

**28th Commonwealth Women Parliamentarians Steering Committee Meeting
Sydney, New South Wales, Australia
3 November 2024**

CWP Template for Reports on Developments in Branches and Regions

Please continue on separate sheets where need be

	<p align="center">Name & Region CPA BRANCH – AFRICA REGION</p>
<p>1. Data on the number of women representatives</p> <p>Including:</p> <p>Statistics in legislatures, executive, company boards</p> <p>Changes in representation following elections</p> <p>Affirmative Action policies, as they relate to quotas, constitutional, legislative, electoral changes</p> <p>Political Party Reforms and appointments of women within the Party Structures</p>	<p>KENYA:</p> <p>National Assembly: Women hold 81 seats out of 349 in the National Assembly, comprising about 23% of the total seats. This includes 47 County Woman Representatives elected specifically to represent women's interests, 28 elected and 6 nominated.</p> <p>Senate: In the Senate, 21 out of 67 Senators are women, amounting to about 31%. The majority of these women Senators are nominated (18), as only a few are elected (3) in competitive seats.</p> <p>Therefore, there are 102 women Members of Parliament out of 416, representing 24.5%</p> <p>Executive: 7 out of 21 Cabinet Secretaries are women, making up 33%. Three other women are appointed to the Executive, including the Advisor on National Security, the Advisor on Women's Rights and Agency, and the Secretary to the Cabinet, bringing the representation of women in the Executive to 40%.</p> <p>Changes in representation following elections: Following the 2022 elections, there are 102 women Members of Parliament compared to 97 in 2017 elections. This represents 5.2% increase in women representation.</p> <p>Affirmative Action Policies: Kenya's Constitution (2010) includes several affirmative</p>

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	<p>action provisions aimed at promoting gender equality in political representation:</p> <ul style="list-style-type: none"> • Two-thirds Gender Rule: Article 81 of the Constitution stipulates that no more than two-thirds of any public elective body should be of the same gender. • Reserved Seats: 47 County Woman Representative seats in the National Assembly are reserved to specifically address the underrepresentation of women in politics. These seats ensure that each county elects a woman representative. • Electoral and Political Party Act: The Political Parties Act requires Political parties to ensure that at least one-third of their candidates for parliamentary elections are women. <p>Political Party Reforms and Appointments of Women: Political party structures in Kenya have seen some reforms to promote women's leadership.</p> <ul style="list-style-type: none"> • Women in Party Leadership: Most political parties have positions reserved for women, but few women hold key leadership roles such as party chairpersons or secretaries-general. Women are more likely to be found in party wings focused on gender or youth. • Affirmative Action in Party Nominations: The Political Parties Act requires political parties to implement gender quotas in their nomination processes. Some parties have adopted affirmative action measures, such as waiving nomination fees for women candidates to encourage more women to run for office. <p>NIGERIA:</p> <ul style="list-style-type: none"> • In the 10th National Assembly, women represent 4.2 percent of the 469 Member Assembly. There are Nine Women Ministers out of Forty-Five Ministers Representing. women serve as Chief Executive of the Major Banks in Nigeria. • Women represented 4.2 percent in the 10th National Assembly as against 4.5 percent in the 9th Assembly • National gender policy in Nigeria was formulated to promote a 35 percent involvement of Women in all governance processes

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	<ul style="list-style-type: none"> • Women position within the Party is low. Women currently serve as Women Leader in the National Working Committee to both the Ruling Party and the main Opposition Party <p>TANZANIA: Affirmative Action: Article 66 (1) (b) of the Constitution of the United Republic of Tanzania provides that women Members of Parliament should not be less than 15% of all other Members of the Parliament. Also, Article 78 (1) requires Political Parties which took part in election to propose to the Electoral commission the names of women on the basis of the proportional representation among the Parties which won elections in Constituencies and secured seats in the Parliament.</p> <p>Moreover, Section 86A of The National Election Act, 2010 CPA 343 provides that there should be women special seats in the National Assembly, and it also provided for procedures to be considered in nominating women for Special Seats in the Parliament.</p> <p>GAUTENG PROVINCIAL LEGISLATURE: Following the 2024 elections, the Gauteng Provincial Legislature seat allocation consists of 80 seats distributed among 11 parties: ANC, DA, EFF, MK, ACTIONSA, PA, FFPLUS, ACDP, BOSASA, IFP, and RISE MZANSI. Out of the 80 seats, females occupy 40 seats, resulting in a 50% split between the two genders. The following statistics show the female representation from each party:</p> <ul style="list-style-type: none"> • ANC: 57.14% • DA: 40.90% • EFF: 63.63% • MK: 37.5% • ACTIONSA: 33%

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	<ul style="list-style-type: none"> • PA: 100% • FFPLUS: 0% • ACDP: 0% • BOSA: 100% • IFP: 0% • RISE: 100% <p>PA, BOSA, RISE are all a one-member party representation in the Legislature</p> <p>Malawi</p> <ul style="list-style-type: none"> • Malawi Branch has 40 female MPs out of 193 Members of Parliament • Currently, Malawi does not have electoral quotas in place at legislative level • Malawi will hold its tripartite elections in September next year, however, there has been tremendous improvements in the election of female leaders during the party conventions which are still underway in Malawi
<p>2. Information on elections that were held this year</p> <p>Including: Data on women Members that won and/or lost seats or appointed to new positions</p>	<p>Rwanda- July 2024</p> <p>Following the composition of the new elected legislature (2024 – 2029), Rwanda continues to make history as the first country with a female majority in Parliament, with 51 out of 80 (63,75%) of the seats in the Chamber of Deputies held by women whereas for the first time, the new elected Senate for the 2024 – 2029 term has achieved a milestone of 53,8% female representation, 14 out of 26 senators being women from 34,6% in the last legislature (2019 – 2024).</p> <p>Gauteng Provincial Legislature: The ANC retained a slight majority of women in its representation, with 57% of its seats held by women. The EFF surpassed gender parity, with 63% of its seats held by women. However, other major parties fell short of parity, such as the DA with 40% and MK with 37%. The smaller parties that captured seats at the Gauteng Legislature, including PA, BOSA, and RISE, have 100% representation by women. In the Gauteng Legislature, there are 12 female chairpersons among the 23 portfolio committees, resulting in 52% female representation among the chairpersons</p>

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	<p>In the Gauteng's Provincial Legislature and across other provinces, the ANC's reduced support also meant fewer women representatives in these bodies, particularly as other parties like the DA and MK fell short of gender parity in their candidate selection.</p> <p>Malawi Tripartite elections will be held next year in September.</p>
<p>3. Status of the CWP in regional constitutions</p> <p>Including:</p> <p>updates in Regional Constitutional Changes and/or challenges where applicable</p>	<p>Nigeria: One major challenge is the low activity of Commonwealth Women Parliamentarians at the Sub-National level.</p>
<p>4. CWP Regional Structure</p> <p>Including:</p> <p>Updates on changes and/or challenges to Regional CWP Structures</p>	NA
<p>5. Regional Budget for CWP Activities</p> <p>Including:</p> <p>Updates on changes and/or challenges to Regional CPA Budgets where applicable</p>	The Regional Budget for CWP activities for 2024 is USD 71,400 to the Budget of USD 68,200.00 of the past year (2023)
<p>6. Regional Conference- What role did CWP play</p>	CWP participated fully in the 53 rd Annual Regional Conference held in Arusha in October 2024. The CWP also held its business meeting where among other things,

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<p>Including: Updates on changes and/or challenges to holding a regular CWP meeting at CPA Regional Conferences Update on Regional CWP activities</p>	<p>it considered activities by the CWP Chapters.</p> <p>Update on Regional CWP activities</p> <ul style="list-style-type: none"> • Election of CWP Chairperson and Vice Chairperson 20th September, 2024: The Regional Secretariat coordinated the CWP Business Meeting held virtually on 20th September 2023 to elect the CWP Chairperson and Vice Chairperson. Ultimately, Members unanimously approved Hon. Ndagiza Madina, MP. (Rwanda), as the Chairperson of CWP Africa Region, and Hon. Talita Monnakgotta, MP, (Botswana) as the Vice Chairperson of CWP Africa Region. • CWP Workshop on Gender Champions: Since the CPA Nigeria Branch was unable to host the CWP Annual Gender Sensitization Workshop in October, 2023, the Region supported four members of the Steering Committee to attend the workshop coordinated by the CWP (International) which was held in Dar es Salaam, Tanzania, from 6th – 8th December, 2023. The theme of the Workshop was 'Champions for Gender Equality: Achieving Equal Participation in Commonwealth Parliaments'. • Election Sensitization Campaign : The Regional Secretariat coordinated the Election Sensitization Campaign to the Parliament of Ghana from 5th – 8th May, 2024, to advocate for increased women's representation in the forthcoming general elections scheduled for 7th December, 2024. During the visit, the delegation engaged with various stakeholders and emphasized the need for concerted efforts to increase women's representation in Parliament and other leadership positions. • CWP Chapter Activities Conducted from September 2023- September, 2024: Botswana, Kenya, Namibia, Malawi, Mozambique, Rwanda, Sierra Leone, South Africa, Tanzania, Uganda, Zambia (11 out of 19 Branches) submitted their reports on the period under review.

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	<ul style="list-style-type: none"> • CWP Planned Activities for 2024: The CWP planned activities for 2024 included CWP Election Sensitization Campaigns in Ghana and Mauritius in May 2024; Gender Sensitization visit to the Parliament of Nigeria in July 2024; and CWP Gender Sensitization Workshop to be held in Kigali, Rwanda in October 2024. After thorough consideration of the activities, it was proposed that:- <ul style="list-style-type: none"> a) The Election sensitization campaigns scheduled for Mauritius, should now be replaced by CWP post-election visit to the Parliament of Mauritius; b) The gender sensitization visit to Nigeria and the Gender Workshop in Rwanda be rescheduled for the first quarter of the year 2025. This is to avoid interference with the activities that the CPA has at the Regional and International levels from October to December 2024.
<p>7. CPA International Executive Committee- does your region have a female member Including: Updates on changes to Regional Representatives to the CPA International Executive Committee</p>	Hon. Dr. Zainab Gimba, MP (Nigeria), Chairperson of Commonwealth Women Parliamentarians
<p>8. Initiatives linked to CWP Mission Statement 'To promote the representation of women in CPA Branches and women's full and equal participation in all political and parliamentary leadership at all levels' undertaken by Parliaments and/or Regions</p>	<p>Ghana Branch: The CPA Ghana Branch hosted the Commonwealth Women Parliamentarians (CWP) Steering Committee (Africa Region) delegation from 5th – 8th May, 2024, following its general election in 2024 in Ghana.</p> <p>The objective of the CWP visit was to undertake a Sensitisation Campaign on the forthcoming general elections in Ghana. During the Campaign, The Steering Committee had the opportunity to:-</p>

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<p>Including:</p> <p>Legislation, Resources, Gender Sensitive Parliament Self-Assessments, Inter-organisational strategies, Intra-Ministerial and Civil Society Cooperation and all other strategies.</p>	<ul style="list-style-type: none"> i) Pay a courtesy call on the Chairperson, National Commission for Civic Education (NCCE); ii) Meet with the National Women's Organizer, New Patriotic Party (NPP); iii) Meet with the Chairperson, Ghana Parliamentary Women Caucus; iv) Meet with the National Women's Organizer, National Democratic Congress (NDC); and v) Pay a Courtesy call on the First Deputy Speaker of the Parliament of Ghana. <p>Kenya Branch: The Kenya Women Parliamentary Association (KEWOPA) is a cross-party Caucus bringing on board all women parliamentarians drawn from both houses (National Assembly and Senate). The caucus works to promote and protect democracy and advocate for women's rights.</p> <p>Nigeria: Advocacy visit to schools and engagements with Civil Society Organisations</p> <p>Gauteng Provincial Legislature</p> <p>In the Gauteng Provincial Legislature, women occupy positions of significant influence which is a testament to the commitment to equitable representation. The Gauteng Legislature is headed by a female Speaker, with the Deputy Speaker also being a woman, which underscores the progress the Gauteng Legislature has made in ensuring that leadership roles are accessible to all genders. This is precisely how the legislature should be structured: inclusive, diverse, and representative of all its members.</p> <p>The Portfolio Committees of the Legislature are also well represented by females,</p>

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	<p>and in some committees the percentage of female members outweighs the number of male members.</p> <p>In terms of the Executive, the Members of the Executive Council (MECs) are also leaning more towards women representation, with 6 out of 10 being female.</p> <p>Administratively, the Gauteng Legislature's has a growing mix of Senior Management. Strides have been made and currently the Legislature sits at 7 female at Senior Management; and 10 out of 29 Managers being female. While there is an overall under-representation of women at these levels, the sub-branch is committed to achieving the following aims and objectives of the CWP:</p> <ul style="list-style-type: none"> - To further the representation of women in Parliament (politically and administratively). - To ensure that matters of specific concern to women are put on the CPA agenda and conveyed to the sub-branch. - To work towards the mainstreaming of gender considerations in all sub-branch activities and programmes. - To facilitate networking between the women Parliamentarians of the Commonwealth and the women's wings of provincial and national organisations. - To enhance the participation and representation of women in the CPA by lobbying the CPA EXCO, and by applying pressure and raising awareness at both the Branch and Regional levels. <p>Strategies underway:</p>

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1. Women's Leadership Initiative

During the establishment of the CPA Gauteng Sub-National branch in the current term (i.e. 7th Legislature), the Legislature embarked on the idea of starting a Women's Leadership Initiative.

The Women's Leadership Initiative (WLI) is a selective program aimed at developing leadership skills in young women, with a focus on public speaking, professional development, and mentorship. It is a collaborative effort with other leading women's organizations in Gauteng, offering a comprehensive experience that includes:

Public Speaking and Communication Workshops: Intensive training led by expert trainers and successful public speakers to improve speech crafting, presentation skills, and effective communication.

Professionalism and Leadership Seminars: Sessions led by industry leaders and academics, covering leadership principles, professionalism, and ethical considerations.

Mentorship and Networking Opportunities: Each participant is paired with a mentor from high-profile careers, such as politics, for guidance, experience

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	<p>sharing, and networking.</p> <p>Exposure Programs: Opportunities to shadow leading women in various sectors, attend high-level meetings, and engage in leadership scenario simulations.</p> <p>Collaborative Workshops with Other Women's Organizations: Joint workshops and seminars to broaden perspectives and experiences.</p> <p>By creating a program that is both highly selective and deeply impactful, the Women's Leadership Initiative aims to become the gold standard for leadership development for young women in the Province, fostering a new generation of leaders who are prepared to take on the challenges of the future.</p> <p style="text-align: center;">2. Gender-sensitive and Equitable environment</p> <p>In the pursuit of fostering a legislature that mirrors the principles of gender equality and equity, it is imperative to establish a clear understanding of the current state of gender representation within our institution; and accordingly, the Legislature is working on a self-Assessment for the Gender Sensitive Parliaments. The CPA Gender Sensitive Parliaments Assessment tool has been customised and the assessment is targeted for completion by July 2025.</p>

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	<p>Fostering a gender-sensitive and equitable environment, with a particular focus on increasing the participation of females in political decision-making roles is crucial for the sub-branch because generally in the Gauteng Legislature females are well represented, there is more female employees than male employees, the aspect that needs attention is that there are more males than females in the senior management and management divisions. The Gauteng Legislature plans to implement the below strategies:</p> <ul style="list-style-type: none"><li data-bbox="869 644 1995 799">• Awareness and Training Programs: Implementing mandatory gender sensitivity training for all members and staff and introducing workshops on unconscious bias and inclusive leadership.<li data-bbox="869 850 1995 1177">• Policy Development and Review: Review and revise recruitment, promotion, and retention policies to ensure they are gender-neutral and promote equity. Lobby the development of targets and timelines for increasing female representation in political positions across all political parties and encourage meaningful participation of women in decision-making positions and structures.<li data-bbox="869 1228 2029 1383">• Support and Mentorship Programs: mentorship programs pairing young females with experienced female employees that is in leadership roles in the legislature and offering networking opportunities specifically

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	<p>designed for women in politics.</p> <ul style="list-style-type: none"> • HR Reporting Mechanism: Identify departments and levels with significant gender imbalances and develop action plans tailored to each area of imbalance by aiming to balance the percentage of males and females in Senior management and management positions. <p>3. Gender Responsive Budgeting</p> <p>The Gauteng Legislature undertakes Gender Responsive Budgeting (GRB) on an annual basis. The purpose of it is to increase a culture of mainstreaming cross – cutting issues of gender, race, disability, and youth in the Gauteng Legislature, and to improve capacity for the Parliamentarians, management, and staff to mainstream crosscutting issues in the internal business processes of the institution fostering a culture of inclusivity in the work of the sub-branch.</p> <p>The Gauteng Legislature has GRB specific training to assist Members (prioritising Chairpersons of Committees) and Management to consolidate their proficiency on gender responsive budgeting, in order to support the mainstreaming of historically marginalised groups while executing the Legislature's mandates.</p>

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	<p>Region: CWP Steering Committee election sensitization campaign in Ghana in May, 202445</p> <p>Malawi</p> <ul style="list-style-type: none"> • Currently, Malawi Branch has a 33% representation at CPA level. • Malawi Parliament at speakership level has 66% representation. The Right Hon Speaker and the Second Deputy Speaker are all female MPs. • The Cabinet has 40% representation of females leaders. • Additionally, CWP Malawi Chapter meets for a week on a quarterly basis, resources are budgeted to ensure their activities are undertaken at all times
<p>9. The Contribution of women parliamentarians to The Parliamentarian journal article</p>	<p>Kenya Branch: The Parliamentarian 2021 Issue Four: Commonwealth Parliaments supporting people with disabilities by The Parliamentarian – Issuu. Article by Hon. Dennitah Ghati Pages 344 & 345</p> <p>https://issuu.com/theparliamentarian/docs/parl2021iss4finalsingle</p> <p>Nigeria: 'Looking ahead to the 66th Commonwealth Parliamentary Conference in Ghana: the gender quota perspective', The parliamentarian 2023: issue three</p> <p>'Progress on the 10-year anniversary of the Commonwealth Charter' appeared in The Parliamentarian 2023: issue one</p> <p>'Gender Dimension of the impact of Climate Change'. All by Dr Zainab Gimba, MP – Nigeria</p>

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<p>10. Other</p> <p>Including, for example:</p> <p>Strategies to Overcome Gender Inequality</p> <p>Education Gender Quotas Leadership programmes Childcare Mechanisms to prevent political violence Equal access to Party resources Coordination with other like-minded Women's organisations</p>	<p>Tanzania policies, strategies and plans to overcome Gender inequality include the following: -</p> <ol style="list-style-type: none"> i. National Strategy for Gender Development (2005) ii. Women and Gender Development Policy (2000) iii. National Policy on Research and Development (2004) iv. Rural Development Strategy (2001) v. National Cultural Policy (1997) vi. Policy of Women in Development in Tanzania (1992) vii. Community Development Policy (1996) viii. National Employment Policy (1997) ix. National Plan of Action for prevention and eradication of GBV against women (2001-2015) x. National Strategy for Growth and Reduction of Poverty xi. United Nations SDGs (Agenda 2030) <p>Kenya</p> <p>Kenya has been making efforts to address gender inequality across various sectors, particularly in politics, education, and leadership. These strategies are aimed at increasing women's participation and representation, reducing discrimination, and promoting equal opportunities to overcome gender inequality:</p> <p>1. Education</p> <p>Education is one of the most powerful tools for overcoming gender inequality. In Kenya, initiatives aimed at improving girls' access to education are helping to bridge the gender gap:</p> <ul style="list-style-type: none"> • Free Primary Education (FPE): Since its introduction in 2003, the FPE program has significantly increased the enrolment of girls in primary schools. The gender parity ratio in primary education is nearly 1:1. • Affirmative Action in Higher Education: Universities in Kenya offer affirmative action to women in admissions, with lower cut-off points for

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	<p>female students in traditionally male-dominated fields like engineering, science, and technology.</p> <ul style="list-style-type: none"> • Campaigns Against Early Marriages and FGM: Government and non-governmental organizations run awareness campaigns to discourage practices such as early marriage and Female Genital Mutilation (FGM), both of which hinder girls' education. <p>2. Gender Quotas Kenya's Constitution includes gender quotas designed to promote women's representation in politics and governance:</p> <ul style="list-style-type: none"> • Two-Thirds Gender Rule: Article 81 of the Kenyan Constitution mandates that no more than two-thirds of members in elective public bodies should be of the same gender. Although this rule has not been fully realized, it is a powerful tool for promoting women's participation in politics. • Reserved Seats: The 2010 Constitution established 47 County Woman Representative seats in the National Assembly to ensure women's representation. These seats are filled exclusively by women and play a vital role in providing gender balance in legislative bodies. • Affirmative Action Policies: Political parties are required to comply with gender balance during elections, with penalties for failing to meet these quotas. This has encouraged more women to contest for leadership positions. <p>3. Leadership Programmes</p> <ul style="list-style-type: none"> • Political Leadership and Governance Programme (PLGP): This program, run by the Kenya Women Parliamentary Association (KEWOPA), empowers women parliamentarians and leaders through capacity building, offering skills in policy-making, governance, and public service. <p>4. Childcare Support Childcare is a significant barrier to women's participation in politics and formal</p>

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	<p>employment. In Kenya, initiatives are being put in place to address this challenge:</p> <ul style="list-style-type: none"> • Family-Friendly Workplaces: Some organizations in Kenya are now introducing family-friendly policies, such as flexible working hours and onsite childcare facilities, particularly in the public sector. • Parliamentary Reforms: Discussions are ongoing to introduce family-friendly reforms in Parliament, such as improved maternity leave and childcare services, making it easier for women legislators to balance their careers with family responsibilities. <p>5. Mechanisms to Prevent Political Violence Political violence, including gender-based violence, disproportionately affects women, particularly during elections, preventing them from participating fully in politics.</p> <p>Legislation: The Elections Offences Act criminalizes violence, harassment, and intimidation during elections, with special provisions for protecting women. More efforts are being made to enforce these laws.</p> <p>6. Equal Access to Party Resources Political parties in Kenya are often the gatekeepers to elected office, and unequal access to resources, including funding and media exposure, has been a major barrier for women candidates. To address this:</p> <ul style="list-style-type: none"> • Party Funding Regulations: The Political Parties Act requires parties to allocate a percentage of their funding to promote gender equality, ensuring that women have better access to resources for campaigns and political activities. <p>7. Coordination with Other Like-Minded Women’s Organisations Collaboration with civil society organizations and international bodies is crucial to</p>

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	<p>advancing gender equality in Kenya:</p> <ul style="list-style-type: none"> • Kenya Women Parliamentary Association (KEWOPA): This association plays a significant role in promoting gender-sensitive legislation and advocating for the rights of women in politics. KEWOPA also coordinates with international bodies like the UN Women and Commonwealth Women Parliamentarians (CWP) to push for policy changes. • UN Women and International Partners: The UN Women office in Kenya works closely with local organizations and government bodies to advocate for policies and initiatives that promote women’s leadership. Programs like HeForShe engage men and boys in the fight against gender inequality. • Seminar on Gender-Based Violence (GBV) and Modern Slavery: It is a platform for parliamentarians, government officials, civil society organizations, law enforcement, survivors, and human rights activists to engage in dialogue and share best practices for combating these human rights violations across the commonwealth. <p>Nigeria:</p> <ul style="list-style-type: none"> - Public enlightenment/sensitization programme - Outreach Programmes to Schools/Community Based Groups <p>Gauteng Provincial Legislature</p> <p>1. The like-minded Women’s organisations i.e. Multi-Party Women’s Caucus</p> <p>The Gauteng Legislature Multi-Party Women’s Caucus is a forum constituting the GPL Women parliamentarians from across party lines who; irrespective of gender, race, religion, culture, class and political affiliation, are united by a common interest in respect of the economic and socio-political wellbeing of women in</p>

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	<p>Gauteng.</p> <p>The Caucus operates within the core values of the Gauteng Legislature and serves as an advisory and influencing entity in the Legislature. The Caucus pursues the development of women in the province, including strengthening the voices of under-heard constituencies, by re-focusing interventions to better the lives of women in their diversity, particularly young women and women with disabilities. The Caucus also strives to serve as a support mechanism for women legislators and providing a platform for mutual and ongoing mentorship, with more attention to the induction and support to newly elected Members.</p> <p>The work of the CWP in the sub-branch is intertwined with that of the Caucus as both structures strive to ensure that the legislature advances gender equality in all its processes, and foster business processes that integrate the interests of women and other disadvantaged groups.</p> <p>Any Additional Comments: Membership to the CWP chapter of the Gauteng Legislature has been extended to former women parliamentarians for capitalisation on their skills and expertise, and to create a generational mix and mentorship for new and aspiring women parliamentarians. The Constitution of the sub-branch has also been updated to allow for the broader membership of the sub-branch.</p> <p>Malawi</p>

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	<ul style="list-style-type: none"> • On education, Malawi Government is encouraging girls education through construction of Girls Hostels in areas where students travel long distances to attend to secondary school education. • On mechanism to prevent political violence, some stakeholders are being engaged such as United Nations Women, Oxfam Malawi, Democracy International to prevent political environment.

TANZANIA

ANNEXURE 1: DATA ON NUMBER OF WOMEN REPRESENTATIVES

i. DISAGGREGATE DATA ON WOMEN IN POLITICAL POSITIONS IN TANZANIA

SN.	POSITION	WOMEN	MEN	TOTAL
LEGISLATURE				
1	Members of Parliament	147	246	393

STRATEGIES TO OVERCOME GENDER INEQUALITY

I. Introduction of Women and Gender Development Policy (2000):

The aim of this policy is to ensure that the gender perspective is mainstreamed into all policies, programs and strategies.

II. Introduction of National Strategy for Gender Development

The goal of the National Strategy for Gender Development is to achieve gender equality and equity in Tanzania as stipulated in the national Constitution and the Women and Gender Development Policy.

III. The Parliament of Tanzania developed a Gender Strategy (2018) with a goal to mainstream Gender in all the works of the Parliament

IV. The Government is also implementing international commitments as enshrined in the

- a. United Nations Charter and on the Human Rights Declaration (1948)
- b. UN Sustainable Development Goals (particularly Goal 4 on quality education and Goal 5 on gender equality).
- c. AU Solemn Declaration on Gender Equality and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (2003)
- d. SADC Declaration on Gender and Development (199 Addendum on Prevention and Elimination of Violence Against Women and Children (1998));

V. Moreover, there have been initiatives on education, gender quotas, leadership programme and child care as follows: -**i. Education:**

Number of initiatives were undertaken to achieve gender parity and enhance education opportunities especially for a girl child including: -

- a. The Constitution of United Republic of Tanzania where every person has the right to access education, and every citizen shall be free to pursue education in a field of his choice up to the highest level according to his merits and ability.
- b. Abolition of school fees at primary school level (1973). The initiative opened up enrolment opportunities and ensured that fees was not a hindrance for accessing education especially for girls and low income households.
- c. Musoma Resolution (1974) declared the basic education as a human right and as such enhanced enrolment of girls in school

- d. Quota system (1975): a program for selection into secondary school which established a special quota system for girls to reduce gender parity;
- e. Education Act No. 25 of 1978: The Act gave the Government the power to enforce compulsory enrolment and attendance of both girls and boys. The Act was a strategy to strengthen the initiatives taken and enabled Tanzania to achieve gender equity in Primary school

ii. Gender Quotas:

The Constitution of Tanzania establish that at least 15% of Members of the Parliament should be Women.

iii. Leadership Programme:

Gender Mainstreaming programmes to Parliamentary Service Commission, Parliamentary Committees' Chairpersons and other Members of Parliament

iv. Child care: -

- a. Law of the Child Act, 2009.
- b. Tanzania Child Development Policy, 1996