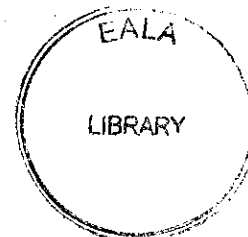




**EAST AFRICAN COMMUNITY
EAST AFRICAN LEGISLATIVE ASSEMBLY**

*handed on 13th September
2012 by Hon. Valence
Mwambura
and Committee of
the Committee
a General
purpose*
[Signature]

**REPORT OF THE WORKSHOP FOR EALA WOMEN MPS AND CHAIRPERSONS
OF WOMEN PARLIAMENTARY CAUCUSES
12TH – 13TH JULY 2012 ARUSHA, TANZANIA**



Clerks Chambers
AICC Complex
Ngorongoro Wing, 5th Floor
Arusha, TANZANIA

13th September 2012

1.0. Introduction

The Treaty for the Establishment of the East Africa Community recognizes the role of women in the integration process and jointly mandates the EAC to mainstream gender in all aspects. Regional integration is a development strategy that the East African Community (EAC) Partner States embraced in order to uplift the status of the 130 million women, men, girls and boys in the region. The mandate of EALA is provided for in Article 49 of the Treaty for the Establishment of the East African Community among others, is to discuss matters pertaining the EAC. Women's representation can influence public policy and is extremely important in the EAC integration and Women Parliamentary Caucuses provide a practical forum to take on noble responsibilities, share information, and discuss policies, common interests and concerns to ensure effective performance of women leaders. It is important to unite women parliamentarians across the region and form a formidable voice to forward a common Gender Agenda for development.

Women in leadership positions have extra responsibilities and experience more challenges as compared to their male counterparts. Therefore there is need for deliberate effort to put in place mechanisms to mitigate the foreseen challenges to ensure effective performance of women leaders. All this calls for examination of the existing conditions and frameworks within which women leaders operate, and advocate for greater improvement to ensure that the expected results are delivered in a timely manner within the East African Legislative Assembly.

The Women members parliamentary Caucuses are very often the most vocal representatives when the Parliament is in session. United by a common cause, these members have a very challenging agenda: ranging from advocating gender-sensitive legislation to reviewing and amending discriminatory laws and practices. They have made concrete recommendations to improve the health conditions of women. It is for the above reasons that a workshop for EALA Women Parliamentarians and Chairpersons of Women Parliamentarian Caucuses was organized from 12th – 13th July 2012 at the East African All Suites Hotel, Arusha, The United Republic of Tanzania.

2.0. Objectives of the Women MPs Workshop

The overall goal of the two-day women parliamentarian's workshop was to bring together Women Parliamentary leaders and build synergies that will promote a strong Gender Agenda within EALA drawing from previous experiences.

3.0 The specific objectives of the workshop were to:

1. To promote and strengthen unity and sisterhood among Women MPs of EALA.
2. To identify existing opportunities for women legislators in EALA for better performance.
3. To discuss and make suggestions for effective performance of Women MPs.
4. To discuss and agree on strategies for addressing the key gender concerns within the EAC region.
5. Make suggestions and draw an action plan for the proposed Gender Agenda within EALA.

4.0 Opening of the workshop

The participants included the Rt. Hon. Speaker of EALA, Hon. Margaret Nantongo Zziwa, Hon. Members of the 2nd and 3rd Assemblies the National Assemblies of the Republic of Uganda and Burundi the resource persons team headed by Prof. Ruth Meena, members of staff of EALA and members of the media fraternity. (The full list of Participants is attached as Annex I)

The workshop was officially opened by the Rt. Hon. Speaker of EALA, Hon. Margaret Nantongo Zziwa, she warmly welcomed the members to Arusha and thanked them for having spared their precious time to come and share experiences and strategies on how best Parliaments can be made a more gender accommodative. It is important to note that, the 3rd EALA will go down in history for having elected the first woman EALA Speaker.

The remarks are herewith attached as Annex II.



4.1 Presentations

The inaugural presentation was made by Ms. Nivatiti Nandujja, Project Officer, EASSI, Uganda on the existing frameworks and structures that taking into consideration the needs of women members of parliament.

Drawing from the Beijing Platform for Action the active participation of women and incorporating their perspectives in all levels of decision making, recognizing that good governance and gender equality which have been at the cutting edge of development having been globally accepted that gender equality is a pre-requisite for sustainable development. There is need for greater emphasis on strengthening institutions of governance and investing in human capital. The mid-term review of the Beijing Conference in New York (2000) showed that while there is increasing political commitment and a growing number of Constitutional and Legal Reform aimed at achieving gender equality, there are still major gender gaps in every sphere of life and in every region in the world.

The Legal Framework included the Beijing Platform for Action, CEDAW, Universal Declaration on Human Rights, Beijing Parliamentary Declaration, ILO Conventions & Declarations on Fundamental Principles and Rights at Work among others. However, the mere presence of women in structures of governance – justifiable in its own right in equality terms- does not guarantee that gender considerations are mainstreamed to laws, policies and programmes. But a growing reality suggests that, where women are present in critical masses and are able to participate effectively, the result is more socially responsive governance outcomes.

Further, there are Women's Empowerment Principles that have been developed by UNIFEM that can provide an opportunity for women's effective participation in the economic, political and social spheres which are;

- (i) Establish high-level corporate leadership for gender equality.
- (ii) Treat all women and men fairly at work, respect and support human rights and practice no discrimination.
- (iii) Ensure the health, safety and well-being of all women and men workers.
- (iv) Promote education, training and professional development for women.

- (v) Implement enterprise development, supply chain and marketing practices that empower women.
- (vi) Promote equality through community initiatives and advocacy.
- (vii) Measure and publicly report on progress to achieve gender equality.

These principles have provided a "gender lense" and they have been adapted by several institutions to guide their transformation to ensure gender responsiveness in policies, frameworks and programmes at the workplace e.g. the World Bank and UNIFEM among others.

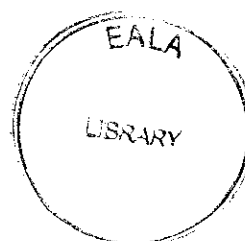
(viii) A Gender Policy at the work place is very important for EALA which will provide institutional commitment towards advancement of gender equality, adoption of flexible working hours, considering the welfare benefits for Members and staff through granting of statutory benefits that should be enjoyed, through maternal and paternal leave and respect for the different rights provided in the Employment Act, capacity building is necessary as well as leisure which is a right.

(ix) The policy provides a direction towards building a gender related Agenda while providing a framework for effective integration of gender concerns into the institutional agenda and policy domain to create equal opportunities and a conducive environment for women and men at the work place.

(x) Towards an HIV and AIDS workplace policy, health, availability of information, counseling and check up facilities. Schemes should have facilities for breast feeding mothers.

EALA should fill the gaps through:

- (i) Institutional capacity-building programmes for parliamentarians and support staff aimed at creating for greater appreciation for gender issues in the broader governance and leadership context.
- (ii) Development of on-line facilities to enhance research and information capacity of parliaments, including library provision and e-communication.
- (iii) Development of schemes to cater for mothers e.g. provision of air tickets to the members and the child as well and provision of baby bays.



(iv) Development of a clear gender policy for EALA.

4.1.2 Experience sharing by EALA members

Hon. Georgette Nibitanga, Hon. Regine Katabarumwe and Hon. Nusura Tiperu under the theme on the **“Welfare of Breastfeeding Mothers and their babies”** shared personal experiences on challenges faced which included:

- i) Woman legislators are forced to stop breast feeding because of the busy schedules and mobility within the region.
- ii) Financial implications of buying extra tickets for baby sitters there by opting to leave the child at home.
- iii) Forced suspension of breastfeeding affecting the health of the mother and baby.
- iv) Increased and unhealthy stress caused by travel, busy schedules and a busy legislative calendar.
- v) Insensitivity from the public and the work place.
- vi) Lack of minimum user friendly amenities such as breastfeeding facilities, play rooms and resting rooms for babies thereby resorting to babies sleeping in the vehicles for example.
- vii) Lack for flexibility to allow leave before and after delivery
- viii) Maternal and paternal leave should feature in bills and the gender policy.

4.1.3 Hon. Safia Nalule Jjuuko shared her personal experience on the challenges faced by members of parliament living with disabilities that included;

- (i) The parliamentary buildings are not accessible to persons with different disabilities and the elderly.
- (ii) Communication aids are not catered for in parliament e.g. braille facilities for the visually impaired legislators, no sign language interpreters and provided there are no computers with disability friendly and adaptable software.
- (iii) There are no facilities for mothers living with disabilities, for example while travelling the disabled woman MP caters for the cost of both the baby minder and the baby.

- (iv) The cross cutting nature of PWDs' needs across committees is challenging and adequate representation in all the different committees is not possible.
- (v) Grueling schedules of the different committees and legislative calendar that is not flexible.
- (vi) Fatigue from multiple roles and constituents' expectations.
- (vii) Denial of opportunities because living with disability is perceived as inability.
- (viii) Lack of disability specific laws and at times even where they exist implementation is still a challenge.

On a positive note, the Parliament of Uganda provides for two helpers for each disabled MP.

- **Strategies for the above challenges require:**

- (i) Adoption of accessibility standards (infrastructure, policies and systems)
- (ii) Sensitization of stakeholders on the gender concerns of PWD's for change of mindset.
- (iii) Ensure compliance with a Gender Equity Compliance Certificate for the different programmes, legislations, activities and budgets.
- (iv) A need for specific considerations for PWD e.g. those living with HIV&AIDS, adolescents, widows etc.
- (v) Incorporation of PWD's agenda into the EAC integration agenda from a gender perspective considering the benefits of the Common Market and the Customs Union Protocols. There is need to depart from a begging culture and open up opportunities and fully participate in and benefit from the integration agenda.
- (vi) Disability issues should therefore be specifically considered in all policies, programmes and budgets.

- **Strategies to address the identified gaps:**

- (i) Domestication of international Conventions, Declarations and Protocols that have been ratified by the partner States;
- (ii) Need for institutional change and mandate reform both in structures, working environment and mindset change, motherhood, PWDs change in addressing

specific needs e.g. Reproduction and Sexual Health, burden of care with regard to HIV and AIDS.

- (iii) Provision of infrastructure (physical) amenities and financial resources.
- (iv) Creating gender accountable institutions;
- (v) Political will and commitment utilizing existing mandate created by the conventions and the Treaty Establishing the EAC.
- (vi) Need to create a critical mass and a strong voice for gender equality and equity.
- (vii) Undertake research to have disaggregated data both qualitative and quantitative to clearly show the status of women in the different areas e.g. regional trade to influence policy development monitoring and evaluation at regional level. (Having in place a gender database)
- (viii) Lobby the EAC Secretariat to work towards making the office of the Principal Gender and Community Office a fully-fledged Gender Department.
- (ix) Liaising with and working with men counterparts who are sometimes resistant to gender issues.
- (x) Avoiding fatigue and the need for women to be resilient.

4.1.3 Hon. Janet Mmari under the theme "**Health as a key component for effective performance of the Assembly**", clearly defined health as the physical mental, social and spiritual well being which is vital for the effectiveness and efficiency for a member of parliament which does not denote just absence of disease or infirmity. Against the background of the roles of members of parliament, the existing standard opportunities in EALA with regard to snacks, health insurance can be improved to include opportunities for ensuring mental well-being through socialization, sports and physical activity and stress management sessions which includes knowing and managing one's body. Individually there is need to balance work and private life; the heavy schedules, life before and after Parliament political pressure and financial responsibilities.

Management of one's self includes being able to plan, join clubs, consult and have private time or retreats. Outside the official functions and sessions with regard to

HIV/AIDs, Cancer and other chronic diseases there's need for policy, legal framework availability of counseling and the need to address specific problems.

Diet, regular, health check-up, sports, socialization, time for one's self for meditation, leisure and enjoying nature and hobbies are very important to ensure welfare and facilitate efficiency and effectiveness.

It is important for legislators to balance work and family life and other circles including the religious and business circles among others.

- **Recommendations**

1. Members need to be healthy and vibrant.
2. Develop a calendar of activities.
3. Diet-{Fruits instead of samosa for the sessions}.
4. Regular, general and specific medical checkup.
5. Gym & Sports i.e. the hotel that you will be staying, walking etc.
6. Networking with people to share ideas and socialize
7. It was strongly recommended that the General Purpose Committee should be split into two considering the different issues they should deliberate on which are presently too broad.

4.1.4 Hon. Kate Kamba made a presentation on the **"Values, Principles and Expectations envisaged of the EALA Women Members"** and used a quote to sum up her presentation.

"Leadership is the energetic process of getting people fully and willingly committed to a new and sustainable course of action to meet commonly agreed objectives whilst having commonly held values" **Mahtma Gandhi**

Qualities of Women Leaders: Presented by Prof. Ruth Meena and co-facilitated by Ms. Nandujja Nivatiti

Talented and confident women leaders have 7 characteristics:-

- i. Plan a high value on relationships and judge the success of their institution based on the quality of relationships within them;
- ii. Prefer direct communication;

- iii. Comfortable with diversity, having been outsiders themselves and knowing what kind of value fresh eyes could bring;
- iv. They are unwilling or unable to compartmentalize their lives so drawn upon personal experience to bring private sphere information and insights to their jobs;
- v. They are skeptical of hierarchies and surprisingly disdainful of the perks and privileges that distinguish hierarchical leaders and establish their place in the perking order;
- vi. They prefer leading from the centre rather than the top structures of their institution
- vii. The ability to nurture strong relationship and not adopt a tough approach.
- viii. In addition to the above list women leaders, it was emphasized that women leaders should be assertive, persuasive, effective, with integrity, flexible and must have good interpersonal skills among others.

- **Recommendations**

- (i) Members must understand the wider EAC organization, its vision, mission and goals.
- (ii) Define your mandate within this broad context, and the women constituency
- (iii) Women leaders must have values which they adhere to for instance; integrity, accountability, respectful, among others.

Members of parliament shared experiences on challenges faced from the different Partner States and lessons drawn including using approaches that respect the dignity of the society and yet manage conflict through a collective voice, impartiality, compassion, empathy and being amiable to those they interact with. Additionally, conflict can be managed by unity, togetherness, family feeling and love. For politicians empathy for constituents is especially useful for the political context.

4.1.5 Under the theme “**Boosting Wealth Creation among EALA Women Members**”, Hon. Catherine Kimura reiterated that against the background of the financial sector dominated by men, there is need to make a conscious decision to boost

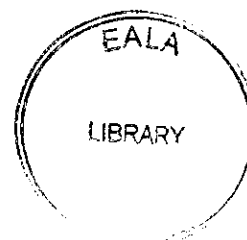
wealth for financial independence. This can be done by extending the exceptional skills of managing the family setting to the work place and beyond through investment and have no hesitation toward taking risks. The setting has been set by removal of constraints for women to enter the business by financial sector. Therefore, the ability to harness opportunities and not let them pass by can be developed through:

- (i) Creation of positive messages and examples as role models in terms of boldness and business oriented approaches.
- (ii) Ensuring independence not so much in terms of trying to reduce men's financial power but more so in terms of a quality and maximum utilization of opportunities.
- (iii) Acknowledging a single stream/source of income is insufficient and learn to maintain another/other sources to allow improved financial standing prudent and frugal expenditure.
- (iv) Taking advantage of loan facilities with friendly interest rates such as the loans offered by the EAC.
- (v) Identification of key stakeholders with the different needs at all levels so that we limit and monitor expenditure.
- (vi) It is important that member limit the use of ATM's and credit cards as much as possible.
- (vii) Ensure independence without relying on our political parties for sustenance progress and prepare well for retirement by for instance using family collateral for productive ends where possible.

During the plenary session members identified existing opportunities where they can tap from existing resources and a caution was made to ensure that members don't take on loans without a business plan. Identification of different areas for possible investments include real estate, SMEs, farming and/or adding value to products such as packaging agricultural produce.

- **Recommendations**

- (i) Women should take advantage of the Common Market and Customs Union Protocol to benefit from the integration process at all levels and in all sectors.



- (ii) Ensure that there are several streams generating income for you.
- (iii) Members should utilize their savings to ensure that they make more money.
- (iv) EALA women's caucus should link up with the Women in Business Platform (EAWiBP) to tap into the benefits of this forum to the benefit of the women legislators following the Women in Business conference that took place in Kigali 2011.
- (v) It was recommended that women members should take up loans with an investment plan rather than obtaining money without a plan.
- (vi) The need to critically analyse the shortfalls in the Common Market Protocol whereby the small trader is not benefiting from the integration process.
- (vii) The need for women to venture into non-traditional investment areas like construction and petroleum within the region.

4.2 Sharing experiences and opportunities and challenges of Women Caucuses in National Parliaments.

4.2.1 The Republic of Uganda

The Uganda Women Parliamentarians Association (UWOPA) is a registered and recognised parliamentary caucus comprising of all women members of parliament but is also open to former women members of parliament and the male members as associates/and or honorary members. The Association was established during the 5th Parliament of Uganda (1989 - 1994). UWOPA was formed with the overall objectives of identifying critical areas of political and economic concern especially to women and develop approaches and strategies, engender the legislative processes in parliament and also address the gender gaps in all legislations and mobilise women to effectively participate in political and economic activities and networking through forming pressure groups that analyse, translate information for civic education on women issues, and enhance women's access to, and control in political and economic spheres of life.

- **Opportunities**

- (i) The women members of parliament from Uganda shared their role in developing national legislations that affect women through a collective voice and leadership of Uganda Women Parliamentary Association of Uganda e.g.

the Female Genital Mutilation Act (2010), the Domestic Violence bill and the different budgetary roles in the different committees.

- (ii) UWOPA has a comprehensive strategic plan for every 5 years copies of which were shared with EALA secretariat.
- (iii) Through lobby of the Speaker of Parliament, Uganda parliament has developed a gender policy which provides a room for breast feeding mothers during the parliamentary sessions allowing mothers to attend to their children respecting feeding times.
- (iv) UWOPA was tasked to identify gender flag bearers from each of the current parliamentary committees who initiate discussions on gender and equity in the various committees that are currently preparing to review the next financial year's indicative figures released by Ministry of Finance. This is a move to strengthen advocacy for gender budgeting in government sectors.

4.2.2 The Republic of Rwanda

The nurturing of Rwanda Women Parliamentary Association forum began as late as 1994 after the Genocide and it sought to ensure justice to victims of rape during the genocide and to address the need to change the mind set of men in Rwanda. Eleven Women members sought to lobby for a legislation that punishes perpetrators of rape to life imprisonment considering the male dominated Rwanda parliament.

- **Opportunities**

- (i) The women's caucus FFP has co-opted male counterparts to the women's forum to influence policies that affect the lives of women such as policies to ensure vaccination of women and young girls against cancer;
- (ii) FFP has managed to change the mind set of male legislators to influence policy change at national level.
- (iii) Rwanda through political will has managed to ensure remarkable women's representation in decision making positions.
- (iv) Rwanda women parliamentary caucus has managed to influence the laws governing land and matrimony co-ownership of land, where a man cannot

mortgage their land without the consent of the spouse and the law provides for land inheritance for women.

4.2.3 The Republic of Burundi

- (i) Women members of FFP caucus are soon presenting a Sexual and Gender based violence bill to parliament for consideration and government assent.
- (ii) There has been consistent lobby and advocacy for more women engagement in decisions making in Burundi.
- (iii) There has been a lot of capacity building at national level to strengthen the capacity of women at administration level.

4.2.4 The Republic of Kenya

The new Kenyan Constitution has made efforts in ensuring women's representation in the new cabinet. However, much still needs to be done in ensuring gender parity in decision making in the country in respect of both elective and appointive positions.

Gender and human development indicators in Kenya show that women are still lagging behind. An examination of gender based disparities in access to, control over and use of assets and productive resources reveals that at the household, community and national levels, men hold and control over majority resources. As an agricultural economy, land is the primary asset and resource, which is mainly dominated by men considering the patriarchal and patrilineal inheritance traditions which had virtually ensured that only men own it. This has been over turned by the Constitution with the establishment of the Land tribunals and the Land Commission.

• Opportunities

- (i) Members from Kenya shared the role of women parliamentary association in bringing to light the plight of women which were incorporated into the New Kenya Constitution with provision on access to positions of decision making at all levels with 1/3 representation.
- (ii) Women have taken up positions at constituency levels and more are to take up the positions come 2013 elections.
- (iii) There has been a lot of lobby and advocacy for an anti- FGM Law in Kenya which criminalized the cruel inhuman treatment on the girl child and women.

(iv) Many women have not taken up top leadership positions instead they take on the role of deputizing for a male chairperson.

- **Recommendations from the discussions**

(i) Women should be encouraged to take up roles at different levels to influence decision that affect women at national level.

(ii) Women Caucus at national level should link their work to the regional legislature (EALA) at different forums to ensure that there is cohesion through networking.

(iii) Sharing and planning joint activities between EALA and the national caucuses so as to build synergies for institutional building.

(iv) Identify funding opportunities for the women caucuses for regional interaction at all levels.

(v) The importance of research and having desegregated data is of paramount importance to lobby from an informed point of view.

(vi) Develop all programmes to have gender equality component at all levels.

(vii) Develop monitoring and evaluation indicators that are gender responsive.

(viii) Develop comprehensive conflict management

4.3 Hon. Lydia Wanyoto-Mutende presented a paper on the Gender concerns within the EAC region and how these can be addressed:

- **Key gender concerns highlighted**

i) Lack of gender disaggregated data/statistics for planning

ii) Need for gender related legislations and policies

iii) Gender insensitive legislations and policies.

iv) Need for gender responsive budgeting for effective service delivery.

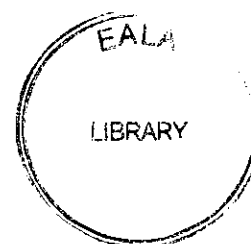
v) Need for engendering peace initiatives and advancing the participation of women in peace building

vi) Partnerships and networking for the advancement of women.

vii) Gender and democratic governance

viii) Reproductive health rights, maternal health and child survival.

ix) Institutional building and sustainability



- x) Culture, prejudices, customs and practices that impinge on the space and rights of people through gender ascribed roles

- **Strategic interventions**

- (i) EALA has a cross-border legislative and policy intervention role which creates leverage and corresponding mandates
- (ii) Utilization of parliamentary space
- (iii) Rules of procedure
- (iv) Motions
- (v) Committees
- (vi) Private Members bills
- (vii) Plenary
- (viii) Public hearings and debates
- (ix) Outreach programmes
- (x) Deployment of key advocates adopting an issue based approach
- (xi) Networking and coalition building
- (xii) Media engagement and collaboration

It was during this session that the Draft EAC Protocol on Gender Equality was shared with the members which has been an ongoing processes by EASSI and the different key stakeholders in the region working closely with the Principal Gender and Community Development Officer at the EAC secretariat.

4.4 Hon. Safina Kwekwe Tsungu made a presentation on creation of the EALA Women's Forum (EALA-WF) during the 2nd Assembly

The presenter gave a brief back ground to the forum having been inaugurated on June 5th 2007 during the 2nd EALA and thereafter the formation of the Assembly's constituent bodies i.e. Standing Committees ensued as provided under Article 60 of the Treaty and part XIV (Rules 77- 81) of the rules of procedure of the Assembly. It was composed of ten (10) women parliamentarians out of the 27 elected Assembly MPs (I.e. 37%) in June 2007. In May 2008, the number increased to 18 women MPs out of the 45 elected members (40%). Architecture of committees didn't provide for safe and free space for women MPs to discuss issues affecting them and their capability to deliver as women MPs in a regional Assembly. She noted that of the 18 women MPs, only two had

experience in serving in a regional parliament, some in national parliaments and others were being initiated into parliamentary work for the first time.

- **Achievements of the Forum**

- (i) Eight private members' bills were moved by women parliamentarians, at least two resolutions and two motions moved by women MPs.
- (ii) Numerous questions were asked to Council Chairpersons regarding EAC efforts towards uplifting the women folk (both in and outside business) in the region.
- (iii) Four Women MPs chaired Committees in the second Assembly (Hon. Catherine Kimura CTI; Hons. Sebtuu Nassor and Lydia Wanyoto - Mutende; and Hon. Safina K. Tsungu) and a lot of progress in the respective committees was registered.
- (iv) Inter-parliamentary Forums in Trade; Health, Population and Development; Science and Technology and Extractive Industries really flourished and gained momentum.

EAC Women's conference on doing business initiated by Hon. Valerie Nyirahabineza took place in 2011 in Kigali, Rwanda.

- **Challenges faced by the Forum to Date**

- (i) Funding constraints- this necessitated forum to support individual members' initiatives since funding to the forum was not forthcoming.
- (ii) Infrequent meetings due to other duties of the Assembly placing a lot of demand on members.
- (iii) Misunderstanding by some members on the need to create synergy through the support to and harnessing of individual efforts i.e. encouraging individual initiatives towards the big picture.

- **Future Actions of the Forum**

- i) Audit of the EAC recruitment and other HR processes through a gender lense.
- ii) Ensure the improvement of the institutional environment- counseling, baby bays/nurseries for nursing mothers especially female EAC staff, support to expectant mothers (MPs and staff).

- iii) Forge closer interpersonal links through frequent joint meetings/events for Women MPS and female staff.
- iv) Ensure that EAC work (projects, programmes, laws and policies) respond to the EAC gender framework and support work towards related policy instruments.
- v) Critique the integration process from a women's rights perspective to emphasise the need for the EAC integration process to respond to the needs of women in the region.
- vi) Use social media to encourage and connect, keep in touch and uplift one another.
- vii) It was recommended that members of EALA should have access to the national parliamentary websites in order to have access to copies of the Constitutions of the 5 EAC Partner States and the Treaty Establishing the EAC and other protocols.
- viii) The Forum would consider instituting in the Constitution Membership that could include former Members of EALA.

4.4.1 Key issues to be incorporated in the EALA Women's Forum strategic plan were highlighted as follows;

The objectives of the Forum would among others include the following objectives:

- (i) Economic empowerment of all categories of women through gender and equity legislations and opportunities.
- (ii) To ensure that legislation passed by EALA are done using a gender lens.
- (iii) To carry out an audit so that culture, prejudices, customs and practice that impinge on the space and rights of people through gender ascribed roles are eliminated.

• The key strategic issues to be incorporated into the Strategic plan include;

- (i) Follow up on the Women in business initiatives at the regional level including the Women in Business Platform.
- (ii) Critically analyze the issues and benefits provided by the Customs Union and the Common Market protocol to the benefit of women in the region.

- (iii) Reproductive health issues for example to have lack of maternal and paternal leave issues addressed).
- (iv) Issues affecting the PWDS and the Elderly.
- (v) Education.
- (vi) Cross cutting issues for example the MDG related health as well as the ongoing global initiatives.
- (vii) Taking advantage of the four phases of the EAC integration process to influence planning and policy.
- (viii) Unpacking the budgets at national level.
- (ix) Listing cultures that impinge on the rights of women and special interest groups e.g. albinos and FGM.
- (x) Inculcating in the youth the positive African Family values including culture and sports.
- (xi) Promotion and strengthening cooperation between women MPs in EALA and the National Parliaments.

- **Available Mechanisms will include**

- (i) Research to have statistics and disaggregated data on women (Facts and Figures).
- (ii) Hold Public hearings in EAC
- (iii) Have a particular focus on Maternal and reproductive Health
- (iv) Networking with other regional and international blocks like the African Union, the European Union from programmes like AGOA.

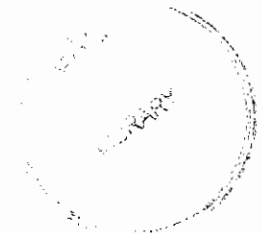
Possible sources of funding identified include:

- (i) African Union
- (ii) CIDA/SIDA
- (iii) European Union
- (iv) EALA Budget
- (v) Development Partners like AWEPA, Trade Mark East Africa, National Democratic Institute (NDI), and the Corporate World.

5. Election office bearers for the Forum .

While the previous Executive Committee comprised a Chairperson, a Vice Chairperson, a Secretary General, a Treasurer, a Publicist Secretary and Executive Committee Members, it was resolved that an interim team would commence work on the Constitutional Amendments and the strategic plan until the next meeting due to take place in October 2012. It was further agreed by the meeting that since the Constitution was in draft form, each chapter would nominate a member to form the Executive Committee and a Secretary would run the affairs of the Secretariat in the meantime. The following Members were appointed:

1. Hon. Valerie Nyirahabineza, Republic of Rwanda
2. Hon. Nusura Tiperu, Republic of Uganda
3. Hon. Nderakindo Perpetua Kessy, United Republic of Tanzania
4. Hon. Isabelle Ndahayo, Republic of Burundi
5. Hon. Judith Pareno, Republic of Kenya



6. Closing of the Workshop

The workshop was officially closed by the Rt. Hon. Speaker Hon Margaret Nantongo Zziwa. In her closing remarks, Rt. Hon. Margaret Nantongo Zziwa thanked all the participants for participating in the workshop and affirmed that the 3rd Assembly would ensure that the Assembly was transformed into a gender responsive Assembly and would network and coordinate with the National Parliaments to coordinate efforts and create synergies. She underscored the need for harnessing best practices and using these to build on existing efforts which were slowly taking root in the region. She concluded by thanking all the participants for attending the workshop and declared the workshop closed.

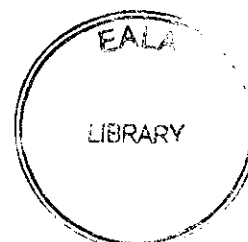
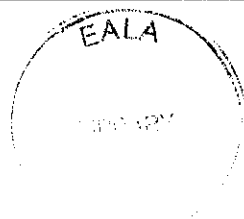
Annex I

LIST OF PARTICIPANTS

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ANNEX II

EAST AFRICAN LEGISLATIVE ASSEMBLY WOMEN MEMBERS CAPACITY BUILDING WORKSHOP; OPENING REMARKS BY RT HON SPEAKER, MARGARET NANTONGO ZZIWA: 12-14th July 2012 ARUSHA, UNITED REPUBLIC OF TANZANIA.

Hon Members of EALA,

Hon Members of the 2nd EALA,

Our Guests Hon Members from our National Parliaments of
Burundi, Kenya, Rwanda, United Republic of Tanzania and Uganda,

Our Resource Persons, Mainly Prof. Meena, and Ms Nandujja from EASSI,

Gender Officer from EAC secretariat,

All our participants,

Ladies and Gentlemen.

Allow me to welcome you most warmly to this 2 day Workshop of EALA aimed at making EALA a more gender responsive Assembly. I welcome you to Arusha, the seat of EAC where EALA also is based. I am happy to receive the members of the 2nd Assembly and allow me to thank them for sparing their precious time to come and share with us their experiences and how best they think we can make EALA a more gender accommodative place. In the same breath, I welcome our sisters from the national Parliaments who have not just accepted to share their experiences with what they have achieved as a women caucus/forum in their Parliaments but what strategies they have used to achieve them and some of the challenges they have faced particularly in a male dominated parliament and in some instances, the poorly facilitated environments in terms of gender amenities.

The 3rd EALA will go down in history for having elected the first Woman EALA speaker, I am privileged that the honour was bestowed on me. I wish to thank the members of the 3rd Assembly who put their trust in me; but as all the campaigns go, I had certain things I was convinced about and I placed emphasis on when I offered myself for the speakership. Perhaps, I can recollect on them in brief. I pledged participatory leadership, leadership of teamwork, leadership which is all inclusive, leadership with gender values with a motherly flavour, and a leadership which is strategic and collaborative.





THE POSITION OF GENDER CONCERNS:

Hon members in the world of today, if you ignore the question of gender you will be viewed as backward, traditional/conservative and in many cases brutal, yet when you bring forth gender concerns in your management ,you will be saluted as modern, respectful for human rights, just, and most of all strategic and forward looking., This is because in most of our populations and demographic representations and statistically in our counties, women(the female gender) out numbers the male gender, and it will be a big anomaly when any practical thinker and a promoter of democracy do ignore such a fact. Even when the Breton Woods Institutions (World Bank, IMF and others) wanted to regain ground after being termed people-insensitive, they quickly embarked on introducing social and gender programmes within their financing components, and true today, in many of such programmes it is a requirement to have a gender component in your programme in order to attract funding or support.

Indeed, this 3rd Assembly saw more women members being elected than those in the 2nd or 1st Assembly, I congratulate all of you members, you made the women proud, and I also thank our voters who implemented the UN, and AU declarations of 40% and beyond and indeed we must make a difference and utmost a gender difference. I am convinced that together we can make a difference. Like I said , quoting the wise words of President Julius Nyerere, " It can be done, YAWEZEKANA" and I repeat A woman can be a good Speaker and Yes we can" Together we can contribute to making an effective speaker because her failure will be dubbed a women failure, so this workshop will give us opportunity to contribute to an effective speaker and truly an gender responsive Assembly which will be enjoyed by all, the players(stakeholders ,participants) and associates.

I wish to mention to you that many of us are gender experts and have for a long time participated in gender equality agendas, women empowerment programmes and have fought bad practices, for the vulnerable and the marginalized like the children, the disability, the poor or those politically oppressed like the prisoners. In many instances perhaps we should not sit here to talk about the most obvious and the common knowns in the gender world which have always been advocated for. But because we women are always meak, modest, or sometimes shy about our needs terming them personal, then these needs are not addressed or no provisions are made.

Some of our topics today are very general in the actual context but, believe me, they may not have been focused on in the 10 years of EALA, we are not in any way blaming anybody but perhaps it was not the right time, Today I think the time is ripe to talk about these issues without shame.



MATERNAL ROLES

For example during the 2nd Assembly we had 3 members giving birth to beautiful new borne, but there is no provision for maternity leave, it is not barred (I think) but it is not also known to be granted. During their heavy pregnancies, perhaps there was no consideration to the facilities that will make their work more comfortable,(no air ticket for the baby sitters or an aide), indeed, one of them had to endure a 200km drive on the road to go for a public hearing session in a bus! Yet another, the Pilot refused to take off the aircraft until, that woman with a big stomach is offloaded or her doctor is also brought on board. One may say that we are mature women, able to take care of our needs but every time we are registering more members from the youth bracket, so these concerns are likely to increase, What about paternal leave? Don't you think that with our nature of work, there are times when a father of a new born baby needs to stay home to support the mother until she is out of danger? But in most cases, the member will join the rest of the committee members outside his home partner state because he needs to be present in order for him to get a per diem. What about our staff, are these concerns addressed? Today we shall get to know.

HEALTH ISSUES

You will also know for instance that as women we are the biggest advocates on the anti HIV campaigns, and EAC has indeed supported the legal framework on HIV and AIDs but when it comes to simple things which can be HIV AIDS fight compliant, they may be absent, take for example the Health insurance package we have, how does it cater for the HIV conditions? Or how do we stand on the policy of condom use? In many international organization lavatories, you will find a condom dispenser but the one at EALA's women or even men lavatories collapsed long ago! Are we practicing what we preach? When it comes to other amenities, how adequate are they? Are our lavatories enough? You should appreciate that the women lavatories take the whole person whilst those for men are just a peep in (urinals). With the growing number of women, how adequate are our toilets,

OUR OWN HEALTH

What about our health, who cares how we look after our health? When I visited one hotel, their dining carried a label, "Healthy feeding." What is the status of our bites at the Assembly how health compliant are they? Or who ensures their hygiene, or for that which must be served when they are hot, who ensures that they are hot; Most of us are outside the obese index, who reminds us about exercises, gyms, or excites us into other games like netball, yet we are all prone to hypertension considering our work and activity? I can go on and on, but what is important is to say that some try as individuals but many do not, so we may need a focused outlook to these issues if we want to maintain an effective Assembly.



In the same breath we need to remain current and in position to manage our finances. Coming from different backgrounds, many of us may not have a foreign currency account , and in many instances we also may not have instruments like credit cards leave alone Debit cards , and more than often we travel and carry these huge amounts of cash, and in many instances, tragedy befall us. Instances where we have taken huge loans and our spouses have actually taken half of the loan and never pay back are not rear. Many of us who enjoin ourselves in joint business without even your partnership being registered are many, and in some instances when the times become sour, in most cases we lose out since we seem to be publicly vulnerable.

MULTIPLE ROLES:

When it comes to juggling between our multiple roles, how do we cope in order not to lose any of our selves, not to loose your children to the maid, or your home to another on call character or even your social family to those who care? We may be here as MPs but how do we manage to convince our spouses about the globe-trotting kind of work? How do you announce your departure the next day you just came in? How do you maintain the trust your spouse has always given you? All these are matters to consider because if any swings off balance, it will greatly undermine your efficiency.

EXPECTED LEADERSHIP VALUES:

As women legislators, there are certain expectations envisaged of us as women leaders; how does your community perceive you Vis-à-vis your role? What expectations do they have from you, what role modelling will the young girls emulate from us, or what kind of leader are we ready to portray? An autocratic leader, a democratic leader or a laissez-faire one; What are those specific qualities expected of a woman leader and do they count at this regional level or they only matter in our communities at the grass root? How much of those Qualities like decently dressed, kind, soft /lenient do we carry and how much of these are the relevant at this regional level. Again what about the principles which underscore the strength of women leadership, principles like being principled, accountable, trusted, hardworking and just, do we exercise these virtues as expected?

How do we deal with conflict at work place, or how do we handle stress? What kind of interpersonal relations do we have? All these create a difference in the style of management and in the degree of efficiency and in effect in the woman gender.

WOMEN KNOWN GENDER NEEDS

As we start our mandate, we must appreciate that a lot of work has been put in in the women's movement and a lot of lobbying has been done at International ,



regional and national levels. We may know many of these issues and we may have participated in advocating for them but do we perceive them at the same wavelength? Do they mean the same to us in the different scenarios, or do we understand the regional mechanisms in the same way so that we exert the same pressure to push for them? My take on this may be a no; so we need to have an update from those who have been there before us to understand these issues better from the regional perspective and to advocate for them with a common voice, for example, what are the reproductive health issues in our partner states may be the same but the social issues which affect the reproductive factors may be different and the provisions of amenities and infrastructure from our governments to support this cause may vary. We need an East African perspective in order for us to launch a joint campaign which will help us deliver better peoples of East Africa.

WORKSHOP EXPECTATIONS:

The workshop is going to be participatory, provoking our thoughts on those obvious issues we know but we always feel shy to point out. Our facilitators will help us to view and think collectively about these issues so that at an appropriate time we can even develop a policy which is responsive to the needs of the members for their efficiency. Many of you wished to have this opportunity to sit and we reflect through our next five years, and I guess this is an opportune moment.

At the end of the workshop we are going to elect our EALA women Caucus leadership and also focus on our strategic plan which will enable us to deliver on our mandates and more so, on the woman gender mandate.

Once again I wish to welcome you to Arusha and to those who are here for the first time feel free to take a few strides outside this very fast growing city of EAC.

I thank you for your attention and I wish to formally declare our workshop open.

MARGARET NANTONGO ZZIWA

SPEAKER-EALA



