

# Parliamentary Conference on Women in Leadership

**Theme:**

***Value of women's leadership towards a positive culture to protect and hold women accountable***

AT

THE INTERCONTINENTAL HOTEL

4<sup>TH</sup> - 5<sup>TH</sup> NOV 2019

# Recommendations (1)

- Unity of purpose - Women leaders must work together to achieve the common goal
- Strengthen the capacity of women leaders and invest in robust mentorship for aspiring women leaders
- Amend the constitution to safeguard devolution and the position of women from the county level to the national level. Ensure we have fully prescriptive laws and self executing laws
- Look at numbers and beyond – Invest in women leaders because they are better leaders
- Document successes as well as experiences/cases where women's rights have been violated, women de-whipped from committees, etc.. and find recourse – only committees are chaired by women
- Work with political parties on inclusive politics and support to women

# Recommendations (2)

- Change in attitude. Work with male allies
- Affirmative action and Opposite Gender rule should be enshrined within the constitution and should be across board in both public and private bodies
- Expand our territories - 50/50 appointive positions i.e. ministries and parastatals, 30% implementation in appointment of chiefs, unions, boards, etc.
- Link pertinent issues affecting the society with the national priorities e.g. FGM, early marriages vis a vis UHC, Education etc
- Schedule regular meetings to discuss issues affecting women
- Finally, let's do things differently this time and leadership will grow beyond 30% to 50%.