/50 target in political representation and
leadership; had a clear strategy for monitoring on an annual basis not only the political arena but
also in the NGO and the private sectors.
Networking with Win and Women in Politics (WIP) of Mauritius in the sub region to share and learn
from each other's experiences;
Sub regional organizations provide training for women;
Producing Information and Education materials on 50/ 50 campaign.

What needs to be done?
Mobilize women more effectively;
Strengthen international engagement;
Improve documentation for monitoring;
Set up support groups for women candidates;
Improve skills on how to use ICTs to capture the attention of the young voters; and
Using accountability mechanisms effectively.

(v) Kenya

<table>
<thead>
<tr>
<th>Key Strategies</th>
<th>Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify goals and objectives</td>
<td>Mobilize financial resources in time</td>
</tr>
<tr>
<td>Scan the environment and understand it well</td>
<td>Effectively use the financial resources</td>
</tr>
<tr>
<td>Identify issues relevant to your cause</td>
<td>Connect with appropriate persons, fully utilize them</td>
</tr>
<tr>
<td>Identify strengths and opportunities (including personal ones)</td>
<td>Invest in support team i.e. agents</td>
</tr>
<tr>
<td>Identify challenges, risks, threats (include personal)</td>
<td>Understand and use party machinery well</td>
</tr>
<tr>
<td>Create networks of people within your constituencies</td>
<td>CSOs/ faith based organizations,</td>
</tr>
<tr>
<td>Work with both male and female sympathizers</td>
<td>Define your own terms of engagement</td>
</tr>
<tr>
<td>Build a core team</td>
<td>Have a clear criteria for selecting the team members</td>
</tr>
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(vi) Sudan

<table>
<thead>
<tr>
<th>Key Strategies</th>
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</thead>
<tbody>
<tr>
<td>Formed coalition with other parties</td>
<td>Fundraising</td>
</tr>
<tr>
<td>Worked with NGOs on security and family laws</td>
<td>Media</td>
</tr>
</tbody>
</table>
Advocacy to have compulsory primary school
Because of high maternal mortality; initiate rural development programmes
Lobbying policy makers

Networking with regional and sub regional organizations
Communication; public education

(vii) The Regional Group

<table>
<thead>
<tr>
<th>Key Strategies</th>
<th>Approaches (H0w?)</th>
<th>Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking and sisterhood</td>
<td>Inspirational meetings</td>
<td>Development of the Regional Law and Policy Framework</td>
</tr>
<tr>
<td>Sharing experiences and reinforcing women’s common agenda</td>
<td>Remain engaged and seek more information</td>
<td>ICTs and Regional coverage publications</td>
</tr>
<tr>
<td>Cross-Country research and comparative studies-</td>
<td>Collaborate with country - based partners</td>
<td>Video record the experiences of Role Models</td>
</tr>
<tr>
<td>Advocacy targeting State Parties to ratify and implement the Protocol on women’s Rights &amp; Democracy Charter</td>
<td>Capacity building of different kinds Building coalitions Movement building initiatives</td>
<td>Regional meetings Advocacy strategy Drama series Parliamentary debates Media strategy</td>
</tr>
<tr>
<td>Facilitate the process of setting up the Regional fund</td>
<td>Research to understand financing for political action in different countries</td>
<td></td>
</tr>
<tr>
<td>Popularize the common agenda</td>
<td>Coordinate the regional conferencing to take the agenda forward</td>
<td></td>
</tr>
<tr>
<td>Capacity to move from micro resources to huge resources</td>
<td>Resource mobilization strategy</td>
<td></td>
</tr>
</tbody>
</table>

11.2 Presentation on Effective Communication by Ms Mabel Mung’omba

The Facilitator gave participants some useful tips on effective Communication:

- Remember that communication is the responsibility of the communicator;
- The way we communicate is affected by the things that trigger us to respond, that make us tick. Our responsibility is to remember that the language we used creates multiple realities. Aim to ensure that your communication is conveyed in the way it was intended and you obtain feedback to ascertain that you effectively communicated;
- If you are quoted out of context, ask yourself if this happens more often than not? What can you do about it? Preparation, preparation and more preparation is the key to effective communication;
- How do you brand yourself? What are you known for? When people are seeking you out what is it that they are looking for?
When you are communicating, ask yourself how you socialize with your audience; it is appropriate?
Do not speak English in a rural setting where the majority of people did not complete primary seven.
Pay attention to the details of your communication; segment your audience; within each segment
group them in different categories such as the affluent, the not so affluent and those not fluent at
all. You have to communicate with each audience differently.
The message must be appropriate, read the times; when it is famine time and people are
concerned about the basic needs of survival it is not appropriate to talk about savings. May be you
can talk about food security methods and practically support initiatives that secure access to food.
Messages must be understandable. Keep it Simple and Sweet (KISS);
Messages must be believable, use your unique selling point. Say what you want to say in the first
three lines of your speech and find ways of re-emphasizing it at different times within your speech.
Messages can be misunderstood- If one is misunderstood, what strategy can you use to do damage
control? For instance when someone attacks what you are saying, do not respond directly. This is
where riddles can be very effective. However, sufficient preparation enables you to think through
the different things that can be said and circumvent unnecessary repercussions.
When communicating focus on the issue, do not load the message with too many issues; when
detractors attempt to derail you remain steady and focused and insist on addressing the related
issues in a different forum.
When messages are not well thought out and prioritized; it can amount to noise making.
Be extraordinary; find a language that suits you and be true to yourself. Be authentic.
Your personality has to improve if you want to be an effective communicator.
Train your voice to communicate; moderate it and use it appropriately.
Avoid screaming and shouting; focus on engagement. You can make your point without raising
your voice.
You do not have to speak all the time; use ICTs to reach out to the wider public; be illustrative and
creative in your communication.
Make a video about yourself; about what makes you tick;
Never play the victim; African women have too many problems of their own on a daily basis. Be a
strong pillar that they can look up to.
You cannot be a politician unless you are outgoing.

12.0 Closing of the Conference
12.1 The Communiqué

At the end of the Conference participants adopted a Communiqué which is the main outcome document from the Second Annual Conference on Women in Politics. It outlines the actions that participants are committed to pursue beyond the Conference. A copy of the Communiqué is attached as Appendix 4.

12.2 The Closing Ceremony

The Second Annual Conference on Women in Politics held in Lusaka, Zambia was officially closed by the Deputy Minister of Foreign Affairs, Hon. Professor Fashion Phiri. Before he addressed the participants the Executive Director of ZARD, Ms. Pezo Mateo Phiri read the Conference Communiqué. Ms. Sara Longwe, the Immediate Past Chairperson of FEMNET provided a brief background to the formation of the Network (FEMNET) and its journey of 22 years of advocating for women’s rights in Africa. She thanked FEMNET for considering it strategic to hold the Second Annual Conference in Zambia a country that has played a lead role in changing the political landscape in southern Africa.

Hon. Professor Fashion Phiri, Deputy Minister of Foreign Affairs, Zambia officially closed Conference. He said he was privileged and delighted to be invited to come and officially close a high level Regional Conference on African Women in Political Leadership. He welcomed all participants coming from outside Zambia and urged them to visit some of Zambia’s tourist attractions like the Victoria Fall and numerous National parks. Prof. Phiri noted that Zambia was lagging behind in terms having more women in political leadership positions. He urged participants from Zambia to work with Governments to promote women’s participation in politics. Prof Phiri said political parties needed to review their manifestos and systems for selecting candidates. This is where the problem begins.

He explained that there are 150 constituencies in Zambia and in order for a candidate to be selected, the process starts at the constituency level then it goes to the district and to the National Executive Committee. Prof Phiri proposed that the selection process in political parties has to be reviewed to facilitate more participation of women. Where it is appropriate affirmative action measures should be adopted as a matter of principle. The Deputy Minister acknowledged the elaborate Communiqué and stated that the Zambian Government is interested to learn from the diversity of African women politicians attending the Annual Conference drawn from Eastern and Southern Africa. He challenged FEMNET and the women politicians to encourage women in rural area to stand for political leadership in their areas. It is very hard to find women willing to contest at this level. Prof. Phiri urged participants to use strategies learnt in the Conference in engaging their Governments to increase opportunities for women’s participation in politics, especially since African politics were moving away from being male dominated to being more inclusive and representative of the composition of the population.
He thanked FEMNET for having chosen Zambia as the venue for the Conference. He noted that the Conference was timely as Zambia will be having elections in 2011. He further observed that Zambia has 24 women Parliamentarians out of 158 representatives, and this is only 14% of the MPs. There are 95 female Councilors at local government level out of approximately 4,000 Councilors. He urged regional organizations like FEMNET to work hard with the national level actors to influence change in the current trends. He was deeply inspired by the quality of discussions at the Conference and pledged to share with his fellow MPs the Communiqué as the outcome of the Conference. At Exactly 17:30 Prof Phiri declared the Second Annual Conference on African Women in Politics officially closed.
## Annex A: List of Participants

<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Position</th>
<th>Contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Hon. Angela Cifire</td>
<td>MIBS</td>
<td><a href="mailto:cifire@yahoo.com">cifire@yahoo.com</a></td>
</tr>
<tr>
<td>2</td>
<td>Gladys Nhekairo Mutukwa</td>
<td>WILDAF, Reg. No 26, Nalubutu Rd, Long Acres, Losho</td>
<td>Tel: +260.977.786642 Email: <a href="mailto:wildafreg@gmail.com">wildafreg@gmail.com</a></td>
</tr>
<tr>
<td>3</td>
<td>Mercy Siame</td>
<td>Board of Trustees of FEMNET, ZARD chairperson</td>
<td>Tel: +260.977.7874385 Email: <a href="mailto:siamemercy@yahoo.com">siamemercy@yahoo.com</a></td>
</tr>
<tr>
<td>4</td>
<td>Pezo Mateo-Phiri</td>
<td>Executive Director, ZARD</td>
<td>Tel: +260.211.224536 Email: <a href="mailto:zard@microlink.zm">zard@microlink.zm</a></td>
</tr>
<tr>
<td>5</td>
<td>Rollen Mukanda</td>
<td>Executive Director, Zambia National Women’s Lobby</td>
<td>Tel: +260.977.846035</td>
</tr>
<tr>
<td>6</td>
<td>Engwase Mwale</td>
<td>Executive Director, NGOCC</td>
<td><a href="mailto:ngocc@zamnet.zm">ngocc@zamnet.zm</a></td>
</tr>
<tr>
<td>7</td>
<td>Hon. Inonge Wina</td>
<td>Former Chairperson Committee for Peace and Legal Affairs</td>
<td>+260.977.420470</td>
</tr>
<tr>
<td>8</td>
<td>Hon. Regina Msokotwane</td>
<td>Chairperson of Parliamentary Women’s Caucus, MP</td>
<td>Tel: +260.977.783908</td>
</tr>
<tr>
<td>9</td>
<td>Hon. Jean Kapata</td>
<td>PF MP- Zambia</td>
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</tr>
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<td>10</td>
<td>Hon. Mumbi Phiri</td>
<td>PF MP- Zambia</td>
<td>Tel: +260.977 467589</td>
</tr>
<tr>
<td>11</td>
<td>Edith Nawakwi</td>
<td>Party President FDD</td>
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<tr>
<td>12</td>
<td>Christine Mulundika</td>
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<td>1ST floor kwacha house</td>
</tr>
<tr>
<td>13</td>
<td>Matrine Chuulu</td>
<td>WLSA</td>
<td>Tel: +260.211.290512/0977774617</td>
</tr>
<tr>
<td>14</td>
<td>Sara Longwe</td>
<td>Immediate Past Chairperson of FEMNET and Founder of ZARD Gender Columnist</td>
<td>Tel: +260979 087835 Email: <a href="mailto:sallychiwama@gmail.com">sallychiwama@gmail.com</a></td>
</tr>
<tr>
<td>15</td>
<td>Pauline Banda</td>
<td>ZARD Board Member</td>
<td>Tel: +260.977 759483</td>
</tr>
<tr>
<td>16</td>
<td>Sally Chiwama</td>
<td>Zambia Media Women’s Association</td>
<td>Tel: +2600977404267 Email: <a href="mailto:sallychiwama@gmail.com">sallychiwama@gmail.com</a></td>
</tr>
<tr>
<td>17</td>
<td>Kabele Chitule</td>
<td>ZARD</td>
<td>Tel: +260.979 612029 Email: <a href="mailto:newardbanda@yahoo.com">newardbanda@yahoo.com</a></td>
</tr>
<tr>
<td>18</td>
<td>Nelson Banda</td>
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<td>Tel: +260.974.186126 Email: <a href="mailto:sarahmuwanga79@yahoo.com">sarahmuwanga79@yahoo.com</a></td>
</tr>
<tr>
<td>19</td>
<td>Sarah Muwanga</td>
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<td>Tel: +260.977 759483</td>
</tr>
<tr>
<td>20</td>
<td>Irene Banda</td>
<td>ZARD Board Member</td>
<td>Tel: +260.977 759483</td>
</tr>
</tbody>
</table>

### MALAWI

<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Position</th>
<th>Contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Hon. Anitta Kalinde</td>
<td>Chairperson - Women’s Parliamentary Caucus</td>
<td><a href="mailto:anittakalinde@yahoo.com">anittakalinde@yahoo.com</a></td>
</tr>
</tbody>
</table>

### MAURITIUS
<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Position</th>
<th>Contacts</th>
</tr>
</thead>
</table>
| 22 | Ameenah Sorefan |  | Tel: +4230 4220356  
Ameenah_sorefan@yahoo.com  
absorefan@mail.gov.mu  
Tel: +230 464865 /4675188  
frabel@intnet.mu |
| 23 | Hon. Francoise Labelle | National Assembly |  |
| 24 | Menesiah Ndammy Muijno | Executive Director, Namibia Broadcasting corporation | menesia@hotmail.com |
| **SOUTH AFRICA** |  |  |  |
| 25 | Loveness Kuda Jambaya | Assistant Director: Southern Africa Gender Protocol Alliance Gender Links | 9 Derrick Avenue  
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Johannesburg, South Africa  
Phone: +27 (0) 11 622 2877  
Fax: +27 (0) 11 622 4732  
alliance@genderlinks.org.za |
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| 26 | Hon. Bako Christine Abia | Member of Parliament | Tel: +256.782.497483  
abia.christine@yahoo.com |
| 27 | Solome Nakawesi Kimbugwe | Executive Director, Akina Mama wa Afrika |  |
| 28 | Meaza Ashenafi | African Women’s Rights Observatory Officer UNECA/African Union | MAshenafi@unea.org |
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| 29 | Hon. Hanadi Fadul Yousif | Communist Party of Sudan | Tel: +249.916.174942  
Email: bitfadol@yahoo.com |
| **BOTSWANA** |  |  |  |
| 30 | Mrs. Moggie Mbaakanyi | Former Member of Parliament  
Former Chair of SADC Regional Women’s Parliamentarian Caucus  
Former Botswana Women Parliamentarian Caucus Chair  
Emama Barach, Gaborone | Tel: +267.71.301406/ 5330928  
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moggiemf.mbaakanyi@gmail.com |
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gichugu@parliament.go.ke |
| 33 | Hon Millie Odhiambo Mabona | Kenya National Assembly | Cell: +254.721.207518  
odhiambomillie@yahoo.co.uk |
<table>
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<tr>
<td>34</td>
<td>Norah Matovu-Winyi</td>
<td>Executive Director, FEMNET</td>
<td>P O Box 54562, 00200 Nairobi, Kenya</td>
</tr>
<tr>
<td></td>
<td></td>
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<td><a href="mailto:director@femnet.or.ke">director@femnet.or.ke</a></td>
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<td></td>
<td></td>
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<td>Tel: +254.20.2712971/2</td>
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<tr>
<td></td>
<td></td>
<td></td>
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<tr>
<td>35</td>
<td>Carlyn Hambuba</td>
<td>Communication Officer, FEMNET</td>
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</tr>
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<td></td>
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<td>Tel: +254.20.2712971/2</td>
</tr>
<tr>
<td>36</td>
<td>Rose Akinyi</td>
<td>Office Administrator, FEMNET</td>
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</tr>
<tr>
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<td>Tel: +254.20.2712971/2</td>
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### Annex B: Programme of the Conference

**Annual Conference on African Women in Political Leadership Conference**

*7th - 9th June 2010, Intercontinental Hotel, Lusaka, Zambia*

**Theme:** Our Politics is Now: Moving Beyond the Rhetoric of Women’s Political Participation

**Organized by:** African Women’s Development and Communication Network (FEMNET) in collaboration with Zambia Association of Research and Development (ZARD) and Non-governmental Coordinating Council of Women’s Organisations in Zambia (NGOCC)

#### DAY ONE: Monday 7th June 2010

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>08:00 - 08:30</td>
<td>Registration</td>
</tr>
<tr>
<td>08:30 - 09:00</td>
<td>Welcoming Remarks • Ms. Pezo Phiri, Executive Director • Ms. Norah Matovu-Winyi, Executive Director FEMNET Share the objectives of the meeting</td>
</tr>
<tr>
<td>09:00 - 09:30</td>
<td>Introductory Session • Ms. Mabel Mung’omba Process Welcome the participants Introduction of Participants (interaction style) Walk the Participants through Program</td>
</tr>
<tr>
<td>09:30 - 10:45</td>
<td>Keynote Address • Hon. Martha Karua, Member of Parliament in Kenya</td>
</tr>
<tr>
<td>10:45 - 11:00</td>
<td>Tea/Coffee Break</td>
</tr>
<tr>
<td>11:00 - 11:30</td>
<td>Women in Leadership in Africa: The current status in relation to set standards at regional and sub-regional levels Facilitator: Mabel Mung’omba</td>
</tr>
<tr>
<td>11:30 - 12:30</td>
<td>How to make Women in Political Leadership Count: What has worked for you? The Fire Talk Show • Hon. Martha Karua • Hon. Edith Nawakwi - FDD President - Zambia • Hon. Hanadi Fadul Moderator: Ms. Solome Nakawesi - Kimbugwe, AMwA</td>
</tr>
<tr>
<td>12:30 - 13:00</td>
<td>Plenary Discussion: Key Messages and Lessons Facilitator - Mrs. Mung’omba</td>
</tr>
<tr>
<td>13:00 - 14:00</td>
<td>Lunch Break</td>
</tr>
<tr>
<td>14:00 - 15:00</td>
<td>Promoting Women’s Rights and Development Agenda: The Role of Women in Political Parties • Mauritius Experience: Hon. Françoise Labelle • Zambia Experience: Hon. Angela Cifire</td>
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<tr>
<td>Time</td>
<td>Session</td>
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<tr>
<td>15:00-15:30</td>
<td><strong>The Promotion of Gender Parity in Leadership: Southern Africa Experience</strong></td>
</tr>
<tr>
<td>15:30 - 16:00</td>
<td><strong>TEA/COFFEE BREAK</strong></td>
</tr>
<tr>
<td>16:00-17:00</td>
<td><strong>Plenary Session: Discussion on the Gender Parity presentation</strong></td>
</tr>
<tr>
<td>18:30 – 20:00</td>
<td>Dinner (All participants) - Majestic Casino</td>
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<tr>
<td></td>
<td><strong>DAY TWO: Tuesday 8th June 2010</strong></td>
</tr>
<tr>
<td>09:00 - 09:30</td>
<td><strong>Thought for the Day</strong></td>
</tr>
<tr>
<td></td>
<td>Facilitator – Mrs. Mung’omba</td>
</tr>
<tr>
<td>09:30 - 10:30</td>
<td><strong>Opportunities and Challenges for women in Political leadership:</strong></td>
</tr>
<tr>
<td></td>
<td>Sharing from three countries (<strong>10 Minutes each</strong>)</td>
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<tr>
<td></td>
<td>• Hon. Anita Kalinde - Malawi</td>
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<tr>
<td></td>
<td><strong>Moderator:</strong> Nelson Banda</td>
</tr>
<tr>
<td>10:30 - 11:00</td>
<td><strong>TEA/COFFEE BREAK</strong></td>
</tr>
<tr>
<td>11:00 - 13:00</td>
<td><strong>Group Work/Brainstorming</strong></td>
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<td></td>
<td>Attract more self-reliant women to Politics</td>
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<td></td>
<td>- How to make politics attractive</td>
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<td></td>
<td>- Role modeling</td>
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<tr>
<td></td>
<td><strong>Moderators:</strong> Ms. Solome Nakaweesi-Kimbugwe / Mabel Mung’omba</td>
</tr>
<tr>
<td>13:00 - 14:00</td>
<td><strong>LUNCH BREAK</strong></td>
</tr>
<tr>
<td>14:00 - 15:00</td>
<td><strong>African Charter on Democracy, Elections and Governance</strong></td>
</tr>
<tr>
<td>15:00 - 16:00</td>
<td><strong>Meeting Young Women Politicians: The Great Debate</strong></td>
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<tr>
<td></td>
<td>• Hon. Angela Shifire - Zambia</td>
</tr>
<tr>
<td></td>
<td>• Hon. Millie Odhiambo - Kenya</td>
</tr>
<tr>
<td></td>
<td><strong>Moderator:</strong> Mrs. Gladys Mutukwa, Executive Director, WiLDAF</td>
</tr>
<tr>
<td>17:00 - 18:00</td>
<td><strong>Launch of FOI book</strong></td>
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<td></td>
<td><strong>Highlights of the Publication and its purpose</strong></td>
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<td></td>
<td><strong>Launch:</strong> Hon. Ronnie Shikapwasha, Minister of Information &amp; Broadcasting</td>
</tr>
<tr>
<td>18:00 - 19:00</td>
<td>Cocktail</td>
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</tbody>
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**DAY THREE: Wednesday 9th June 2010**
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
</table>
| 09:00 - 11:00| **Key Strategies, Approaches and tools that have worked for women in Politics**  
**Facilitator:** Sharing from participants  
Hon. Regina Musokotwane – Zambia  
Hon. Rebecca Nshakashogwe – Botswana  
**Moderator:** Ms. Pezo Phiri, Executive Director, ZARD |
| 11:00 - 11:30| **TEA/COFFEE BREAK**                                                      |
| 11:30 - 12:00| **Review of Draft Conference Communiqué**  
Presentation: Ms. Norah Matovu Winyi, FEMNET |
| 12:00 - 13:00| **Women in Leadership: Effective Communication**  
Tips on how to use Media positively and ICTs effectively  
- To build a strong constituency and support  
- To respond in a timely manner to issues from one's constituency  
- To manage negative publicity  
**Facilitator:** Mabel Mung’omba |
| 13:00 - 14:00| **LUNCH BREAK**                                                           |
| 14:00 - 15:00| **Technical Support needed and resources available:**  
Role of Regional and Sub- Regional Networks  
- FEMNET  
- AMwA  
- Southern Africa Alliance  
**Moderator:** Ms. Mercy Siame |
| 15:00 - 15:30| **Plenary Session: Discussions**  
**Facilitator** |
| 15:30 - 16:00| **Adoption of the Conference Communiqué**  
**Facilitator** |
| 16:00 - 16:30| **Evaluation of the Workshop**                                           |
| 16:30 - 17:00| **Official Closing of the Conference**  
Remarks the Executive Director, FEMNET  
Remarks by Board Member, FEMNET  
**Presentation of the Conference Communiqué:** Ms. Pezo Phiri, ZARD  
**Closing Remarks:** By Hon. Prof Fashion Phiri  
Deputy Minister of Foreign Affairs |
Annex C: Press Statement

COMMUNIQUE BY PARTICIPANTS OF THE AFRICAN WOMEN’S LEADERSHIP CONFERENCE ON THE ZAMBIAN POLICE ACT OF INVASION AND INTIMIDATION AT THIS CONFERENCE ORGANIZED BY THE AFRICAN WOMEN’S DEVELOPMENT AND COMMUNICATION NETWORK (FEMNET)

As participants of the an international conference on “Women’s Leadership Conference” held in Lusaka at the Inter-Continental Hotel, 7-9 June 2010, we hereby register our dismay and anger at the unprofessional and unacceptable behaviour of the Second in Command of the Zambian Police for Lusaka Province (Mr. Chushi) for harassing and embarrassing our co-participant, Ms Jean Kapata, in the dining room at lunch hour on 8 June, on the pretext that she was allegedly holding an ‘illegal meeting’ of the Patriotic Front (PF) at the same hotel. The Lusaka Police Commanding Officer (Mr. Ng’uni) was contacted and he confirmed that the Police had acted on a rumour that he had received that Honourable Kapata was holding an ‘illegal’ PF meeting at the Lusaka Inter-Continental Hotel and that the Police had gone to the hotel to confirm the rumour by talking to her.

Quite apart from the questionable nature of the Police explanation, before invading into the meeting the Police should have been able to establish that i) that Hon. Kapata was one of the Zambian participants at a lawful gathering comprising women civil society activists and politicians drawn from ten African countries including Zambia; ii) that the previous day the Acting Minister of Gender and Development Brigadier Brian Chituwo had officially opened the conference with words of encouragement to organizers for embarking on a worthy issue concerning the advancement of women in the leadership arena. At the time of the police intrusion, the conference room and the adjoining corridor were swarming with media personnel who could have provided the police full and accurate information on the nature of the meeting being attended by Hon. Kapata. This Conference was also supported by two local organizations namely: the Zambia Non-Governmental Organizations Coordinating Council (NGOCC), which is an umbrella body of women’s organizations and the Zambia Association for Research and Development (ZARD), a research body on gender and women’s issues. The main objective of the Conference is to explore ways in which women of the region can prepare themselves on how to increase women’s participation in the upcoming elections up to 2015.

In this public display, for all international visitors to see, the Zambian Police starkly brought into question whether the government of Zambia has any respect for an individual’s fundamental rights to freedom of movement, freedom of association and freedom of expression as enshrined in the Zambian Constitution and the various international and regional human rights instruments reaffirming these rights which the State has acceded to.

The Police action represents an attack on all the progress that Zambian women have made in their participation in the affairs of the country at all levels. In addition, the action is a violation of the above mentioned fundamental human rights and an attempt to suffocate women’s voices by intimidating women in the political opposition and civil society organizations. Only a few months ago the Lusaka Chairperson of Youths of the ruling party (Movement for Multiparty Democracy - MMD) stormed an independent television station (MUVI TV) and announced with impunity the intention to ‘gang rape’ Ms Edith Nawakwi, a woman president of FDD (Forum for Democracy & Development) for speaking out as an opposition party leader. It took public outrage for the Police to bring-in for question the intimidators of this ‘crime against humanity’ (as it is classified by United Nations). Up to date the culprits have not been arrested.
This blatant attack on our legitimate regional women’s leadership conference is outrageously embarrassing for Zambia, and portrays Zambia as resembling a dictatorship with government monitoring women’s political activities aimed at silencing the thought provoking voices of women.

This type of Police behaviour is unacceptable and we demand a public apology from the Inspector General of Police and the Minister of Home Affairs for the breach of peace of the participants, both local and foreign, at this international conference.

**NB: THIS COMMUNIQUE WAS SIGNED ON 9TH JUNE 2010 BY CONFERENCE PARTICIPANTS. The conference was attended by members of parliament and civil society activists from ten countries: Botswana, Ethiopia, Kenya, Malawi, Mauritius, Namibia, South Africa, Sudan, Uganda, and Zambia.**

For any further information concerning the conference please contact any of the undersigned.

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<tr>
<th>Sara Longwe</th>
<th>Engwase Mwale</th>
<th>Pezo Mateo-Phiri</th>
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10 June 2010
We, the participants gathered in Lusaka, Zambia on the occasion of the Annual Conference on African Women in Politics held on the 7th – 9th June 2010, organized by the African Women's Development and Communication Network (FEMNET) in collaboration with the Zambia Association for Research and Development (ZARD), the Zambia Non-Governmental Coordinating Council (NGOCC) and the Zambia National Women’s Lobby;

Having come together in the spirit of sisterhood and guided by our common agenda of promoting respect, protection and fulfillment of women’s rights and women’s empowerment as essential elements for the achievement of sustainable development in Africa;

Recognizing that the leaders of our countries represented at the Conference namely Botswana, Ethiopia, Kenya, Mauritius, Malawi, Namibia, Tanzania, Uganda, Sudan, Zambia and South Africa have at the international, regional and national levels made various commitments to promote women's rights and in particular the right to equal participation and representation of men and women in leadership and decision making at all levels;

And taking cognizance of the fact that by making these commitments through the Universal Declaration of Human Rights (UDHR), the International Convention on Civil and Political Rights, the Covenant for the Elimination of all Forms of Discrimination Against Women (CEDAW), and the African Charter on Human and People's Rights and by endorsing the Beijing Declaration and Platform for Action (BPFA) of 1995 and the 2000 Millennium Declaration and Millennium Development Goals (MDGs) the state parties have the primary responsibility to ensure the fulfillment of all the rights entrenched therein;

Appreciating that the African Union as the main standard setting organ on the Continent has in the last 10 years taken leadership through its supreme body the Africa Union Heads of states and government Summit to adopt two key human rights instruments namely the Protocol to the Africa Charter on Human and People's Rights on the Rights of Women in Africa, 2003 (the Protocol on Women's Rights) and the Africa Charter on Democracy, Elections and Governance, 2007 (Democracy Charter) that require member states once they become party thereto to take measures and actions to promote the achievement of gender parity in leadership and decision making at all levels;

Further Acknowledging with appreciation that many African countries have taken a number of commendable steps, measures and actions at the national and local levels to implement some of these commitments that have led to increased numbers of women in national parliaments and local government councils and several occupying key political leadership position;

Concerned that half of the countries represented at the Annual Conference have not ratified the Protocol on Women’s Rights which specifically requires state parties in Article 2 (d) to combat all forms of discrimination against women that hinder or obstruct their full and equal participation by taking corrective and positive actions in those areas where discrimination against women in law and in fact continues to exist;

Noting with concern that despite of the measures and actions taken to promote gender equality and women empowerment none of the countries represented at the Annual Conference has achieved gender parity in decision making structures and the key democratic institutions like parliaments at national and sub-regional levels and neither at the local government or administrative levels;

Greatly Concerned that the African Charter on Democracy, Elections and Governance which sets out standards for the promotion, nurturing, strengthening and consolidation of democracy and good
governance in Africa has not come into force more three years since its adoption in January 2007 and more importantly noting that if the Democracy Charter was to be fully enforced by all African countries it will greatly contribute to achieving the objectives and principles of the Constitutive Act of the African Union particularly Articles 3 and 4 which emphasize the significance of good governance, popular and equal participation, the rule of law and human rights;

Determined to promote and strengthen women’s participation in building strong democratic societies in Africa as one of the strategies for reducing wars, civil conflicts and insecurity in Africa;

Convinced of the need to entrench a culture of democracy as a way of life across Africa;

Reaffirming our commitment to work together with African leaders and governments, women in politics, and our partners operating at different levels, to promote the Africa Union standard of gender parity in leadership and decision making structures as an indicator of good governance and sustainable development in Africa;

Urge key actors mentioned below to take urgently the following measures and action:

A. African Governments

1. Strengthen legal and policy frameworks in their countries by aligning them with international and regional principles and standards of democracy in particular those supporting equal participation and representation of men and women in political leadership.

2. Aim to achieve universal ratification of the Protocol on the Rights of Women in Africa and its full implementation by the year 2015 as part of the framework for the achievement of the goals of the Beijing Declaration and Platform for Action and the global agenda for development articulated in the Millennium Development Goals;

3. Ratify the Africa Charter on Democracy, Elections and Governance as a clear demonstration of their political commitment to achieve universal values and principles of democracy, good governance, human rights and the right to development;

4. Ensure that the political environment at local, national, sub-regional and continental levels is conducive for both men and women’s participation in the democratic processes of their countries by promoting a culture of peace and democracy, and securing a level playing field that is free from any form of discrimination, threats and intimidation;

5. Take preventative measures to protect all citizens, most especially women active in mainstream politics from all forms of violence, sexual harassment and intimidation;

6. Apprehend, adjudicate and subject all perpetrators of political related violence to appropriate punishment according to the law including those engaged in violence instigated by state security agents against political opponents;

7. Take corrective measures and affirmative actions to address the gaps and obstacles that hinder women’s equal and full participation in political leadership and decision making focusing attention to the need to overcome social norms, prejudices and practices that negatively portray women in political leadership.

8. Ensure that electoral laws in place make it an obligation for political parties to adhere to the gender parity principle in appointing or electing representatives to the governance bodies and choosing party candidates at different levels, development or review of their party constitution and manifesto, and the equal involvement of members in the party affairs;

9. Promote the use of ICTs to ensure citizens’ access to critical information on the democratization processes in order to facilitate citizens’ involvement and participation giving attention to information needed by different categories of women, the youth and special interest groups.

10. Condemn the killings of innocent civilians, the atrocities and human rights violations in the Darfur Region in Sudan affecting large numbers of innocent women and children and fully support the implementation of the Africa Union decisions made on Darfur particularly the recommendations made by the High Level Panel on Darfur and the AU Peace and Security Council (AUPSC) adopted on the 29th of October 2009 at its 207th Meeting held in Abuja, Nigeria. The AUPSC decisions
specifically focus on the urgent need to restore peace, justice, security and reconciliation among the people of Darfur and Sudan as a whole and the need to ensure that the peace process remains peaceful, inclusive and expeditious.

11. Support the implementation of the Plan of Action submitted by the Chairperson of the AUC to the HOSG Summit in January 2010 in order to achieve the goals of the 2010 Year of Peace, Security and Stability in Africa including building the momentum for achieving concrete results on the security situation in the Democratic Republic of Congo (DRC) and Somalia.

12. Continue to put pressure on the government of Zimbabwe to fully implement the Global Partnership Agreement, avoid the use of excessive force and abuse of human rights when dealing with political opponents and above all respect the rights of women and children and punish all those in its ranks that abuse women’s and children’s rights with impunity;

Governments in the SADC and East African Community

13. Take all measures to achieve the universal ratification of the SADC Gender Protocol by the launch of the Africa Women’s Decade which is scheduled to take place in October 2010.

14. Ensure that the countries in the East African Community that have not ratified the Protocol on the Rights of Women in Africa rise up to the occasion to accede to this Protocol and embark on its domestication and full implementation for the benefit of all the people within the Community.

Political Party leaders

15. Make amendments to the Party Constitution to incorporate the democratic values and principles particularly those that support equal representation and participation of men and women in the affairs of the party.

16. Ensure that women leaders within the Political party have equal access to the resources of the party.

Women in Politics

17. Recognize the progress made in the last ten years in changing the landscape of leadership in Africa and learn from what has worked for women to deliver on the common agenda of promoting peace, equality and development;

18. Build and strengthen networks within countries and across borders through which peer support and solidarity, learning and experience sharing and access to the much needed resources (including information, material and financial resources) can be enhanced;

19. Speak out strongly against any form of violence in the public or private and that which is instigated by state that is directed to any woman in politics irrespective of her party affiliation.

20. Join hands with African women’s rights activists to celebrate the successes of courageous African women politicians that are currently occupying or held in the past high ranking political positions and effectively used their presence and power to strategically promote the women’s rights agenda of transforming society by dismantling patriarchy, its cultures and practices and all forms of oppression and discrimination against women;

21. Enhance skills and knowledge on the strategic use of the media and ICTs for organizing successful campaigns, maintaining linkage with the people and the issues affecting the constituency, organizing on common issues of interest and concern to women irrespective of party affiliation, and engaging with civil society actors to secure their support and technical input on issues where they have demonstrated expertise and experience.

22. Reach out and encourage young gender – sensitive women with leadership qualities and potential to join political parties and be active in shaping the policies, manifestoes, and practices of the political parties.

23. Recognize the role of civil society and the women’s rights movement in mobilizing women as a constituency to support and propel the 50/50 campaign and take steps to create or strengthen strategic linkages and partnerships with the key actors, networks and organizations;
24. Explore and take advantage of insurance schemes and other social security arrangements available to create personal safety nets as a strategy for minimizing the risk of women taking part in mainstream politics;

**Sub - regional and Regional Organizations**

25. Profile and celebrate African women in high ranking positions in Africa including among many others the first female President H.E. Ellen Johnson - Sirleaf of Liberia; the former Vice President of Uganda Mrs. Kazibwe, the Vice President of Zimbabwe Mrs. Joyce Mujuru; the two former Vice Presidents of South Africa, Pumzile Mlambo Ncquka and Baleka Mbete, the Vice President of Malawi Right Hon. Joyce Banda and the Vice President of The Gambia.

26. Facilitate and remain engaged with the process of establishing an Africa Women's Fund whose main function will be to provide financial and technical support to women in politics particularly those vying for the presidency to organize their election campaigns, rally the support of women as a strategic constituency for their leadership and develop and build strategic partnerships;

**Africa Union Commission**

27. Put more pressure on member states to ratify the Protocol on Women's Rights in order to achieve Universal ratification by the Women's Day celebration in 2013 as a milestone to mark the end of the first three years of the Africa Women's Decade (2010 – 2020).

28. Call upon all countries that have or have had elections at any level or a referendum in 2010 which have not ratified the Africa Charter on Democracy, Elections and Governance to take all necessary steps to complete the ratification process so that the Africa Democracy Charter comes into force in 2010, the Africa Year of Peace, Security and Stability;

29. In addition to suspension issue sanctions against any country in the Africa Union that illegally changes its political leaders and government and where human rights violations occur as a result of the chaos the AUC should undertake thorough investigations and all members states put pressure on the concerned leaders and government to restore democracy, the rule of law and punish perpetrators of such violence.

30. Accelerate the process of establishing the Africa Court of Justice and Human Rights, streamlining its functions, jurisdiction and engaging its staff team in addition to the Court Judges so that it is operational by the end of 2010 and in position to adjudicate cases where governments fail to make those accountable for human rights violations during elections, referenda and other democratic processes in their countries.

**Partners, the private sector and friends of women in Africa**

31. Support the efforts of Regional women’s organizations and national initiatives to establish a Special fund for African women aspiring to be candidates in public offices – presidential and parliamentary - to ensure that we deliberately address the resource limitations that female candidates face;

32. Create mechanisms through which younger and upcoming female politicians can benefit from leadership training and mentorship available through government and party training programmes and those provided by regional and national civil society organizations in Africa involved in women’s leadership development.