PROCEEDINGS OF THE
Commonwealth Women’s Forum 2015 Report
St Julian’s, Malta
22–24 November 2015
Foreword

When the inaugural Commonwealth Women’s Forum convened in Malta immediately before and in association with the 2015 Commonwealth Heads of Government Meeting, it was a most welcome innovation and an important milestone on our continuing journey towards inclusiveness and equality within the Commonwealth.

Its theme, ‘Women Ahead: Be All that You Can Be’ provided a strong message regarding the empowerment of women and emphasised that gender equality should be central to all aspects of policy development and programme implementation at all levels of development. Our hope is that at future Commonwealth Heads of Government Meetings the Women’s Forum will continue to be convened within the well-established pattern of forums for Business and Youth and Civil Society.

This report demonstrates the continuing strength of our Commonwealth commitment to gender equality and women’s empowerment. Working within the framework of the 2030 Agenda for Sustainable Development, we are building on progress already made in order to achieve more peaceful, just and inclusive societies in all our member states. The values and principles set out in the Commonwealth Charter of 2013 will not be fulfilled while half of humanity continues to be denied full human rights and equitable access to opportunities for fulfilling potential.

The Rt Hon Patricia Scotland QC
Secretary-General of the Commonwealth
### Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACU</td>
<td>Association of Commonwealth Universities</td>
</tr>
<tr>
<td>CEDAW</td>
<td>UN Convention on the Elimination of Discrimination against Women</td>
</tr>
<tr>
<td>CEFM</td>
<td>Child, Early and Forced Marriage</td>
</tr>
<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>CHOGM</td>
<td>Commonwealth Heads of Governments Meeting</td>
</tr>
<tr>
<td>CMJA</td>
<td>Commonwealth Magistrates’ and Judges’ Association</td>
</tr>
<tr>
<td>COL</td>
<td>Commonwealth of Learning</td>
</tr>
<tr>
<td>CWF</td>
<td>Commonwealth Women’s Forum</td>
</tr>
<tr>
<td>EIGE</td>
<td>European Institute for Gender Equality</td>
</tr>
<tr>
<td>FGM</td>
<td>Female Genital Mutilation</td>
</tr>
<tr>
<td>ICT</td>
<td>Information and Communications Technology</td>
</tr>
<tr>
<td>LGBTIQ</td>
<td>People who are Lesbian, Gay, Bisexual, Transsexual, Intersexual or Questioning</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Government Organisation</td>
</tr>
<tr>
<td>NHRI</td>
<td>National Human Right Institution</td>
</tr>
<tr>
<td>STEM</td>
<td>Science, Technology, Engineering and Mathematics (subjects)</td>
</tr>
<tr>
<td>WIP</td>
<td>Women in Politics affirmative action strategies</td>
</tr>
</tbody>
</table>
Group photograph delegates Commonwealth Women’s Forum, Malta
## Contents

**Foreword** iii  
**Acronyms** v  
**Commonwealth Women’s Forum Outcome Document 2015** 1  
Women’s Forum: A Call for Action on Gender Equality beyond 2015 1  
Political leadership 2  
Corporate leadership 2  
Leadership in the judiciary 2  
Enterprise development 3  
Access to finance 3  
Media and technology 4  
Social development 4  
Gender-based violence 5  
Conclusion and way forward 5  

1. Introduction 6  
2. Inauguration Ceremony – 22 November 2015 7  
3. Official Opening – 23 November 2015 8  
4. First Panel Session – Women in Leadership 9  
4.1 Lead speaker – Hon Margaret Wilson 9  
4.2 Women’s political leadership 9  
4.3 Women’s corporate leadership 10  
4.4 Women in the judiciary 10  
5. Second Panel Session – Women, Media and Technological Development 12  
5.1 Lead speaker – Ms Jackie Leonard 12  
5.2 Women, media and communication 13  
5.3 Women’s technology and innovation 14  
6. Third Panel Session – Women in Social Development 16  
6.1 Lead speaker – Ms Khadija Gbla 16  
6.2 Women and education 16
6.3 Women and health 17
6.4 Women in social enterprise 17

7. Workshops 19
7.1 Group 1 – Women and political empowerment 19
7.2 Group 2 – Preventing and eliminating child, early and forced marriage in the Commonwealth 22
7.3 Group 3 – Women and enterprise development 27
7.4 Group 4 – Gender and youth leadership 31
7.5 Group 5 – Gender and education 34

8. Moderator Reports 40

9. Conclusions 41

Appendix 1 42
Agenda, Commonwealth Women’s Forum 42

Appendix 2 46
Short biographies of speakers 46

Appendix 3 53
List of participants 53

Appendix 4 65
Moderator reports 65
Commonwealth
Women’s Forum
Outcome Document
2015

Women's Forum: A Call for Action on Gender Equality beyond 2015

We, the participants of the first Commonwealth’s Women’s Forum, held in St Julian’s, Malta from 22 to 24 November 2015, applaud the Government of Malta for successfully hosting this forum, under the theme ‘Women Ahead: Be All That You Can Be’ which reinforced among other things the importance of women’s economic, social and political empowerment and the need to ‘leave no women behind, including women with disabilities and women with different choices’, the need to strengthen women’s access, participation and leadership in education, health, employment, technology, political and economic decision-making and the judiciary. These will advance social justice and women’s human rights as key contributing factors to achieve equality between women and men and better quality of life and sustainable development.

Considering the mandates of the Commonwealth and the Commonwealth’s commitments to gender equality, the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, and other international instruments and national development commitments for the realisation of women’s rights and women’s empowerment: We, the participants of the Commonwealth Women’s Forum, call on Commonwealth Heads of Government to recognise this Outcome of the Women’s Forum and seek to:

1. Reaffirm the importance of women’s leadership, equitable participation and empowerment as critical drivers for inclusive sustainable development;

2. Acknowledge the importance of the Women’s Forum as a platform: (i) to transform the mainstream processes with an effective monitoring process to be observed by member states and (ii) to ensure commitments to gender equality and women and girls’ empowerment take centre stage and remain essential dimensions of sustainable development, and high on the agenda of Heads of Government;

3. Recognise that in order to achieve full gender equality all policies and initiatives should be gender mainstreamed, budgets are gender responsive to women’s empowerment, and monitored and assessed accordingly.
4. Accept the Commonwealth Women’s Forum as a permanent forum preceding the Commonwealth Heads of Governments Meeting (CHOGM), support accountability mechanisms that contribute to the decision-making of CHOGM; and


**Political leadership**

6. The Women’s Forum noted that, in the Commonwealth, men continue to be significantly overrepresented in political institutions and leadership and similarly in ministerial positions, public service, diplomatic corps, judiciary, parliaments, and local governance.

7. The Women’s Forum recommended that member states identify and develop the strategies to improve opportunities for women to actively participate in politics at all levels, and for civil society groups, media\[AQ: check sense\] to advocate for the role of women in political positions as key agents for responsive government that promotes sustainability.

8. Furthermore, the Women’s Forum calls on all Heads of State and Government who have not yet committed to the Global Leaders’ call to commit to the ‘He for She’ campaign to do so without delay. The ‘He for She’ is to engage men and boys as agents of change for the achievement of gender equality and women’s rights.

9. Political decision-makers in democracies should reflect the societies they represent and therefore an equal balance of representation between women and men so that the decisions that are made better reflect the interests of society. The Women’s Forum calls for strategies to improve opportunities for women to effectively participate in the political processes and consider temporary measures such as quota and/or a target of female representatives in the Commonwealth.

**Corporate leadership**

10. Observed with concern the underrepresentation of women leaders and decision-makers at the executive and non-executive roles in corporate boards for both private and state-owned companies.

11. Called for strengthened systems to increase representation with a minimum of 30 per cent and target timelines to meet target of 50 per cent of women in decision-making at all levels, including through effective measures, regulations and voluntary codes where appropriate, for advancing women’s leadership.

**Leadership in the judiciary**

12. Called on the need to assure equal pay for both female and male judges across the judicial sector and member states.

13. Acknowledged the influential impact of women’s judicial leadership across the Commonwealth in amending discriminatory laws, advancing the rule of law, equal justice and the rights of women and girls across Commonwealth
countries. Called for strengthened measures to advance judicial diversity including terms and conditions of service which enable women’s representation on the bench and progression through the ranks.

**Enterprise development**

14. Called on the Commonwealth and Commonwealth governments to:
   - enact laws that promote a level playing field for women and men;
   - find new solutions to persistent problems/barriers preventing women from starting, running and growing their businesses. They noted that government procurement is an important dimension of international trade making up to 10 to 15 per cent of the GDP of developed countries and up to 30 to 40 per cent of the economies of least developed countries (LDCs). Governments therefore are urged to ensure their procurement processes are enabling and supportive for socio-economic advancement of women.

15. Reaffirmed the importance of women’s enterprise development and emphasise financial literacy to be extended to all women and girls, and women’s holistic empowerment as a driver of economic growth, political stability, peace, social justice and inclusive sustainable development.

16. Reiterated that it is critical to facilitate the process of women’s economic empowerment, for which a multi-pronged approach is required. This includes macroeconomic processes, an inclusive business, an enabling environment for women’s employment, and increased access to productive resources such as land, property and financial services, and improving women’s skills and education for increased employment and entrepreneurial opportunities.

**Access to finance**

17. Called for the Commonwealth to explore innovative, inclusive and accessible financing mechanisms including public–private partnerships and collaboration with all Commonwealth partners.

18. Acknowledged the continuing role of private financing and government financing programmes that are mandated to support women’s entrepreneurship with a target of 30 per cent, particularly for many poor women-headed households. The Women’s Forum stressed the importance of greater access for women to a full range of financial services and products and for the Commonwealth and development partners to consider ways to support women in this area.

19. Recognised the benefits of members of the Commonwealth to share good practices and develop support networks. Called on governments to support the collection of gender-sensitive data, ensure key economic and financial data are current, accurate and disaggregated by sex.

20. Progress on gender equality and women’s rights is only possible with a strong and effective women’s movement. It is therefore essential that women’s civil society organisations are provided with adequate finances to carry out advocacy and support services in favour of women’s rights and gender equality.
Media and technology

21. Highlighted measures at creating and leveraging media (digital, broadcast, print) and technology to empower women and girls in the Commonwealth through increased opportunity for education and leadership training in the fields of communication, media and technology.

22. Recommended active engagement with journalists, media practitioners and media houses to address through the promotion of proactive roles of women and men in public and domestic spheres and use media as a tool to break stereotypes of women and men in the media; encourage gender-sensitive reporting by governments, international agencies, regional bodies and civil society; and support an enabling environment for women’s innovation and enterprise.

23. Recommended the promotion of and access to technology tools so as to bridge the digital divide for women as an enabler for communication, education and business.

24. Recognised the need for the women of today to act as catalysts, role models, and mentors, to support the women of tomorrow in the field of ICT and beyond.

Social development

25. Noted that poverty and underresourced education and health systems have undermined access to high quality meaningful education, basic health, employment and employability.

26. Acknowledged the importance of intergenerational co-operation to combat gender inequality. Young people especially girls must be meaningfully engaged in this process.

27. Recommended multiplicity of interventions at all levels necessary to effectively address the exclusion of girls and underachievement of boys in education, combat related health matters involving women and girls’ health, and reduction of maternal mortality.

28. Recognised the need to embrace a holistic set of women and girls’ concerns into future women’s forums and ensure that as the gender agenda of the Commonwealth advances with member states and civil society to end all forms of discrimination, including sexual orientation, gender identity and women with disabilities.

29. Called on the Commonwealth to renew emphasis on the purpose and outcomes of education in the context of gender equity giving impetus to STEM through transformative education systems align to the goals for sustainable human development and economic empowerment.

30. Media and education are two pillars that can promote change for young women and girls but when we combine them into media education they can be a profound game changer. We recommend that media education and gender equity training be built into the curriculum and syllabi across all the Commonwealth countries beginning from pre-school right up to tertiary.

31. Called that special attention be made with regard to small island developing states (SIDS) as set out in the Outcome of the 2015 SIDS Conference, the ‘Samoa Pathway’, to ensure that gender is mainstreamed in disaster and climate change.
Gender-based violence

32. underscored the need to address the wide spectrum and the root causes of power and control of sexual and gender-based violence (such as sexual and cyber harassment, stalking, rape, prostitution, trafficking, pornography, female genital mutilation, domestic violence, forced and early marriage), as it continues to undermine the health, dignity, security and autonomy of its victims, yet it remains shrouded in a culture of silence. Noted the increasingly rife social taboos and endemic cultural practices, which allow for child marriages, female genital mutilation/cutting, sexual violence and transmission of diseases on women and girls in the Commonwealth.

33. Called for

- relevant strategies that will help policy-makers' shape and design programmes to support victims, legally deal with perpetrators and eliminate harmful cultural practices that have a negative impact on women and girls in the Commonwealth;
- education of males to value females and their contribution to poverty eradication and sustainable livelihoods; and
- implementation of laws and policies with respect to women's health and safety.

34. Noted that the prevalence of child, early and forced marriage (CEFM) retards development in the Commonwealth and the consequences of CEFM on the rights of women and girls and particularly their health, education, agency and right to be free from violence. Urged member states to continue to raise awareness of gender-based violence, and highlight support available to survivors and reference the issue of holding perpetrators accountable.

35. Welcomed continuing efforts by member states and Commonwealth bodies to prevent and eliminate gender-based violence which includes CEFM, and encourage these efforts to be further strengthened particularly working with national and regional human rights institutions, traditional leaders, as well as survivors of CEFM through the Champions Against Child Marriage platform (CHAMP).

Conclusion and way forward

36. Called for the Commonwealth to establish an independent Technical Working Group on gender equality and women's empowerment in alignment with the targets for the Sustainable Development Goals and the 2030 Agenda for Sustainable Development and to report progress to subsequent CHOGM.

The Women’s Forum requests the Commonwealth Heads of Government to endorse the Women’s Forum’s Outcome.

24 November, 2015
1. **Introduction**

2015 was a significant year for the Commonwealth Secretariat: it celebrated its 50th anniversary as the Commonwealth’s principal intergovernmental body and convened the first Commonwealth Women’s Forum (CWF). The CWF was jointly organised by the Commonwealth Secretariat’s Gender Section with the host country’s Task Force for the CWF and the Government of Malta. Several partners contributed to the success of the CWF including Commonwealth associations, international agencies, corporate bodies, and civil society organisations.

The Government of Malta successfully hosted the inaugural Women’s Forum under the theme: ‘Women Ahead: Be All That You Can Be’ on 22–24 November 2015 at the InterContinental Hotel, St Julian’s. The main objectives for the forum were to reinvigorate global and Commonwealth commitments on gender equality, women’s and girls’ empowerment, and to place women’s social, political and economic issues high on the agenda of Commonwealth leaders.

The CWF commenced with an opening ceremony on the evening of 22 November 2015. The actual meetings were on 23–24 November, with plenary sessions on Day One and parallel workshops anchored by contributing partners on Day Two. Over 500 delegates attended the forum from within and outside the Commonwealth. Delegates included ministers, high commissioners, heads of international agencies, first ladies, professors and academics, activists, as well as leaders of Commonwealth bodies, business and civil society organisations. The programme is provided as Appendix 1.

The forum served as a platform to ensure commitments to gender equality and women’s empowerment takes centre stage and remains high on the agenda of Heads of Government. The forum concluded with an Outcome Document (Appendix 2) that was delivered by the Honourable Dr Helena Dalli, Minister for Social Dialogue, Consumer Affairs and Civil Liberties of Malta to the meeting of the Commonwealth Ministers for Foreign Affairs Meeting that was held prior to the Commonwealth Heads of Governments Meeting (CHOGM) on 25 November 2016. The Forum reaffirmed the importance of women’s leadership, equitable participation and empowerment as critical drivers for inclusive sustainable development. Key recommendations and salient issues on gender equality and women’s empowerment will be incorporated as part of the analysis to formulate the priorities for the Commonwealth on gender equality. At the CHOGM, the Heads endorsed the Women’s Forum Outcome and agreed that the Commonwealth Women’s Forum will become a permanent feature of the forums held at the margins of CHOGM.
2. Inauguration Ceremony – 22 November 2015

The Commonwealth Women’s Forum was officially opened by the President of Malta, Hon. Marie Louise Coleiro Preca. The Commonwealth Secretary-General Kamalesh Sharma and Prime Minister Joseph Muscat of Malta also delivered remarks to mark the inaugural Commonwealth Women’s Forum. The ceremony was vibrant and included intergenerational speakers. The proceedings were a combination of formal welcome remarks by eminent dignitaries and artistic display of the host nation’s rich culture. The ceremony was attended by high-level dignitaries from the Commonwealth and participants from more than 50 countries, Commonwealth and non-Commonwealth.

The Official Opening of the Commonwealth Women’s Forum comprised welcome remarks by Ms Phyllis Muskat, Head, CHOGM 2015 Task Force of Malta; Dr Claire Cessar, Malta’s Women’s Forum Subcommittee; Ms Amelia Kinahoi-Siamomua, Head of Gender Section of the Commonwealth Secretariat; and Ms Michelle Muscat, Spouse of the Prime Minister of Malta. The Keynote Address was delivered by Ms Lakshmi Puri, Assistant Secretary-General of the UN and Deputy Executive Director of UN Women.
4. First Panel Session – Women in Leadership

Despite the myriad of barriers and challenges limiting the participation of women in leadership positions at all levels of decision-making in the Commonwealth, this session acknowledged the achievements of Commonwealth countries in putting in place mechanisms to increase the representation of women in parliaments, cabinets, provincial and local governance. Key recommendations included the implementation of existing agreements. The session further explored opportunities to advance women’s leadership in elections, public and private boards and the judiciary, and concrete actions to take forward to CHOGM.

Moderator – Prof Tagaloatele Peggy Fairbairn-Dunlop, Auckland University Technology, New Zealand

4.1 Lead speaker – Hon Margaret Wilson

Professor of Law and Public Policy, New Zealand (Attorney General and first woman Speaker New Zealand House of Representatives, 1999–2008)

Hon. Margaret Wilson observed how important it is that women undertake political roles locally and globally; as more decisions are taken globally women’s participation becomes even more important. Women’s experience and interests are part of decision-making processes, so they should undertake political positions, participate and contribute. They can make a difference.

In New Zealand 31 per cent of Members of Parliament and 20 per cent of the government are women. The Chief Justice is also a woman; however, New Zealand is no longer in the top 10 countries listed in the World Economic Forum report.¹

Hon. Margaret Wilson pointed out that women need to be constantly vigilant in ensuring equality; achieving equal legal rights is only the beginning of achieving substantive equality, so it is essential to maintain the equality agenda. Participation by women in politics can also be influenced by the political system in place; therefore women need to be members of the selection committees in political parties. She argued that the ‘first past the post’ system is a barrier for women, so a change in the electoral system would empower more women. There is an illusion that candidates are selected on the basis of merit, suggesting that men are selected over women because they are inherently more capable. Women need mentoring to be equipped to participate in the political scene and in campaigns; it is essential for them to have the support of the party and of their colleagues. Change takes time and it is important to ensure that changes are adhered to and cannot be overturned.

Hon. Margaret Wilson explained that women’s economic equality often challenges the way economic trade works. For the maintenance and promotion of social democracies it is essential that women participate in all levels of decision-making, by working together on a number of issues to achieve gender equality:

- promotion of financial independence of women – free flow of capital;
- equal division of property;
- Recognition of work-life balance;
- engagement in decision-making positions both locally and globally; and
- remaining grounded in their own values and beliefs.

4.2 Women’s political leadership

Ms Joanna Maycock, Secretary General, European Women’s Lobby

Joanna Maycock stated that the lack of women in decision-making indicates a crisis of democracy; decision-making needs to be more diverse, so leadership models need to be re-thought. The serious overrepresentation of men, particularly middle-aged white men, in political institutions,

needs to be tackled. A feminist Europe means that both men and women can enjoy European life equally free from threats and violence, as equal earners, with equal careers and equal voices.

The European Institute for Gender Equality (EIGE) launched its gender equality index in June 2015. The data, Ms Maycock argued, indicates that progression on gender equality stopped some ten years ago, and remained at 52 per cent in comparison to men. Not even Sweden has gender parity. Major issues are inequality of time and power – 75 per cent of power brokers in Europe are men, including 85 per cent of ministers. The EU parliament has 37 per cent women, however, the balance of power is starting to shift since there are women in every committee.

Proposed solutions:
• a shift in the culture;
• institutional transformation in politics;
• introduction of quotas;
• fixing an outdated system which is increasingly in conflict with the general public, rather than fixing women to fit the system;
• a strong women’s movement including the disabled/LGBTIQ (people who are lesbian, gay, bisexual, transsexual, intersexual or questioning) movements; (observing that the women’s movement in civil society is currently weak due to lack of resources and support;)
• work with women and girls to encourage participation in politics and encourage women to vote for women;
• work with the media to avoid propagation of negative gender stereotypes; and
• working together internationally.

4.3 Women’s corporate leadership

Dr Shaheena Janjuha-Jivraj, Co-founder Boardwalk and Senior Lecturer, Henley Business School

Dr Janjuha-Jivraj reported that 15 months ago, only 16 countries across the Commonwealth had data about women in leadership positions. Without data one cannot measure progress. Only five countries have reached the global target of 30 per cent representation of female leaders in the private sector. She said the research indicated that quotas did not seem to work; since quotas had been removed in Scandinavia, women leaving boards were being replaced by men, while countries that had achieved, or were close to achieving, critical mass had worked towards targets rather than with quotas. It was not enough for women to have a place on the board but essential for women to be part of the decision-making process. She stressed the need to change the culture of organisations, emphasising inclusivity. Targets were to be agreed upon by all stakeholders in all levels of leadership, not just in the boardroom, since research has shown that organisations that ensured the inclusion of women in decision-making positions performed better.

Dr Janjuha-Jivraj said a tripartite approach needed to be taken, which would:
• promote change in the culture of the organisation;
• ensure chief executive officer (CEO)/leadership is committed to gender diversity; and
• shift mindsets across the organisation.

She said women did not leave work just to stay at home; they left because they could not remain where they were, and would often work elsewhere or start their own business.

Recommendations:
• make a business case for change;
• make it personal – ask leaders about the future of their own daughters;
• involve the government, business and advocacy groups, with clear dialogue on shared objectives; and
• identify mechanisms to keep data up to date.

She concluded: ‘At the current rate of progress our granddaughters will be lucky if they achieve wage parity’.

4.4 Women in the judiciary

Dr Karen Brewer, General Secretary, Commonwealth Magistrates’ and Judges’ Association (CMJA)

Dr Brewer began with the paradox that gender equality did not exist in the justice system, which itself promotes equal justice for everyone. Women used to be considered too sensitive and emotional
to make reasoned judgements; this barred women from the judiciary until the late nineteenth century for female lawyers, and until mid-twentieth century for the appointment of the first female judge.

Dr Brewer argued that women were underrepresented in the judicial hierarchy, with few women in positions such as Supreme Court judges. Female lawyers have been stereotyped as less assertive, giving male lawyers a better chance to be appointed to higher judicial roles. In some countries (e.g. Malaysia) women are also subject to discrimination. Some female judges attempt to be more like their male counterparts, while the media tends to emphasise female judges’ femininity by reporting on their sex, their role as parents or grandparents, which is not done in the case of male judges. The women are judged by the way they fulfil all life roles (wife, mother, judge etc.), while men are expected only to fulfil their role as judge.

Dr Brewer suggested difficult working conditions could be considered a deterrent for some of the women who also have to cope with the ‘old boys’ network. Apart from the ‘glass ceiling’, which hinders most of the female judiciary from progressing beyond the magistrate position, these women have to contend with the ‘glass box’, wherein most of the female judiciary are assigned to Minor and Family Courts, considered not to require much thought. Although many systems for appointment are still male dominated, the introduction of a more transparent appointment system has seen an increase in female appointees. Female judicial officers bring diversity to the bench, increasing fairness and diversity in judgments. They promote women’s rights and women are more at ease discussing their experiences in front of female judicial officers.

Dr Brewer said affirmative action is discussed, but is not always agreed with. She also talked about quotas, which are important to break the cycle of the overrepresentation of men in decision-making positions but are simply a tool for change, not a goal in themselves. In the EU, countries which have legislative quotas have seen an increase in the number of women running for office. However, there is an increasing resistance because of the punitive aspects of quotas – and in some cases, where companies had not achieved the quota, they had simply budgeted for the fines.

Recommendations:

• UN Convention on the Elimination of Discrimination against Women (CEDAW) Article 5 on eliminating ’stereotyping and cultural prejudices’ should be implemented;  
• legislation which discriminates against women should be replaced with gender equality laws, and these should be implemented;  
• there should be more opportunities for girls, to encourage them to study law, and more effective mentoring and shadowing systems to help women progress in the judicial system;  
• a survey should be held to assess the representation of women in the judiciary.

5. Second Panel Session –
Women, Media and
Technological Development

The media can play a significant role in either perpetuating or challenging social norms and behaviours that condone violence against women and girls. New media tend to portray women in the ideal of economic interests, by sensationalising the imagery of women’s body parts to advertise everything from food to cars. This relentless messaging of beauty and sexual objectification of women (and of men as having a chiseled body and strong upper arms) on the internet, TV, films, music videos, magazines and newspapers is now considered the norm, and continually affects the perception of what qualifies as a perfect body. Further, the media sensationalises the passive role of strong women in leadership positions, which makes their qualitative contributions invisible and symbolises women as victims rather than victorious. This session acknowledged the strength and immense contribution of women in digital media, technological innovation and enterprise. Key recommendations to Heads of Government included investment in an enabling environment for women in media, technology and communications, and supporting technological innovation to alleviate poverty and job creation for the next generation.

Moderator – Dr Carmen Sammut,
Head of Department, International Relations, University of Malta

5.1 Lead speaker –
Ms Jackie Leonard
Presenter, Newsroom, BBC World Service

Jackie Leonard described how media and films promote unhealthy ideas, such as those of a woman who at 37 is considered too old to be a 50-year-old man’s lover. Entertainment media is selling a dream; it is not real. News programmes should deal with reality but, to analyse the extent to which they do so, we need to analyse who reports the news; what is published as being news; the language used; and whom we trust to deliver the news.

On the question of who reports the news, Jackie Leonard said there have always been great women reporting from dangerous places at great personal cost and these women’s role in reporting the news is vital; we cannot portray the entire story if half the population is missing from it. Women are proving they can deal with the pressure of reporting hard news stories as well as the men.

She observed that the macho culture in the newsroom and editorial teams still exists today as editorial teams are largely dominated by men, who often deem having two news items featuring women’s issues as being ‘at least one too many’.

Ms Leonard argued that some stories have been neglected, ignored or tiptoed around because of ‘the yuk factor’. An intrauterine device (IUD), touted as being safer than the oral contraceptive pill, was leading to sepsis, miscarriage and death – but this story was unreported in various countries because of the patriarchal attitude that ‘decent women were not interested in these sorts of things’.

Ongoing issues such as female genital mutilation (FGM) are underreported in the news on mainstream media. There is a resistance to hearing the vocabulary needed to tell the story. The media needs to overcome the notion that there are two types of audiences, with women as a minority or niche who are interested in more soft news, and the male audience.

Ms Leonard pointed out that female victims of crime are judged according to their lifestyle - e.g. prostitutes, a teenage mother. When two police officers were killed in a trap set by a convicted killer, news reports emphasised the fact that the officers were women. This focus on gender would not happen if they were men. Was it considered more tragic that they died because they were women? Were they destined to fail and die because they were women? Should they have not been in the
job because they were women? It is time that the designations of police officer, soldier, firefighter, etc. became neutral terms, where gender was irrelevant.

She said news reports routinely defined women in relation to their maternal or grand-maternal status, when such status was completely irrelevant. Marital status was also an issue which was not mentioned in news about men.

Social media has made a huge difference even to mainstream media because more people have access to it. Hashtag campaigns gain access to information that would not be promoted by the patriarchal male gatekeepers to traditional media platforms. Social media also exposes women to more threats and abuse for comments that men disagree with. With women’s increased access to programming through tablets, computers etc., broadcasters will have to stop taking women for granted.

Ms Leonard said, finally, that how news is presented, the language used, the stories covered, and who tells the news: these all matter.

5.2 Women, media and communication

Ms Baria Alamuddin, Foreign Editor of Al-Hayat newspaper

Women are often portrayed as fatalistic and giving in easily. Baria Alamuddin argued, but we can and we should change the way women are portrayed in the media. We are guilty of failing to tell our stories, but how else will the world know if we do not tell them? We need to create leaders by showing what we can learn and be. Women need to learn to be effective communicators, getting our message across distinctively and concisely.

The media is changing; it used to be mainly dominated by men but the increase in female reporters across the Middle East means that women are no longer judged simply by their appearance. Women should be role models. Ms Alamuddin said, ‘We want our children to look up to us and aim to be better than we are’. She concluded with the recommendation that the media start concentrating on what women say and stand for, rather than on what they look like.

Dr Brenda Murphy, Senior Lecturer, Gender Studies, University of Malta

Dr Murphy asked about the critical challenges facing women and girls in the media: How are women and girls portrayed in the media? How are women placed as practitioners working in the media industry? Women are less likely to appear in some genres, or not at all, and less likely to be the main focus of a programme. Women are more likely to be stereotyped; portrayed in passive roles; sexualised. Across all four media platforms women appear as subjects in the news only 24 per cent of the time, with 76 per cent of stories portraying men (2010). There was no change in this statistic between 2010 and 2015.
Dr Murphy asserted: ‘News is the lynchpin against which we pinpoint our own reality’.

She said women in the media tend to be thin and sexualised; to talk less than their male counterparts; to have less significant roles; to be less likely to be portrayed as income earners. Only 23 per cent of films feature a female protagonist and three out of five filmmakers are men.

Dr Murphy added that, in the 27 countries of the EU, 37 per cent of presenters, journalists and hosts, and 32 per cent of decision-makers are women. No country worldwide is hitting the 50 per cent mark. Women have an equal right to participate in public life, but the media does not currently reflect this. Women are powerful agents of change.

She recommended a combination of approaches:
- top–down – policy, legislation and enforcement, regulation, monitoring and training; and
- bottom–up – media literacy, gender equality training, activism and advocacy.

5.3 Women’s technology and innovation

Dr Bola Olabisi, CEO, Global Women Inventors & Innovators Network

Dr Olabisi explained that innovation can mean anything and everything, but it should be taken to cover technological and social innovation; anything you can think about. She said any new solution that helps to solve existing issues in society is an innovation. Women across the board are able to come up with a variety of new solutions – some are high technology, others very low technology, but all are innovative.

A think-tank has been set up to ensure women’s innovations are recognised, supported and encouraged. However, Dr Olabisi pointed out that one solution does not solve all the problems faced in recognising women’s innovation; not enough are being recognised. In Europe only 15 per cent of women are protecting the rights to their inventions by means of patents. A thought process is needed that is responsive to societal needs; we need pragmatic business solutions, knowledge transfer not only in the Commonwealth countries but across the globe. We also need to find solutions for local problems by looking at the local structures in place at any given time.

Recommendations:
- support and strengthen active platforms that showcase women’s success and participation;
- target and engage stakeholders;
- set up an effective one-stop PR digital portal; and
- encourage knowledge exchange and transfer.

Ms Doreen Bogdan-Martin, Chief Strategic Planning International Telecommunication Union

Doreen Bogdan-Martin asserted that if there were more women in technology we would have better technology, so for example women would not be miked up from under the back of their dress. It is 20 years since the Beijing summit called for affordable and equal access to information and communications technology (ICT) for all.

Sustainable Development Goal 5 encourages the use of enabling technologies, in particular ICT, to promote women’s empowerment. This can be achieved through mainstreaming; access to information; equal ICT training; digital training and equal opportunities throughout the ICT sector.

Ms Bogdan-Martin highlighted the leadership gap throughout the ICT sector. She said that out of the Fortune 500 companies, only 26 CEOs are women, and estimates suggest it will take until 2090 to achieve gender parity. Only 7.8 per cent of ICT ministries are headed by women; the number has recently decreased from 25 to 15. Furthermore, only 12 ICT regulatory bodies across the Commonwealth are led by women. Out of 4,000 delegates, there are still no women on major ICT conference panels. There is also a huge gap in women taking up STEM (science, technology, engineering and mathematics) subjects, with women gaining only 18 per cent of the computer science degrees, leading to a scarcity of female leadership in the ICT industry.

Further statistics were offered to illustrate the problem:
• women make up less than 3 per cent of the European ICT workforce;
• there are 200 million fewer women than men online;
• 1.7 billion women do not own a mobile phone;
• Less than 33 per cent of broadband plans are gender-sensitive

Ms Bogdan-Martin talked about the initiative by the United Nations agency for information and communication technologies, the International Telecommunication Union (ITU), to organise an annual ‘Girls in ICT Day’, encouraging girls to embark on ICT careers. The Gender Equality and Mainstreaming Policy (GEM) Tech Awards recognise role models in the sector and provide a platform to empower women in ICT. The ITU aims to become a model organisation for gender equality by leveraging the power of ICT to empower men and women. It is also working to ensure that in the future there will be no more male-only ICT conference panels. There is need to work for a future where boys and girls have the same opportunities, where women can lead in the ICT industries, so that girls learn to use ICT, create with ICT and be all that they can be.

Doreen Bogdan-Martin concluded, ‘We work to climb to the top of the ladder but when we get there we must remember to leave the ladder for others to be able to climb it too’.

**Ms Elvia George, Chief Finance Officer, Bank of Valletta, Malta**

Elvia George pointed out that there are one billion women in the Commonwealth, so economically it pays to listen to and involve women as consumers. Gender equality is more than a matter of fairness it is also a matter of economic benefits.

Education is the first important step, she concurred, but although in Malta the number of female graduates equals or sometimes exceeds the number of male graduates, stereotyping is prevalent, with women underrepresented in the sciences and engineering degrees. This distinction carries on to the workforce where women are still overrepresented in some areas and underrepresented in others. Across the EU-27 the employment gender gap is still evident, although it has narrowed from 17 per cent to 11 per cent.

Ms George acknowledged that women’s participation in the labour market decreases as their age increases, saying this is probably due to the fact that women are still faced with a choice between family and work. Returning to work after taking a career break is not as easy as one would suppose.

Women are still underrepresented in decision-making positions in Malta. Although 63 per cent of all boards have a female member, only 2.3 per cent have a female chair.

‘Having one voice among many male voices is not effective.’

Ms George said the gender pay gap was due to many factors, but the benefits in reducing it would include economic recovery and economic growth.

Breaking the mould would mean:
• setting gender equality as a priority in the EU;
• instituting laws on gender quotas; and
• achieving increased awareness, especially for employees.

Individually we need to address other issues:
• Strive for work–life balance
• Seek help and support – this is not considered as weakness
• Be assertive
• Demand recognition of women’s issues
• Believe in yourself and your capabilities

Ms George concluded: ‘We need to be in places where our voices matter.’

HE Natasha Stott Despoja AM, Ambassador for Women and Girls, Australia, and Ms Lesley Rudd and Ms Nicole Mamadi, Infant Trust, Kids R Special, took part in the discussion that followed these presentations.
6. Third Panel Session – Women in Social Development

Women’s relative lack of decision-making power and unequal access to education, basic healthcare, employment, finances and other resources are considered the root causes of their ill-health, repeated childbearing, and high mortality. This session highlighted constraints experienced in cross-cultural societies, gender dimensions associated with the exclusion of girls and underachievement of boys in education, and good practice aimed at improving women’s and girls’ health and education in the Commonwealth. Key recommendations to Heads of Government included strategies to eliminate gender disparities in education and combat women’s maternal mortality in accordance with the Sustainable Development Goals, 2030.

Moderator – Marceline Naudi, Head of Department, Gender Studies, University of Malta

6.1 Lead speaker – Ms Khadija Gbla
Anti-FGM Campaigner

Ms Khadija Gbla described storytelling as the most powerful tool women could have. She said women were trying their best to be their best. It was through her experience of survival that she discovered a large number of other women had experienced genital mutilation.

‘If the penis of a man is cut off, the world would stop; so why is the world not stopping?’

Ms Gbla settled in Australia in 2001 as a refugee and according to her mother female genital mutilation (FGM) was part of their culture; it could happen to any African woman. She defined FGM as pure violence against women and children, and said four girls were mutilated every minute (2–3 million girls per year) around the world; FGM caused various pains, had no health benefits, and the consequences were permanent. Every child deserves protection regardless of her skin colour or her religion, FGM is about gender and equity. She did not have a voice when FGM happened to her, she did not give consent; it is our responsibility to protect girls and give them a fighting chance. Culture can never be used as an excuse for child abuse.

6.2 Women and education

Dr Winsome Gordon, CEO Jamaica Teaching Council

When Dr Gordon started working towards a system where girls were more educated, a man asked her: ‘How can a woman from a little island in Jamaica understand our culture?’ Her response was ‘There is no relation between the size of my island and the size of my brain’.

Dr Gordon argued that education must educate everyone if it is to be effective. It should be a system where everyone can achieve his or her dreams and optimal potential. In Jamaica 70 per cent of students are girls, who go on to dominate all professions except engineering. Jamaican culture supports and prioritises female education. If the fathers are employed, the girls stay longer in school, while low performers are predominantly from a poorer background. She said girls perform better in single sex schools where education transformation is well under way. It has promoted equity, focusing on teacher and parent training, with gender sensitive training for heads of schools.

Schools can represent diverse educational system for all, and support the educational advancement of both men and women. Dr Gordon concluded with a question:

‘Should gender education be introduced for males?’

Ms Jude Kelly, Women of the World (WOW) Festival

Jude Kelly observed that if we see girls and women play a side role it becomes normal, for others, that it is what we have inherited. As a culturally powerful figure, she has been told by many young women, ‘I am not a feminist’, but they would then start talking about feminist issues. Women understand through other women’s stories about humanity.
The WOW Festival is made up of talks, workshops and performances involving or targeting women. It has become a worldwide success, and it is hoped that it will be held in several other countries. It is intended that there will be a WOW Festival during the 2018 Commonwealth Games on the Gold Coast in Australia, in order to create consciousness and awareness about women’s issues.

6.3 Women and health
Dr Felicity Daly, Executive Director, Kaleidoscope Trust, UK

Dr Felicity Daly stated that minorities such as lesbian, bisexual and transgender (LBT) women were less likely to access health services and receive optimal care, because some medical staff refused treatment because of the patient’s sexual orientation. It is difficult to gauge the health of these women and there is also a high risk of violence committed against LGBT persons.

Dr Daly referred to the targets of the Strategic Development Goals and urged Commonwealth leaders to ensure equal access to health services for all. Protection in healthcare was to be supported by policy and legislation, regardless of patient sexual orientation or gender identity.

She questioned whether or not the LGBTIQ community would be represented in the campaign to stop violence against women.

She suggested that the Commonwealth should take action to ensure equal access to safe health services for all, with services also targeted for the marginalised population.

6.4 Women in social enterprise
Ms Christine Wilson, Head Research & Engagement, Society team, Education & Society, British Council

Christine Wilson described how the British Council promoted the development of social enterprise and social investment to help foster a more sustainable inclusive prosperous future for all women. This was achieved through training; business consulting and mentoring; access to funding and investment opportunities; study tours and international networking. Between 2012 and 2014, the programme supported and trained more than 6,000 female social entrepreneurs.

Ms Wilson talked about the need to mobilise a global economy to enhance entrepreneurship, with a social enterprise programme to look at prosperity and security. The pay gap between men and women is higher in social enterprise.

She said, ‘Let’s build on the sector’s successes, which include strategic, robust and brave entrepreneurs’.
Dr Lena Wilson, Chief Executive, Scottish Enterprise

Being a woman in the public domain as well as chief executive is not easy. Dr Wilson said she had been called many names such as firecracker and formidable. In Scotland 60 per cent of social enterprise is led by women. Women are described in ways that would not be used for men in the same position. A woman in business is considered a celebrity.

Hon. Baroness Sandip Verma, Parliamentary Under-Secretary of State, Department for International Development, UK

Hon. Baroness Sandip Verma said the UK government put women and girls at the centre of its action, creating real opportunities so that girls and women could participate in all aspects of society, while giving them equal access to the labour market once they finished their education. Working towards gender equality was another priority. Violence was one of the most common violations of human rights; consequently, ending all types of violence against women and children was a priority for the UK government.

In July 2014, the United Kingdom hosted the first ‘Girl Summit’, aimed at mobilising domestic and international efforts to end female genital mutilation (FGM) and child, early and forced marriage (CEFM) within a generation. UNICEF also co-hosted the one-day event. Ethiopia, the African Union and Zambia have also held a ‘girl summit’. Nigeria has prohibited FGM. FGM is a criminal offence in Tanzania and this shows that national legislation can help end gender imbalances.

She said the Department for International Development encouraged all Commonwealth representatives to work to end discrimination against girls and harmful gender roles. Its global target, to end FGM and forced early marriage, could only be reached with a global commitment. It encouraged all countries to end the harmful gender roles in a culture where being born a female was considered a crime.

Recommendations:

• There is a need to cater for people with disability, to help and empower them. There is a need to include all women with disability and not just refugees.

• The media has a role to play in agenda setting in relation to gender.
7. Workshops

7.1 Group 1 – Women and political empowerment

The workshop recommended strategies on speeding up progress towards gender equality in leadership across all sectors of public and professional life at the national, provincial and local government levels. The workshop was anchored by the Commonwealth Parliamentary Association, Commonwealth Local Government Forum and Commonwealth Secretariat.

Ms Fiona Mactaggart, Member of Parliament, UK

Fiona Mactaggart reported that there are more women in the Labour Party than in all other parties put together. The UK was ranked 59th in terms of women’s representation in parliament.

She detailed four issues to be tackled and suggested some answers:

- How do you win support?
- How do you increase participation of women?
- What positive discrimination is necessary?
- How do you make Parliament woman-friendly?

‘You have to recognise that women do make a difference.’

‘Make chances for women to be selected, elected and heard.’

Ms Mactaggart said the language in parliament tends to be very male dominated. Women become frustrated; consequently women’s networks have been created to help and support.

Parties exist to win votes; however, parties should demonstrate and state the positive change more women in parliament would make; it would certainly make a big difference in mindsets, making it more human. Women would add value to politics.

It is necessary to organise women’s summits to reach outside parties and support each other. Politicians should be tied to specific actions.

Ms Renee Laiviera, Commissioner & Acting Executive Direction, National Commission for the promotion of Equality Malta

Renee Laiviera asked what challenges are impeding women in the political sphere.

She said every man thought he was qualified for everything, while women needed encouragement to join and have self-confidence. If every woman invited another woman to join and have a go, the change needed could be achieved.

Inadequate funding and a lack of media coverage compound the issues. Ms Laiviera highlighted the need for more positive measures to ensure equality, since targets based on the goodwill of decision-makers have not made much difference to the
status quo. She noted the lack of job security in politics in Malta, and a limited drive to recruit women for political positions.

Ms Laiviera argued that more women in politics would generate equality between men and women, since without women in politics, countries are not democratic. Women bring a stronger voice to the table; they build confidence; contribute to changing agendas; increase trust in the political system. They bring a diversity of skills, enabling a change in the public perspective and perception of politics and combat gender stereotypes. They bring knowledge and act as role models for other women to follow.

Recommendations:
• create a mentoring system – we have to support women;
• develop mechanisms and training to empower women;
• remove barriers from the practices and procedures of political parties;
• bring transparency;
• develop initiatives to include women in politics;
• demand relentless commitment to equality; and
• increase participation still further.

Ms Alison Zerafa Civelli, Mayor of Cospicua, Malta

Ms Zerafa explained that voluntary work led her into politics. She believed politics was about daily life, and therefore should not be different for men and women.

She said the Maltese government was enabling women to enter the public sphere in leadership roles by helping with family measures such as free childcare. Many of the women in politics in Malta started their career as members of the local councils. These councils should encourage capable women to venture into the political scene at a national level. Statistics show that women’s participation is low in comparison to men; this is often due to lack of opportunity and not a matter of capabilities. Sustainable Development Goal 5 calls for full participation of women, so quotas might be regarded as a good measure to increase the number of women involved.

Recommendations:
• female councillors and female MPs should work together to implement change;
• nurture and support should be extended to more women; and
• local-level participation could act as a platform to national participation.

Prof. Tagaloatele Peggy Fairbairn-Dunlop, Auckland University of Technology, New Zealand

Prof. Fairbairn-Dunlop said that in the Pacific women groups have been very instrumental; they have acted as negotiators and mediators. ‘Civil society is the Cinderella of the partnership.’

She pointed out, however, that women across society have limited time to participate in non-government organisations.

Prof. Fairbairn-Dunlop suggested that non-governmental organisations (NGOs) and civil society could negotiate, transform and create spaces by acting as a watchdog. They should mark, celebrate, understand and build on achievements over the whole range of unelected spaces.

She remarked that affirmative Women in Politics (WIP) measures should be used carefully, alongside awareness raising and skills training. Women should capitalise on their cultural strengths and build new strengths, as well as working with male political advocates on many levels.

Recommendations and conclusions:
• increase financial aid;
• encourage women to participate;
• engage the trade union movement; and
• support and lobby for more female participation.

General discussion

A discussion was held among participants instead of another presentation, with the following outcomes:
• Power and violence are interrelated in political life. Men use power to violate women even in politics by sexual harassment and humiliation; women are belittled and joked about in the media.
• Women must challenge macho cultural behaviour, and be more confident.
• Women do not need to be invited and must be strong together.
• Men do not feel they are betraying their children by being politicians; men do not receive threats in politics and are not sexually harassed.
• Violence against women is about the imbalance of power between men and women.
• There are more challenges for women with disability – they do not report out of fear of not being believed. There is a lack of shelters for these women.
• Many women who have climbed the ladder forget the others at the grassroots.
• Women need to be good role models. The mindsets of men need to be changed.
• ‘If you can run a house, you can run the world’.
• Women lack self-confidence, so a mentoring scheme may prove fruitful and successful.
• Empowering women is essential, as well as getting committed people into the programme.
• ‘Work begins but does not end after one gets elected’.
• NGOs serve as a platform of encouragement for girls and women to take up STEM programmes. These lead to managerial positions in public and private institutions.

Key points from the discussion:
• you cannot change in a few years, but you can try;
• the next CHOGM should look through the prism of women;
• start educating young;
• support women’s networks;
• question cultural beliefs;
• address power and control;
• give confidence to girls to have an important role in all levels of society;
• politics is about caring, and nurturing people;
• local government is a good stepping stone in politics;
• finance is a massive barrier to women’s campaigning in politics;
• introduce more family-friendly measures;
• campaign for gender equality legislation; and
• implement legislation.

Deputy Secretary-General
Dr Josephine Ojiambo and Advocate Karen McKenzie, Head Human Rights Unit
7.2 Group 2 – Preventing and eliminating child, early and forced marriage in the Commonwealth

Prevention of child, early and forced marriage (CEFM) is a key mandate of the 2015 Commonwealth Heads of Government Communiqué. The workshop centred on efforts to prevent and eliminate child, early and forced marriages in the Commonwealth, and was anchored by the Human Rights Unit, Commonwealth Secretariat.

Dr Josephine Ojiambo, Deputy Secretary-General, Commonwealth Secretariat

Dr Ojiambo acknowledged women’s potential to change their economic situation and their communities, but said they still face barriers to do so. Child and forced marriage violates, abuses and impairs human rights.

‘Should current trends continue, 140 million girls will be married before age 18, and half of them are from the Commonwealth.’

Dr Ojiambo said forced early marriage is a serious violation of the human rights of equality and education. The impact can be far-reaching and has a negative impact on the right to agency, education, health and reproductive right, right of freedom from violence, and the right to have consensual sex.

She added that pregnancy-related problems are the main cause of death, especially in young children.

HIV and sexually transmitted diseases are common because husbands have had or still have other partners. Child brides are forced to stop studying, negatively affecting their ability to earn their own income, which perpetuates the unhelpful stereotype of woman as economic burden.

Panel 1 – National Human Rights Institutions and the Kigali Declaration

Chair: Tan Sri Hasmy Agam, Chairperson, Human Rights Commission of Malaysia

Mr Custodio Duma, Chairperson, National Commission for Human Rights, Mozambique

Mr Duma reported that in Mozambique 52 per cent of the 25 million population are young people and the country is 11th in the region for early/child marriage. The highest rate of child marriage is in the northern part of the country but it also occurs in the centre and south of the country.

He said the country is characterised by a culture of supremacy of man over woman and adult over child, although in some situations boys are superior in power to adult women. Several studies on child marriage have highlighted cultural and religious factors as well as the weakness of the legislative structure. Mr Duma said people would be the ones to effect change, not laws. There was a lack of harmonisation between UN conventions and national law: the UN says someone under 18 is a child; Mozambique says those under 21 are children and are subject to parental authority before that. The minimum age for marriage is 18, but marriage at 16 is accepted with parental consent. Most communities understand the transition to adulthood according to cultural criteria with the age of first menstruation. Some girls are married between 8 and 12 years of age.

A Commission set up in 2012 works on prevention as per the Kigali Declaration, especially clauses 7, 9, 10, and 11.

Mr Duma explained that campaigning is based on the message for change, especially in rural areas where child marriage is high, and it focuses on information about reproductive health and child rights. Reproductive and sexual health and child rights are still taboo subjects in Mozambique. People depend on the information from their tribal leaders and rural communities often do not speak Portuguese, which is the official language of Mozambique.

He said that culturally, where child marriage is high, women who are not married by age 20–25 are believed to be possessed by evil spirits. There are often no schools, so after puberty young girls must marry to have something to do, so finding different activities for girls to occupy their time is important and every individual, including men and fathers, should be included in the initiative. There is a need for an integrated and comprehensive response.

Mr Joseph Whittal, Deputy Commissioner, Commission on Human Rights and Administrative Justice, Ghana

Mr Whittal talked about Ghana and the Kigali Declaration – a culmination of efforts within the Commonwealth and moving from aspiration to action. The issue of child, early and forced marriage should now engage the attention of National Human Right Institutions (NHRIs) directly. Ghana was not originally party to the Kigali Declaration, but signed it immediately after. Ghana has a population of 27 million, 51 per cent female; a cultural and ethnic diversity, polygamy, patriarchy and traditional discrimination persist. Custom and traditional law is recognised as a source of law in Ghana, where CEFM is prevalent in the northern upper east and upper west and south-east.

Mr Whittal described how in south-east Ghana the custom of Trokosi is prevalent, whereby virgin girls are entered into servitude to priests at age 10–12 as reparation for sins or debts of relatives and often end up marrying the priests. Patriarchy is very persistent and some girls are married off to men old enough to be their father or even grandfather.

Ghana is signatory to all major conventions. Nationally, the constitution prohibits the practice of customs and traditions that are against human rights. It also prohibits child betrothal or marriage and sets the marriage age at 18. Forcing someone to marry is considered a misdemeanour in criminal law and the constitution guarantees free, compulsory and accessible education to all. Mr Whittal noted, however, that police have received only 78 complaints since 2010; these are still being investigated and no one has been prosecuted. Victims are reluctant to report cases to police for fear of persecution from relatives.

Mr Whittal suggested the following, to develop an effective action plan over the next few years:

- collaborate with traditional rulers, chiefs and other opinion leaders to raise awareness about the adverse impact of CEFM;
- consider replicating good practices being successfully implemented by NHRIs in other Commonwealth countries;
- enter into a Memorandum of Understanding with other law enforcement stakeholders;
- use consistent advocacy in target areas and work to keep children in school;
- conduct surveys in CEFM endemic areas to gather data for informed decision-making; look for evidence to make the case;
- popularise the Kigali Declaration in Ghana, working with the Minister of Gender, Children and Social Protection and join the Ending Child Marriage Initiative;
- strengthen capacity of the Commission on Human Rights and Administrative Justice (CHRAJ) staff on international and regional frameworks;
- monitor performance of law enforcement, particularly police, to see why no action is being taken; and
- analyse CEFM survey findings.

Discussion

In Mozambique, most data indicates that both parties to the marriage are usually children with a negligible age gap. In Zambia, boys as well as girls are married at an early age; the perpetrator is not necessarily male. The issue is prevalent in areas dominated by Islam where CEFM is custom, and in areas with traditional religion where children are presented to shrines. Excuses put forward by proponents of CEFM include: it’s good for them to marry; and parents pay off debts by marrying off their child.

In Tanzania, the rate of CEFM is quite high – mainly because girls do not attend school. Parliament has allocated resources for a primary school in every village and a secondary school in every ward, to ensure all children are able to attend compulsory education. It is important to have accessible schools. CEFM has declined and parents who do not send their children to school are being prosecuted and jailed. Births have been monitored to ensure school attendance. Political will is crucial to implementing change.

In Ghana, it is considered important to educate all children, providing free uniforms and sandals, providing hot meals for all students to make sure parents can and will send them to school and keep them there.

In Botswana, although there is legislation, this is not enough to control who men have sex with. Campaigns tend to antagonise those societies that marry their children off at an early age and as a largely Christian society, sensitisation against...
CEFM is key to influence communities practising CEFM rather than antagonising them or they will carry on practising CEFM in secret. They must be made to see the reason they should move away from tradition and custom. What was right in the past is no longer right now – think about HIV/AIDS, think about promiscuity, abuse, lack of education, the chance of being abandoned with children. These are the issues we should be bringing to these communities.

CMJA/Widows’ Rights International – the effects of early marriage, with young girls married off to much older men then being left as child widows, were being ignored. It was suggested that the Kigali Declaration is so detailed that Ghana could deal with child widow issues through the same provisions, especially in the future as CEFM is eliminated.

In Mozambique, CEFM is very high, but the government is setting up a strategy and focussing on implementation. The importance of primary and secondary education is recognised, especially in rural areas, because girls need to be taught skills to be able to manage themselves if they are not in school.

Panel 2 – Traditional leaders and their governance structures
Chair: Advocate Karen McKenzie, Head of Human Rights, Commonwealth Secretariat
HE Muyeba Schicapwa Chikonde, High Commissioner of Zambia, UK

HE Muyeba Schicapwa Chikonde said that most of the population in Zambia (60 per cent) lives in rural areas (3.9 million men vs. 3.1 million women in rural areas), CEFM is mainly a rural phenomenon. Snap Situation Analysis Mapping of CEFM prevalence has been undertaken. It is a multi-faceted problem, complicated by the dual legal system, and requires many players in a strategy of collective action. There are socio-economic and development implications, child labour issues, and implications for health if it continues.

The drivers for CEFM include:
- poverty, particularly the low socio-economic status of women;
- culture – traditional norms and value system;
- social ramifications of HIV/AIDS;
- lack of education;
- definition of a child;
- society norms; and
- cultural traditions.

A number of solutions were proposed:
- liaise with government to mobilise resources;
- conduct studies to gain data;
- formulate policy;
- legislate;
- involve development partners/NGOs and religious leaders;
- develop a media strategy, mobilise the different media houses, institutions and groups, raise awareness; and
- engage the private sector.

HE Muyeba Schicapwa Chikonde concluded with the observation that political will is needed to implement change.

Senior Chief Inkosi Kachindamoto, Dedza District, Central Region, Malawi

Senior Chief Inkosi Kachindamoto described a scene: children were playing in their village while babies were left lying unattended. The children were the parents of those babies and did not know how to be parents. Stakeholders were brought together and told that CEFM had to end; a Memorandum of Understanding was signed in 2004 to end child marriages.

She said that so far more than 500 child marriages have been annulled and 10 chiefs who allowed these marriages have been dismissed. The child brides and grooms needed to be counselled to regain their childhood and were returned to school. Many children ran away from their region to other regions where CEFM was allowed and simply married again.

Senior Chief Inkosi Kachindamoto said chiefs were the custodians of history and traditions and should be advocates for ending CEFM, which is still considered a private family matter. Child marriages are forced by economic pressures, as a way to combine families, but the patriarchal attitude that a girl’s place is in the home/ kitchen/ bedroom still prevails. There is a need to invest in girls’ education, increase the involvement of girls in school and
Workshops

encourage them into higher education which would lead to improved family situations and a reduction in child mortality rates.

Interventions must be made to explain the dangers of child marriage and benefits of education including economic benefits. Boys also need to be educated early. CEFM among vulnerable girls was to be reduced by including parents, teachers and cultural leaders. When communities are provided with information about the consequences of CEFM they can influence change. She said many of the girls who had been rescued from child marriage had to walk too far to get to school and often resorted to sharing ‘safe houses’ under the protection of a man who watched over many young girls, and the girls often ended up pregnant.

Discussion

Some victims of child marriage went back to their families or safe hostels, and communities worked with schools to try to help pay for their education. When a baby was born as a result of the marriage, both young parents went back to school and the child became the responsibility of the maternal grandmother. Some fees were paid to the schools.

The Commonwealth could work towards harmonisation of legal practices that are key, but there is a need to work with traditional leaders to persuade them that CEFM is wrong. It could provide more technical and financial support. Sharing dialogue between countries would help to share best practice and experience. It is important to promote adult education in rural areas which would empower mothers to help their children with their homework and become role models for their daughters.

In Malawi, efforts are being made to bring the marriage age up to 21. Compulsory human rights (HR) education across Africa should be introduced because then children would know their rights and be better able to stand up to their parents if they try to marry them off before the age of 18. A Human Rights Education model programme is being designed which will ideally be taken on by other Commonwealth countries. It is important to have some sort of baseline from which to measure efficacy of implementation. In some rural areas schools are pitiful structures that do not offer a viable alternative to child marriage. They are so pitiful that children escape their realities by looking for child marriage. Communities need more financial resources to improve life for their children.

Panel 3 – Parliaments and parliamentarians

Chair: Heather Hamilton, Deputy Director, Girls not Brides

Countries need to close loopholes in legislation regulating child marriages. Empowering girls and mobilising families and communities would help to prevent child marriage and support girls.

Hon. Dr Pindi Chana MP, Deputy Minister for Community Development, Gender and Children, Tanzania

The role of parliaments and parliamentarians is stipulated in constitution; Hon. Dr Pindi Chana explained that the constitution is under review in Tanzania.

Concerning child, early and forced marriage in Tanzania:

- the Child Act 29/2009 prohibits CEFM and the age of marriage is now 18 (revised from 13 with the consent of parents);
- the Child Development Policy has undergone a review with stakeholders; and
- a Violence against Children (VAC) programme has run over four years, with a gender desk introduced in every police station.

Hon. Dr Chana said that obtaining approval for the budget requires assurance that it is child- and gender-sensitive across all areas of government. Parliamentarians oversee the government by asking questions, ensuring government is kept accountable. Communities are therefore able to bring issues to parliament through their parliamentarians.

Parliamentarians for Global Action (PGA) organised a parliamentary seminar to combat CEFM in Ghana. In March 2015 PGA launched a global parliamentary declaration to end CEFM, in order to raise awareness about it. The 750 signatories to the PGA Declaration included 250+ women; it seeks to facilitate the emergence of a strong global parliamentary constituency to facilitate implementation of the declaration. The 2030 Agenda for Development of the PGA has also influenced changes in legislature in other countries such as Brazil, Chad and Jordan.
Hon. Dr Chana finished by saying that conflict between state legislation and traditional customs needs to be resolved and customs are brought into line with state law to ensure that no child is married before age of 18.

Hon. Agostinho Neto, MP, Convener of the Parliamentary Human Rights, Caucus, Kenya

The Commonwealth African Parliamentary Human Rights Group (CAPHRG) agreed to work to share good practice to develop the human rights agenda. Hon. Agostinho Neto argued that parliaments and NHRLs need to work together to eliminate CEFM. For example:

- parliamentary input needs to ensure sufficient allocation of budgets to the NHRLs;
- oversight and monitoring of implementation of agreed annual outcomes of NHRLs should ensure budgeting of resources as necessary;
- NHRI legislation must ensure independence;
- security of tenure is needed for NHRI commissioners; and
- participation in advocacy work initiated by NHRLs needs to ensure they are not ‘a voice in the wilderness’.

He suggested citizens could access parliamentary tools by having questions asked in parliament, organising petitions and getting their MPs to make parliamentary statements. Parliamentary input includes reports, notices of motion and introduction of legislation.

Good practice in Kenya includes:

- pro-girl events, races and events in the communities;
- role modelling and girl champions; and
- joint advocacy by parliament and NHRLs.

Hon. Agostinho Neto concluded that the way forward should include concentrating on Kigali Declaration Clause 3, 6 and 16.

Discussion

MPs were said to be becoming the major barrier to ending CEFM, saying different things in parliament from what they said in the community. MPs need to work closely with NHRLs and other MPs who are committed to work on human rights issues. Working peer-to-peer is possibly the best way to ensure effective co-operation. MPs are afraid of losing votes, so they may tout the traditional discourse to hang on to their voter base.

Customs, tradition and culture can sometimes work against human rights, and some communities are resistant to cultural change even though the cultural practices are against HR and national legislation. There is a need to strike a balance between culture and national legislation, at the same time respecting international conventions and legislation.

Panel 4 – Commonwealth young men and women to end child marriage

Chair: Advocate Karen McKenzie, Head of Human Rights, Commonwealth Secretariat

Dr Wanjala Wafula, Founder and Chief Executive, Coexist Initiative, Kenya

Dr Wafula argued that CEFM is about more than just statistics and cases, asking his audience to focus on the five pivotal points that will help change lives and transform realities:

- making a choice between visibility and innovation;
- choosing between community engagement and poor legislation;
- choosing between linking positive culture and harmful practices;
- deciding whether to focus on political goodwill or missed opportunities – we need to target community meetings to press the point; and
- whistleblowers to identify possible victims of CEFM and introduce safety nets to help prevent CEFM.

We have failed to recognise CEFM as a socialisation issue and we need to socialise communities to stop devaluing the girls. CEFM is also an issue of poverty. Without prioritising the education of boys and men, it will be difficult to make any headway against CEFM.

Prof. Asha Kanwar, President and Chief Executive Officer, Commonwealth of Learning

Prof. Kanwar argued that education and technology can help prevent CEFM because without education girls are compelled to early marriages. She asked how, if girls are not even able to take care of
themselves, they can care for their children? The Commonwealth of Learning (COL) has formulated a new strategic plan for the next six years, with women’s empowerment and gender equality being central to Learning for Sustainable Development. Rates of transition to secondary school education are still very low, and access remains inequitable especially in rural areas with girls being particularly disadvantaged. Education beyond primary level aids faster securement of employment. Open schooling is particularly useful for girls and women who cannot attend conventional classrooms and is an approach which makes education very cost effective, costing 10 per cent of conventional education.

Prof. Kanwar said that empowering women to earn an income removes the pressure for them to marry as they can become providers rather than economic burdens. COL will support 45,000 girls and women to continue secondary school education or vocational training. Change will happen more quickly than in the past due to changes in technology and media.

She said girls at the grassroots need life skills, technical skills and financial skills.

APTUS is an innovative low-cost programme designed to allow learners without access to adequate broadband to benefit from digital resources and learning networks.

COL’s approach:

- link learners with the labour market and financial institutions;
- build capacity of organisation and individuals for sustainability; and
- promote the appropriate use of available and affordable technologies to close the digital divide.

Discussion

It is important to remember that boys are also victims of CEFM, forced to abandon their education. Boys are socialised to believe that their value lies in the number of wives and children they have. Boys and girls deserve better in life than what is enforced on them by culture and tradition.

Harmful practices such as CEFM also affect boys and men and condemn everyone to a life of hopelessness without education. There is a need to promote education to allow boys and men to stand up to CEFM and work for a better life.

7.3 Group 3 – Women and enterprise development

Supporting the development of women-owned enterprises is an important contributing factor to achieving equality between women and men.
Empowering women and strengthening their capabilities to access and benefit from economic developments makes economic sense, not just for the one billion women living in the Commonwealth. It enables women to claim and enjoy equal opportunities and rights with men. The workshop was organised by the Gender Section in partnership with the Commonwealth Business Women Network and Global Board Ready Women.

Ms Candace Johnson, Founder, Global Board Ready Women, France

Today entrepreneurship can change the world. Ms Johnson wanted to share her story to show that women can do anything; whether it was technology, commerce, energy, environment, women could change the world.

She suggested that if a woman had an idea she should put it down on two pieces of paper and give it to someone who could help her make the idea a reality.

‘It is one thing to become number one but it is another to stay number one.’

One needs to look out for innovation and prepare oneself for changes in the market. Her vision is to have mother speaking with mother and together to solve translation problems to strengthen our communication.

She has been investing in students through the raspberry pi4 programme (young girls program and make their own computers). She has also started the youth-to-youth programme, where UNICEF provided training and financial aid to teach children to start their own business.

Together with Viviane Reding she started using ‘The Global Board Ready Women’ searchable database programme, setting both quantitative and qualitative criteria, established a new set of governance. This searchable database provides executive search firms and organisations looking to make board appointments with a list of qualified women closely matched to their requirements, and can contact them directly. The list is comprised of women considered board ready drawn from listed and non-listed companies, public corporations and non-governmental organisations.

She has also founded the Oceania Women’s network satellite, where business women from a number of islands contribute in bringing high-speed. This company has an all-women board; with their own satellite system they are tackling climate change to save lives and providing the backbone to the internet. She is also on the Board of the Sophia Business Angels club (EBAN award winning), teaching woman about tech start-ups and investing in projects.

She said, ‘I chose satellites to make impact in the world, where we can change, solve problems, literacy, create jobs and energy saving.’

‘You have to think big and boundless – international peace.’

‘The vision is not to make money but to make impact.’

Ms Deborah Leary OBE, CEO, Forensic Pathways, UK

Deborah Leary talked on the topic ‘From survival to growth; starting and growing a business in a globalised world’.

Ms Leary invented the plastic stepping plates used by forensics to walk through a scene without contaminating it.

When starting a business the most important thing is the opportunity. She was in a conference and started to scribble and make notes. She had the EUREKA moment – which is the moment when you actually take action. She sent flyers of information on the plastic stepping plates to the police, to assess the demand for her product. She realised that time was critical when there was demand for a product, so she had to come up with a strategy:

- What do I want the business to be?
- What is my appetite for risk?
- Do I collaborate to expand my market reach?
- How do I deal with the links and agreements?

One should aim to have the right distributors and to always have a solution whether good or bad. Transparency was also a key element; keeping stakeholders up to date and interested. It is also important to understand oneself and what one wants to achieve. For the business to be a success, the entrepreneur has to be passionate about the work being done and to attribute the values to the
vision. We should engage in potential clients and fulfill all their needs, we should also use the social media for global reach.

‘Put your head above the parapet.’

She said being inspirational does not mean that nothing can go wrong in the business or in life in general.

‘Things do not go wrong, they take a different direction.’

‘Great ideas start in a bar.’

‘I don’t believe in failure.’

**Dr Medha Purao Samant, Chairperson, Annapurna Pariwar, India**

‘Take advantage of global markets.’

Dr Samant said women should be treated with dignity. She went from working in a bank to helping the people in slums, and they became her family. She tried to convince the banks to loan money to the poor but the banks were not ready to risk their money. She started with small loans to small groups of poor women. She collected small instalments and managed to make a saving as well. The poor were capable of saving five dollars every time, which was new to them and this helped to buy household goods, and to pay for education and healthcare. She left her job at the bank and opened a business lending money to women in the slums in cities. She visited often and built a good relationship with every customer. She charged interest just sufficient to cover administrative costs. She decided to expand her business and managed to help over 8,000 women.

Once she met a young woman called Malan, who had a hole in her heart, and was trying to gather funds for an operation. By the time a doctor willing to operate was found, it was too late for Malan. Dr Samant realised that these women needed proper guidance in health and life insurance. She talked to some specialists and set up insurance and medical assistance; even though costs were very high they managed to negotiate with hospitals. They settled debt claims and did not increase the premium more than three times in the years that they operated.

Through constant dialogue with the poor, Dr Samant said she got to know that some desperate people left their children unattended in slums, so daycare centres were set up. All projects were sustainable, and pension programmes were also started since the government provided no help.

In her country discrimination against women was compounded with racial discrimination. There was a constant fight against poverty. However, within her company there were two men on the board as she recognises the importance of diversity.

Women were not united, but segmented, each facing different problems and heartaches. Even though Dr Samant was from the upper class she chose to travel with her poor sisters and give them the courage to sustain their lives.

‘Access to resources and participation is more important.’

‘It was a surprise for them that my husband doesn’t beat me.’

**Ms Alison Hill, Chief Executive Officer, The Argus Group, Bermuda**

Alison Hill said it was time to think differently, time to get more women on boards and in executive positions. The state and the private sector could drive a change. The main goal of the CHOGM is to bring value and the Women’s Forum directive is to drive change with value.

An article in the Guardian newspaper stated that there were more people named John on boards than there were women on boards. Davids had a two to one better chance of being on a board than a woman; those with the title ‘Sir’ had 19 times more chance to be on a board than women. According to Lord Davies, who published the first report on women on boards in February 2011, there was an increase from 12.5 per cent in 2011 to 23.5 per cent – present in 330 FTSE companies out of the FTSE 350 – but only 47 companies have at least one woman executive. Women are on 484 of the S&P 500 company boards, but only 35 have at least one woman executive.


In decision-making, diversity is an essential element as people deliver better and in a more complicated manner. Ms Hill observed that women tend to be more risk averse; having this element in a team would result in a broader diversity, and therefore more complexity. The group with the same mentality, having a risk mentality or being too scared to speak up in big institutions, did not manage to make it through 2008.

A survey of male and female directors by PwC found that 70 per cent of directors believed it was difficult to achieve diversity on a board. Closer analysis shows that 74 per cent of women answered that diversity completed the group, while only 30 per cent of men believed that diversity was key.

Ms Hill said when opening businesses one needs to analyse the strategic value compass and also give sustainable shareholder value. All business needs to think about being successful in different marketplaces. A company deciding to invest in an area with growth potential can do very well; yet one has to be careful about sustainability.

Quotas and stock exchange requirements could help to tackle problems like that in Germany, where there are no women in senior roles. To drive change one has to tackle not only the state but also the people, which causes cultural challenges that can make it harder to get people on a board.

Ms Hill has eight businesses and a multi-million dollar business in Bermuda and she has more than 30 per cent women on boards. She said quotas can be a blunt object; a woman can be on the board, but not heard. Environmental changes to focus on removing social barriers can be solved with education.

When one of her employees (a mother) had a problem of time management due to travelling because she had a child in another country, she changed the board meeting. She wanted to accommodate the mother, yet she did not tell the rest of the board the reason behind the postponement. Women are still scared to show their weaknesses, and still reluctant to believe that asking for help is not a weakness. She said women still feel that men do not understand, and would see them as inferior if such a problem were discussed. The more flexible one can be, the more value given by people. People respect those who go out of their way to please them and to solve their issues.

‘Let us shift the conversation; we are the generation going to make a difference for our sisters.’

‘We owe a lot to mothers, as they are having kids and thus helping our nature and they need help.’

Dr Margo Thomas, International Investment Consultant, USA

Dr Thomas began by saying we should not wait for the government but should take action and make things happen. We should have full realisation of women’s rights.

She quoted President Obama: ‘You cannot win a game if you do not allow half of your team to play.’

Women globally generate 1 trillion US dollars in gross domestic product (GDP); between males’ and females’ work, productivity could increase by 25 to 40 per cent depending on the type and degree of exclusion. Dr Thomas argued that with discrimination and lack of diversity comes a cost.

If we analyse the performance and measure gender economic activity in the Annual Report we can compare and contrast the opportunity costs of having discrimination. We should translate the legal code and make sure we follow it. 65 economies carried out 94 reforms; 18 (of 173) economies have no legal difference between males and females.

There have been changes throughout the last couple of years, substantial challenges remain. Dr Thomas stressed the importance of using the word ‘challenges’, not barriers, as we are striving to manage them.

Women entrepreneurs exist in the informal sector and most have small businesses as the law does not allow them or makes it difficult to support bigger projects. Some are prevented from getting ID or from travelling. Women lack the collateral to invest and they are left under capacity.

To trade goods across borders and navigate channels, women have to pay bribes, face acts of violence, sexual harassment and verbal abuse. Dr Thomas said we need to change the organisation of economies; we need to transform institutions and structures. Do we have to wait?

She acknowledged that government plays a role in controlling the formal institutions but pointed to the influence of markets. Even though men have the biggest share, women still have a vote. We have tremendous influence as leaders of our family (information institutions within the households). Government is not the machine, it is merely the oil!

For example, Nigeria under the past government has been examining finance policy, incentivising (they put in place a reporting environment) and training for women through the help of the central bank.

Dr Thomas said it is true that we need the support of the government to help in the growth of women’s enterprises, yet we cannot wait but need to act.

‘Women have the right to vote, use the vote to bring the change.’

‘We can’t wait for the government, action starts with you.’

Ms Freda Miriklis, Co-Chair, Commonwealth Business Women Network, Australia

Freda Miriklis talked about the need to unlock the potential of female entrepreneurs in the private sector.

‘If women are not intensely included then they are intensely excluded!’

She said one of the main principles of women’s empowerment is enterprise and development regarding the supply chain, procurement and incorporation. This means that we need to focus on obtaining new, innovative change.

If the government finds a way to include women it might increase GDP by 12 per cent, income per capita by 10 per cent, return on sales by 42 per cent and return on equity by 53 per cent. In 2011 it was agreed that one of the main goals was to energise and find women.

Ms Miriklis said we should abide by the three ‘Ts’:

• trade – to bring Commonwealth women together with the Secretariat and network;

• talent – leveraging diversity and improving quality; and

• training – give sufficient knowledge so that they will know about the opportunities available.

We should create an enabling environment for women’s enterprises to grow by putting money and contracts into the hands of women. We should aim at creating visibility and economically empowering 10 million women by 2030.

‘Join us so that together we can strengthen the platform that we all started.’

7.4 Group 4 – Gender and youth leadership

As implementation of the 2030 Sustainable Development Goals progresses, it is critical to advocate for improved policies on gender and equality issues. To date, youth voices on gender issues in the Commonwealth remain largely unheard in formal policy structures. The workshop presented recommendations for gender and youth transitions in education, employment, entrepreneurship, governance and decision-making, and was anchored by the Royal Commonwealth Society and Commonwealth Secretariat.

The Commonwealth Gender Youth Network was established in May 2015 in Malta. The aims were to propose practical recommendations to the Women’s Forum and to emphasise youth leadership and gender equality, as well as to create awareness of the challenges faced by youths working in gender equality. The aim was also to promote intergenerational discussions between older generations and young women. The Building Bridges project aimed to give a voice to women who are inadequately represented in some countries in the Commonwealth.

Ms Freda Miriklis, Co-Chair, Commonwealth Business Women Network, Australia
Ms Katherine Ellis, Director, Youth Affairs Division, Commonwealth Secretariat

Katherine Ellis said that she was not a gender expert, yet she had experience with young people, especially young women. The Commonwealth had separate plans of action for gender and youth empowerment. Since the Arab Spring, the Commonwealth member states needed to be more aware and work with youth. The first Commonwealth Youth Movement started in the UK as an NGO in which the CEO was a football star who collaborated with a film director. The football world and the film world are both male oriented and males were very much in charge of the organisation. It was acknowledged that a good team requires a gender balance, so women were being hired, but nobody recognised that young women could speak and change the world. Homosexuals were also not accepted. Ms Ellis said the given explanation for the lack of women was that women could not hold the room – something that was eventually disproved. Sponsorship was a very important concept to help identify talent and encourage participation. Some young women do not have the confidence to make themselves shine.

Ms Ellis outlined the functions of the Youth Affairs Division of the Commonwealth Secretariat:

• empowering young people, providing information and putting forward their proposals in higher fora;
• putting focus on climate change and education;
• attending ministerial meetings where they have speaking time; and
• enabling youths to attend the Heads of Government meetings in Malta to put forward their issues.

Ms Sarah Soysa, Co-ordinator, Commonwealth Youth Gender & Equality Network

Gender equality is important because it ensures human rights. The Commonwealth Youth Gender & Equality Network was set up to work nationally and regionally around the globe. Ms Soysa stressed the importance of recognising that young people are responsible and accountable for the promotion of gender equality and human rights. Young people in Commonwealth countries must play a significant role in providing a safe place for young people to participate.

She pointed out that in Africa 40 per cent of child soldiers are girls, 69 million girls are married before their 18th birthday, and not many girls know basic facts about HIV. There are also around 30 million abortions each year. Girls are often left out of political and economical spaces and denied access to basic human rights.

The Commonwealth states should invest in young leadership and create space for young people to participate in existing national policies.

‘We may be in the Commonwealth but we do not exist. If we are to achieve a world of equality, peace, and justice we must all be accountable.’

Ms Vivian Adhiambo, Youth Leader, UN Women

Vivian Adhiambo emphasised the need to invest more in education for young people, who face many challenges:

• not being taken seriously;
• lack of intergenerational dialogue;
• female genital mutilation;
• early marriage; and
• lack of leadership positions.

Ms Adhiambo said the tensions between the young and older generations are palpable. To move forward, one voice is essential. There is a need to push for legislation and actually implement it.

She said that in the sustainable development discussions young people have a great role to play. It is time to sit at the table and make young voices heard. It is important to know what youths are fighting for.

‘What we’re fighting for is something bigger than us so we have to put our voices together and make things happen.’

Ms Adhiambo commented on the fact that someone was investing in her education, something that other people in her family and of her age did not have. However, there is a lack of information among young women; inability to process the right information will restrict effective action.
She said young people lack information – when you ask ‘what is gender equality?’ you see blank faces. A lot has been achieved since the Beijing Conference in 1995, with progress being made in gender equality – Rwanda has 64 per cent female representation in parliament. However, there is a need to do more in secondary and tertiary education. High school diplomas are not enough. Ms Adhiambo said a strong voice incorporating many ideas is needed, as well as a more proactive approach. It can be difficult to achieve a goal when half the population is considered second class citizens. Sponsors are required to enable education, which plays a fundamental role in giving women a voice.

Mr Jacob Thomas, Member, Commonwealth Youth Gender & Equality Network

Jacob Thomas spoke to introduce Mr Njikem, President of the Organisation of African Youth, explaining that Mr Njikem’s main concern is how men struggle to obtain gender equality. He suggested that statistics should not just be about women, but that both men and women should take action for equal rights. Men should be in favour of gender equality and take action by empowering women and girls. Even though most think that men are leaders and women stay at home, there is a need to change. He said that Mr Njikem’s experience of working in gender equality has shown how difficult it is for young people to be empowered and move forward in community structures. The Organisation of African Youth tries to organise meetings between community leaders and young people. They bring boys to talk to men about the issues that exist, and girls to talk to women about the issues they want to change. They then share the outcomes of the meetings and the decisions taken.

Mr Jude Thaddeus Njikem, President, Organisation of African Youth, Cameroon

Mr Njikem talked about the need for a comprehensive roadmap for gender equality. He explained intersectionality as a theory that recognises pressures and marginalisation for the LGBTQI community. The focus cannot be just on gender, but must also look into other issues such as gender participation and gender recognition.
Access to mental health practices is limited for members of the LGBTIQ, and such services should be readily available.

He said that every person needs to take steps to ensure gender equality which should be thorough and broad.

Discussion

Women endure different kinds of violence from cat-calling to online bullying to domestic violence. It is important that young women be brought on board to discuss these issues. Some women were still not comfortable discussing sexual violence – it was not language they could relate to.

The right to clean sanitation especially for girls was essential. Most girls in the Commonwealth left school because their institutions did not have toilets. Members of the LGBTIQ community were not always granted proper access to public toilets, especially intersex individuals. Marginalisation is bad and is not understood unless experienced.

There is a problem of lack of gender representation and how women are portrayed in the media. There are no intersex representations in the media.

Young people must first explore on their own. Non-hierarchical mechanisms should be put into place since operating with the same established mechanisms would always give the same results.

Recommendations from the floor:

- Gender education should be introduced in schools from a very young age.
- Everything should be based on capability.
- The important role of society is to make campaigns, family seminars and social media campaigns to educate the public on gender equality.
- Some people are not engaged in discussions because it is only about women. We need to look at gender equality in a holistic manner.
- Schools should focus on life skills and how to be yourself from an early age.
- Persons of all gender identities must be included in decision-making. Youth councils should recruit gender advisers to improve the equality within these structures.
- School education in all subjects should include a gender lens.

- A more wholesome discussion of gender which includes the diversity of gender and the diversity and difference of women (race, religion, sexual orientation, gender identity and other grounds) should be had as part of any women’s equality conversation.
- The struggle and progress of previous generations should be respected and recognised. New generations should build on this to address the unique challenges of today and all generations should work together to achieve gender equality.

7.5 Group 5 – Gender and education

The workshop focused on the importance of gender equality education and women’s leadership in the higher education system, presented strategic interventions for equal opportunities for learning, leading to women’s empowerment. The workshop addressed the issues of gender and education, and was anchored by the Commonwealth of Learning (COL) and the Association of Commonwealth Universities (ACU).

Prof. Asha Kanwar, President and CEO of the Commonwealth of Learning, Canada

Prof. Kanwar said that women are disadvantaged in three primary areas: they do not have access to resources such as property, and they need a voice in economic and political affairs. However, women in developing countries may have more opportunities for political participation. Poverty has a female face.

Within the higher education sector the situation was not so different, with only 14 per cent female chancellors in the UK. Considering that in many countries girls were out-performing boys in schools, few women reach the top, possibly impeded by family responsibilities, social norms and a desire to be liked.

Prof. Kanwar gave the example of Heidi Roizen, who was successful by using her outgoing personality and vast personal and professional network that included many of the most powerful business leaders in the technology sector.

Transformational leadership empowers the disempowered. People are disempowered when they do not have the freedom to choose.
Prof. Kanwar listed the characteristics of a transformational leader:

- charisma;
- inspiration;
- highly intellectual; and
- giving individual attention.

She talked about female leaders.

According to Dame Carol, a former board member of COL, women leaders who transform ‘walk with people, they talk with people, they learn from people and they lead by example’.

A second female leader is Peria Jakkamal, an illiterate woman from a remote rural village, who had no assets or resources and was restricted from leaving the village unaccompanied. Peria reached a turning point when she joined COL’s Lifelong Learning for Farmers project. Under this project, she negotiated and obtained credit from commercial banks and started goat rearing enterprises with other women. Peria Jakkamal learned about goat rearing from the experts of the nearby veterinary college using her cell phone. This project introduced her to a women’s Self Help Group, and she started self-help groups in her own village.

For Peria Jakkamal leadership was highly temporal; it paved the way for others.

Prof. Kanwar considered issues that might lead to a lack of female leadership: illiteracy or coming from a remote village; restrictions on women’s movement outside their village; and a lack of assets or resources.

She listed the characteristics that female leaders have in common:

- people oriented, empathetic, and respectful;
- courageous;
- effective negotiators rather than being disruptive;
- good networkers and communicators;
- lifelong learners;
- ability to collaborate; and
- socially sensitive.8

Leadership evolves through formal and informal processes. There is no structured roadmap for evolution. Prof. Kanwar said that transformational leadership and empowerment could take place at the bottom of the pyramid, not just in the boardroom, and the skills of transformational leaders could be acquired. Government should invest in skilled women if sustainability for all is to become a reality by 2030.

Mr Kodhandaraman Balasubramanian, Education Specialist, COL, Canada

Kodhandaraman Balasubramanian began with a definition of empowerment:

‘the expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them’.

The empowerment index has three dimensions:

- household enterprise and community;
- knowledge, desire, means and action; and
- psychological, political, social and emotional.

He said if learning is not linked to human capital and financial capital, it does not happen.

Research in Uganda shows that the process of empowerment is not uniform at the household, community and enterprise levels. Women in lifelong learning have a higher empowerment score at the community and enterprise levels, but not at the household level.

Mr Balasubramanian discussed determinants of empowerment based on regression analysis in Uganda and Kenya. Education (particularly primary and secondary) has not emerged as a significant factor, and neither have age, family income, reproductive role, nor years of farming. Social capital by itself is not enough. Learning (in the context of social capital and financial capital) is a significant determinant of empowerment.

Conclusions:

- education by itself is not learning;
- learning cannot be a sectoral activity; it requires a holistic approach;
- learning linked to social and financial capital offers potential for women’s empowerment at the community and enterprise levels;

men’s empowerment may be required for strengthening women’s empowerment at the household level;
programmes and institutions such as banks, micro-finance and financial literacy need to invest in enabling the community, particularly women, to learn in the context of social and financial capital, since it offers a win–win framework; and
empowerment is not a zero-sum game.

Recommendations:
provide free education;
value teachers; pay and train them more;
train young adults;
invest in a research programme;
introduce competitive exams;
value women as leaders;
hold induction courses for academic staff and students on youth, gender equality and leadership;
ensure women have strategic capacity to make a wider variety of choices of subjects to study;
transform the mentality of all educators to understand the world and the mentality of all learners; and
emphasise the importance of formal qualifications, and support informal education where necessary, and invest in informal educators as required.

Ms Dorothy Gordon, DG, Ghana–India Kofi Annan Centre of Excellence in ICT

Dorothy Gordon argued that the way everyone had been looking at education in the context of Sustainable Development Goals indicated inclusive education is required to promote lifelong opportunities for all; no women should be left behind.

Women should be empowered to access and use technology to illustrate their own knowledge. The challenge would be to decide which part of their knowledge women were going to share using ICT. Everyone has some valuable knowledge to share.

Ms Gordon said there is a lot going on in the education space that requires our attention. The OECD report is ambivalent about ICT in classroom. A lot is being spent on ICT but the outcomes are unclear. Girls learn differently; there is also a need to carry out more studies.

No one knows how to do everything well; everybody is learning. Nobody can provide a solution for all problems; access to technology is now able to provide more than one solution from which to choose. Demographic issues can be overcome with the use of ICT; content can be put online instead of in textbooks, and governments can be asked to license the content.

Ms Gordon’s recommendations included sharing knowledge not only with individuals but also between countries in open online content similar to Wikipedia.

On the subject of video learning, she said that everything is being turned into games; everything is becoming an app. There are not enough women who code, and kids should not be intimidated by coding. Tomorrow’s world is all tech and our kids are not all prepared for that.

Technology helps you to be critical. To help the new generation succeed in ICT and education training of teachers is required; teachers must be encouraged to support ICT. Many people cannot speak English, so content should be developed in native languages since learning would be more effective. Besides, the budget should not be wasted on poor choices of technology. Negative comments about women’s ability to use technology should be ignored; quite a number of women already work in technology. Everything involves or revolves around technology; every day there is something new. We have to ensure that the next generation of young women is enabled to take up the opportunities that the world will offer, to ensure equality in technology.

Every profession has to be re-skilled. Women have informal knowledge that they are not sharing and formal schooling with the real challenge of what really works and what does not. People must come together to share skills.
Prof. Maithree Wickramasinghe, Senior Lecturer, University of Kelaniya, Sri Lanka

Identifying gender inequalities/inequities in higher education

Prof. Maithree Wickramasinghe pointed out that when we speak of higher education we speak of institutions of neo-liberal economies.

Gender equality

Gender equality denotes that men and women are similar; that they have commonalities in terms of rights, freedoms, status, responsibilities, opportunities, access to resources and benefits and control over them. Equality leads to an absence of discrimination.

Gender equity claims that there are differences between men and women depending on their biological sex, their gendered life experiences as well as social distinctions and intersections; thus men and women have to be treated equitably so as to ensure the fulfilment of differing needs, interests and priorities. Equity provides for fairness and justice.

There needs to be consideration for both inequity and inequality in higher education.

Prof. Wickramasinghe said that women and men are not homogenous groups. Rather they can be seen to subscribe to multiple intersecting identities. Consequently an individual may simultaneously experience varying degrees of vulnerability, oppression, capacity and privilege or even multiple layers of oppression.

It is important to consider who holds power in education. Prof. Wickramasinghe posed the following questions:

- Who possesses agenda-setting power?
- Who has hidden power?
- Who has the power of dialogue?
- Who has the power of conflict?
- Who has the power of consensus building?

She discussed the steadily rising number of women undergraduates entering higher education worldwide; the number of women university students exceeds the number of men students in some Commonwealth countries; there is the feminisation of universities which is only at a numerical level.

Prof. Wickramasinghe continued that women tend to be a majority in the liberal arts, humanities, and social sciences. On the other hand, men still tend to dominate science, technology, engineering and mathematics (STEM) subjects. She noted that student politics and university governance management are also dominated by men.

The need to integrate gender and development into the context of higher education is acknowledged. Gender mainstreaming is a crucial policy initiative, despite drawbacks in application (UGC Standing Committee in Sri Lanka).

Policy gaps in higher education:

- gender pay differentials in senior leadership positions (UK);
- infrastructure and facilities needs following an increase in women students (Sri Lanka); and
- gender issues arising from university student subcultures (ladism – UK / ragging – Sri Lanka / HIV/AIDs regime – Kenya)

Knowledge production

Prof. Wickramasinghe talked of lapses in the recognition, inclusion and diversity of the voices of and work by women (including the lack of a tradition of citations, except in women’s / gender studies), misrepresentations and subversion of women in existing knowledge disciplines through language and conceptualisation, difficulties in using conventional research methods and theoretical concepts to investigate or construct or express women’s realities, and gender micro-politics within classrooms, which may impede teaching.

Prof Louise Morley, Professor of Education, University of Sussex, UK

Prof. Morley asked whether women as vice-chancellors were leading or being led. Where are the women, or should we ask where they are not? Quality does not appear to take inequality into account.

She posed various questions related to making women eligible as leaders:

What is it that people don’t see and why don’t they see it? Are we all useless and disorganised? Are those the reasons behind it?

What do current practices reveal and obscure? Is there something about characteristics that are flawed?

Why is it still a shock when we get a women leader? We think of them as fake, not as qualified female leaders. What is going wrong?

Professor Morley explained that the absence of female leaders resulted from a number of issues. Gendered division of labour operates within organisations so that males in industry are found in international and marketing departments, while females are found in teaching and in dealing with problems such as welfare. Gender bias or misrecognition occurs even when women do the right things: they still do not get to a high position.

Socio-cultural messages: we are social animals, not genetically different; we cannot assume that more women in leadership roles would change women’s values. There are cognitive errors in assessing merit and leadership suitability. Institutional practices cause clashes between women’s rhythms and the institution rhythm (family), and women often refuse leadership.

Rejection (misrecognition)

UK women are 2.5 times less likely to be successful in applications for senior posts than men.

Refusal (attachment to discipline)

Women say it is difficult to control people, therefore every time they are offered such a position they say no, as they are not trained for ‘that sort of thing’.

Reluctance (gendered cultures)

Where were the women?

Prof. Morley introduced the concepts of ‘glass cliffs’ – women tend to get helicoptered when there is a problem and no one else wants to deal with it – and ‘velvet ghettos’ – women become stuck in middle management because they have better people skills.

There is need for better quality assurance, more community engagement, and better human resource management.

Women are less likely to be:

journal editors/cited in top-rated journals – men are controlling the research, more funds are allocated to men, and women are rarely awarded research funds;

principal investigators;

on research boards;

awarded research prizes; or

be conference keynote speakers.

Lack of transparency, hostile cultures, exclusionary cultures and political sensitivities limit diversity in recruitment. Consequences of absence of leadership diversity include:

- distributive injustice and structural prejudice;
- depressed career opportunities;
- misrecognition of leadership potential and wasted talent;
- service delivery;
- knowledge distortions, cognitive and epistemic injustice; and
- reproduction of institutional norms and practices.

To the question ‘What attracts women to senior leadership?’ Prof. Morley listed power, influence, values, rewards, and recognition. On why senior leadership is unattractive to women, the list is longer:

- neo-liberalism;
- being the ‘other’ in male-dominated cultures;
- the signifier ‘woman’ reduces the authority of the signifier ‘leader’;
- disrupting the symbolic order;
- corruption and financialisation; and
- pre-determined scripts.

She asked whether women lack the capital (economic, political, social and symbolic) to redefine the requirements of the field.

She then considered the effective economy of identity work:

- working with resistance, recalcitrance, truculence, ugly feelings;
- colonising colleagues’ subjectivities towards the goals of managerially inspired discourses;
managing self-doubt, conflict, anxiety, disappointment and occupational stress; and building capacity and creativity. The mentality of male colleagues is a deterrent; for example, a man would call a woman pushy and vicious because she is a leader; or a woman as a boss is not readily acceptable. Another man expressed the view that men also do not like females to be the leader; they want to see the male as the leader and not the female.

Prof. Morley listed barriers to female leadership:
- the power of the socio-cultural/gender-appropriate messages;
- social class and caste;
- lack of investment in women;
- organisational cultures;
- perceptions of leadership;
- recruitment and selection;
- family;
- gender and authority; and
- corruption.

The enablers include:
- policies (affirmative action, gender mainstreaming, work–life balance);
- women-only provision (leadership development/ universities);
- mentoring;
- professional development;
- family;
- evidence (research/ gender-disaggregated statistics); and
- internationalisation.

Discussion
The participants were asked what key messages they would take from the session, what recommendations they would propose, and what actions would they take:
- self-belief;
- women not seeing themselves as deficient men;
8. Moderator Reports

Each of the parallel workshops identified moderators to present a summarised feedback and highlight key recommendations to take forward to CHOGM. The session considered a summary of issues that emerged during the presentations in the parallel workshops and strategies to inform next steps in responding to women and girls’ leadership, health, education, enterprise, media and technology in member countries across the Commonwealth. Please refer to Appendix 5 for these reports.
9. Conclusions

The CWF established a Drafting Committee chaired by the Head of Gender Section of the Commonwealth Secretariat to work on a zero-draft Outcome Document, drawn from the concept notes, technical papers and presentations for the forum, which was deliberated by delegates before its adoption. The Hon. Dr Helena Dalli, Minister for Social Dialogue, Consumer Affairs and Civil Liberties of Malta, received the CWF’s Outcome Document from Ms Siamomua, Head of Gender Section of the Commonwealth Secretariat at the Closing Ceremony. Minister Dalli also presented the Outcomes Document to the Commonwealth Ministers of Foreign Affairs Meeting on 25th November. The Commonwealth Heads of Governments acknowledged the success of the Commonwealth Women’s Forum and agreed that the CWF remains an integral part of future CHOGMs.
## Appendix 1

### Agenda, Commonwealth Women’s Forum

**Women Ahead: Be All That You Can Be**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>22 November 2015</td>
<td>19.30</td>
<td>Opening Speeches&lt;br&gt;HE The Commonwealth Secretary-General&lt;br&gt;The Hon. Prime Minister of Malta&lt;br&gt;Closing speech by HE The President of Malta</td>
</tr>
<tr>
<td>23 November 2015</td>
<td>09.00 – 09.30</td>
<td>Official Opening&lt;br&gt;Welcome Address&lt;br&gt;Head, CHOGM 2015 Taskforce&lt;br&gt;Head of Gender Section – Commonwealth Secretariat&lt;br&gt;Chair, Women’s Forum Subcommittee&lt;br&gt;Spouse of the Prime Minister</td>
</tr>
<tr>
<td></td>
<td>09.30 – 10.00</td>
<td>Keynote Speaker&lt;br&gt;Ms Lakshmi Puri, Assistant Secretary-General of the United Nations and Deputy Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)</td>
</tr>
<tr>
<td></td>
<td>10.00 – 11.30</td>
<td>First Panel Session – Women in Leadership&lt;br&gt;Lead Speaker – Hon. Margaret Wilson, Professor of Law and Public Policy, New Zealand (first Woman Speaker, New Zealand Parliament)&lt;br&gt;Moderator – Prof. Tagaloatele Peggy Fairbairn-Dunlop, Auckland University Technology, New Zealand&lt;br&gt;Panel Topics and Speakers&lt;br&gt;Women’s Political Leadership – Dr Josephine Ahikire, Assistant Professor, Makerere University, Uganda; Ms Joanna Maycock, Secretary General, European Women’s Lobby&lt;br&gt;Women’s Corporate Leadership – Dr Shaheena Janjuha-Jivraj, Co-founder Boardwalk and Senior Lecturer, Henley Business School&lt;br&gt;Women in the Judiciary – Dr Karen Brewer, General Secretary, CMJA&lt;br&gt;Plenary Discussions led by Moderator&lt;br&gt;Questions and Answers Session</td>
</tr>
<tr>
<td></td>
<td>11.30 – 12.00</td>
<td>Tea/coffee break</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>12.00 – 13.30</td>
<td>Second Panel Session – Women, Media and Technological Development</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lead Speaker – Ms Jackie Leonard, Presenter, The Newsroom, BBC World Service</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderator – Dr Carmen Sammut, Head of Department, International Relations, University of Malta</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Panel Topics and Speakers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women, Media and Communication</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms Baria Alamuddin, Foreign Editor of Alhayat newspaper, Dr Brenda Murphy, Senior Lecturer, Gender Studies, University of Malta</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women’s Technology and Innovation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr Bola Olabisi, CEO, Global Women Inventors &amp; Innovators Network</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms Doreen Bogdan-Martin, Chief Strategic, Planning, ITU, Ms Elvia George, Chief Finance Officer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Plenary Discussions led by Moderator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Questions and Answers Session</td>
<td></td>
</tr>
<tr>
<td>13.30 – 14.45</td>
<td>Lunch Break</td>
<td></td>
</tr>
<tr>
<td>14.45 – 15.00</td>
<td>HE Natasha Stott Despoja AM, Ambassador for Women and Girls, Australia</td>
<td></td>
</tr>
<tr>
<td>15.00 – 15.20</td>
<td>Ms Lesley Rudd and Ms Nicole Mamadi, Kids R Special</td>
<td></td>
</tr>
<tr>
<td></td>
<td>A story of two women living very different lives come together on a cross-Commonwealth basis.</td>
<td></td>
</tr>
<tr>
<td>15.20 – 16.50</td>
<td>Third Panel Session – Women in Social Development</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lead Speaker – Ms Khadija Gbla, Director Khadija Gbla Cross Cultural Consultant, Inspirational speaker and Anti FGM Campaigner</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderator – Dr Marceline Naudi, Head of Department, Gender Studies, University of Malta</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Panel Topics and Speakers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women and Education – Dr Winsome Pauline Gordon, CEO, Jamaica Teaching Council; Ms Jude Kelly, Women of the World Festival</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women and Health – Prof. Robinson Mbu, Ministry of Public Health., Cameroon; Dr Felicity Daly, Executive Director, Kaleidoscope Trust</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Women in Social Enterprise – Ms Christine Wilson, Head of Research and Engagement, Society, British Council; Dr Lena Wilson, Chief Executive, Scottish Enterprise; Hon. Baroness Sandip Verma, Parliamentary Under-Secretary of State at the Department for International Development</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Plenary Discussions led by Moderator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Questions and Answers Session</td>
<td></td>
</tr>
<tr>
<td>17.00 – 18.00</td>
<td>Drafting Committee to review Women’s Forum Outcomes Document</td>
<td></td>
</tr>
<tr>
<td>19.00 –</td>
<td>Gala Dinner and Awards Ceremony</td>
<td></td>
</tr>
</tbody>
</table>
### Day two – 24 November 2015 – parallel workshops

Parallel Group Workshops focusing on Thematic Programme Areas to take forward into the CHOGM Communiqué as mandates for the Commonwealth

(Participants will be given option to select group workshop)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.30 – 10.00</td>
<td>Group photograph</td>
</tr>
<tr>
<td>10.00 – 13.30</td>
<td><strong>Parallel Sessions</strong> - (Coffee Break served at 11.30 during session)</td>
</tr>
</tbody>
</table>

#### Group 1: Women’s Political Empowerment (CPA-UK, CLGF, GS-ComSec)
- **Moderator**: Hon. Margaret Wilson, Professor of Law and Public Policy, New Zealand (first Woman Speaker, New Zealand Parliament)
- **Participants**
  - Ms Fiona Mactaggart, Member of Parliament, UK House of Commons
  - Ms Renee Laiviera, Commissioner, National Commission for the Promotion of Equality, Malta
  - Ms Alison Zerafa, Mayor of Cospicua (Bormla), Malta
  - Prof. Tagaloatele Peggy Fairbairn Dunlop, Auckland University Technology, New Zealand

#### Group 2: Preventing and Eliminating Child, Early and Forced Marriage in the Commonwealth (HR Unit-CS)
- **Moderator**: Dr Josephine Ojiambo, Deputy Secretary General (Political), Commonwealth Secretariat
- **Participants**
  - Ms Nyaradzai Gumbonzvanda, AU Goodwill Ambassador for Ending Child Marriage
  - Dr Hina Jilani, Member of The Elders and former SRSG on Human Rights Defenders
  - Hon. Prof. Nkandu Luo, Minister of Gender and Child Development, Zambia
  - Dr Karen McKenzie, Head of Human Rights, Commonwealth Secretariat

#### Group 3: Women and Enterprise Development – (GS-ComSec)
- **Moderator**: Dr JosAnn Cutajar, Department of Gender Studies, University of Malta
- **Participants**
  - Ms Candace Johnson, Founder Global Board Ready Women, France
  - Ms Deborah Leary OBE, CEO Forensic Pathways, UK
  - Dr Medha Purao Samant, Chairperson Annapurna Panwar, India
  - Ms Alison Hill, Chief Executive Officer, The Argus Group, Bermuda
  - Dr Margo Thomas, International Consultant in Investment Climate, USA

#### Group 4: Gender and Youth Leadership – (RCS and Youth Affairs Division, CS)
- **Participants**
  - Ms Katherine Ellis, Director Youth Affairs Division, Commonwealth Secretariat
  - Ms Sarah Soysa, CYGEN Co-ordinator
  - Ms Vivian Adhiambo, Youth Leader, UN Women
  - Mr Jacob Thomas, CYGEN member
  - Mr Jude Thaddeus Njikem, President, Organization of African Youth, Cameroon
## Appendix 1

### Group 5

**Gender and Education – (ACU and COL)**

**Moderator – Mr George Borg – MEDE**

- Prof. Asha Kanwar, President and CEO of COL, Canada
- Mr Kodhandaraman Balasubramanian, COL Education Specialist, Canada
- Ms Dorothy Gordon, DG Ghana-India Kofi Annan Centre of Excellence in ICT
- Prof. Louise Morley, University of Sussex, UK
- Prof. Maithree Wickramasinghe, University of Kelaniya, Sri Lanka
- Dr John Kirkland, ACU Deputy Secretary General, UK

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.30 – 14.30</td>
<td>Lunch</td>
</tr>
<tr>
<td>14.30 – 16.00</td>
<td>Plenary Session</td>
</tr>
<tr>
<td></td>
<td>Moderator – Dr Marceline Naudi, Head of Department, Gender Studies, University of Malta</td>
</tr>
<tr>
<td></td>
<td>• Report Back from Groups</td>
</tr>
<tr>
<td></td>
<td>• Drafting Committee Meeting finalise Women’s Forum Outcome Document</td>
</tr>
<tr>
<td>16.00 – 16.45</td>
<td>Plenary Session</td>
</tr>
<tr>
<td></td>
<td>Presentation of Women’s Forum Outcome Document to Participants</td>
</tr>
<tr>
<td></td>
<td>Discussions</td>
</tr>
<tr>
<td>16.45 – 17.15</td>
<td>Closing Ceremony – Minister for Social Dialogue, Consumer Affairs and Civil Liberties</td>
</tr>
</tbody>
</table>

### Contributing Partners

ACU – Association of Commonwealth Universities

CAPAM – Commonwealth Association of Public Administration and Management

CBWN – Commonwealth Business Women’s Network

CLGF – Commonwealth Local Government Forum

CEIC – Commonwealth Enterprise and Institute Council

CMJA – Commonwealth Magistrates’ and Judges’ Association

CoF – Commonwealth Foundation

COL – Commonwealth of Learning

CPA- UK – Commonwealth Parliamentary Association, United Kingdom

CS/ComSec – Commonwealth Secretariat, London

GS – Gender Section

HEU – Health and Education Unit, Commonwealth Secretariat

HRU – Human Rights Unit, Commonwealth Secretariat

RCS – Royal Commonwealth Society

Public Alliance – Commonwealth Public Broadcasters

YAD – Youth Affairs Division, Commonwealth Secretariat
Appendix 2

Short biographies of speakers

Plenary sessions

Ms Lakshmi Puri is Assistant Secretary-General of the United Nations and Deputy Executive Director of UN Women. Puri joined UN Women in March 2011 and was the interim head of UN Women from March to August 2013. Prior to joining UN Women, she was Director of the UN Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States. She joined the UN in 2002 as Director of the largest division at the United Nations Conference on Trade and Development (UNCTAD), the Division of International Trade in Goods, Services and Commodities. From 2007 to 2009, she served as UNCTAD’s Acting Deputy Secretary-General. Puri had a distinguished 28-year career with the Indian Foreign Service, where she held the rank of Permanent Secretary of the Government of India.

Dr Josephine Ojiambo is the Deputy Secretary-General (Political) at the Commonwealth Secretariat, overseeing the political, human rights, rule of law, and communications work of the Secretariat. Dr Ojiambo served as Chief of the Executive Board and External Relations Branch of the United Nations Population Fund. She was formerly Ambassador and Deputy Permanent Representative of Kenya to the United Nations. Dr Ojiambo has more than 25 years of experience in international relations, diplomacy, governance and policy advocacy. She has held a wide range of leadership, management and advisory positions in the public, private, and non-governmental sectors at national and multilateral levels.

HE Amb Natasha Jessica Stott Despoja AM is Australia’s Ambassador for Women and Girls. A former politician and former leader of the Australian Democrats, she served as Democrats Senator for South Australia from 1995 to 2008. Stott Despoja was appointed to the Senate at the age of 26 and, until Sarah Hanson-Young was elected in 2007, was previously the youngest woman to sit in the Parliament of Australia.

HE Michelle Muscat is the spouse of Prime Minister Joseph Muscat of Malta. She chairs the Marigold Foundation and raised over €150,000 for the organisation and the Malta Special Olympics Team by swimming across the Gozo channel. She is patron of the European Organisation for Rare Diseases and honorary president of the Association of Parents of Children with Autism. She inaugurates wedding fairs and art exhibitions, attends product launches, international conferences, and the Special Olympics.

Professor Tagaloatele Peggy Fairbairn-Dunlop has been Auckland University of Technology (AUT) inaugural Professor of Pacific Studies for more than 30 years. Tagaloatele taught at the University of the South Pacific Alafua School of Agriculture for over 15 years and then for 10 years held posts with UNDP, UNIFEM and UNESCO. She worked with national planning offices and NGOs in most Pacific countries before her return to New Zealand in 2006. Tagaloatele joined AUT’s Institute of Public Policy in 2009. She has been teaching, researching and publishing on Pacific development issues including national sustainable development, gender and youth equity in the Pacific and in New Zealand.

Dr Carmen Sammut is a senior lecturer and Head of Department of International Relations at the University of Malta. She holds a PhD in Media and Communications from Goldsmiths College, University of London. She obtained her Masters (cum laude), a Post Graduate Certificate in Education (PGCE) and a BA Degree from the University of Malta. She currently teaches and writes about journalism, international communications, political communication and issues of culture in international affairs. At the University of Malta she also teaches journalism within the Faculty of Media and Knowledge Sciences (MAKS).

Professor Margaret Wilson is a New Zealand academic and former politician. She served as the first Woman Speaker of the New Zealand House of Representatives (2005–2008). Professor Wilson held several portfolios in Cabinet including Attorney-General (1999–2005), Minister of Labour,
Minister of Commerce, Minister in Charge of Treaty of Waitangi Negotiations, Associate Minister for Courts, and Associate Minister of Justice. She was the first Professor of law and founding Dean at the Waikato University law school (1990–1999) before becoming a Member of Parliament. She resumed her academic career at being appointed Professor of Law and Public Policy (2009).

Joanna Maycock is the Secretary General, European Women’s Lobby. She has over 20 years’ professional experience in senior leadership and governance positions in the European and International Development NGO sector. For the past 12 years she has worked in Brussels for ActionAid, a global Federation working for a world free from poverty and injustice. Her most recent role at ActionAid was as Director for Country Coordination, and Head of Europe, and she is also a long-time board member and former President of CONCORD, the European Confederation of Development NGOs. Joanna also has extensive experience working for migrant women’s rights at the International Organization for Migration.

Dr Shaheena Janjuha-Jivraj is the Founder Director, Boardwalk Leadership and Associate Professor Henley Business School, University of Reading, and Leadership Organisations & Behaviour Expert. She provides leadership training for women organisations in women’s leadership and diversity, strategic development and gender diversity programmes for companies, and contributes to research on Women’s Leadership and Entrepreneurship across the Commonwealth and globally.

Dr Karen Brewer, since 1998, has been Secretary-General and Chief Executive Officer of the Commonwealth Magistrates’ and Judges’ Association (CMJA). She is Secretary to the Commonwealth Latimer House Working Group and key player in the ‘Latimer House’ process which led to the drafting of the Commonwealth (Latimer House) Principles on the Accountability of and Relationship between the three branches of government, an integral part of Commonwealth fundamental values. Since March 2010 she has been a Trustee of Women’s Rights International, the campaigning organisation which promotes more awareness of the inhumane and degrading treatment suffered by widows across the world.

Jackie Leonard started her journalistic career in local radio in the UK at the BBC and commercial stations in Leicester, Lincs FM Cathedral City of Lincoln and Fox FM in Oxford. During her time with Fox FM the station won a prestigious Sony Radio Award. Ms Leonard moved to BBC national radio in 1994 and was part of the team to launch the UK’s first 24-hour radio news service, and BBC Radio Five Live. She transferred to the international arm of the BBC, the World Service, and was appointed news reader. Her duties today extend to presenting ‘The Newsroom’, an hour-long news and current affairs programme, and the ‘Global Newspod’. Jackie is currently empowering a new generation of broadcasters involving the BBC training programmes in India.

Baria Alamuddin is Foreign Editor Al Hayat newspaper and Editor Media Services Syndicate. An award winning journalist, she has interviewed numerous Heads of State including King Hamad Alkhalifa, King Hussain of Jordan, Prime Ministers Tony Blair and Margaret Thatcher, and Presidents Hosni Mubarak, Bill Clinton and Fidel Castro. Ms Alamuddin was a News Anchor for Lebanese Television and analyst on Middle Eastern affairs, on CNN International, American Edition, BBC, Sky News, ITN, CNBC, Al-Arabia, Al-Jazeera, and Abu Dhabi Television. She was the in-house analyst for CNN during the 2003 Iraq war. She is President of the International Arab Charity, CEO of a media strategy and training company, and member advisory board of the Tallberg Forum in Sweden.

Dr Bola Olabisi is the founder of a successful global network for women. She is the CEO of the United Kingdom based Global Women Inventors & Innovators Network (GWIIIN) and Director, European Union Women Inventors & Innovators Network (EUWIIIN). She is a Champion for an inclusive society that allows for creativity, invention, innovation and enterprise. She is a Facilitator for positive change, author and social entrepreneur.

Ms Elvia George is the Chief Finance Officer of the Bank of Valletta (BOV) Group. She joined the Bank in 1981, and is a member of the Management Board, Asset and Liability Management Committee, and MSV Audit Committee of the Bank. She sits on several Boards including the Dar tal-Providenza and Marigold Foundation, BOV. She lectures and supervises professional and Master’s degrees in Accounting and Financial Services at the University of Malta, and is a member of the Malta University
Examination Panel and Accountancy Board. She is certified as a public accountant and Fellow, Malta Institute of Accountants.

Dr Marceline Naudi is the Senior Lecturer and Head of Department of Gender Studies, Faculty for Social Wellbeing, University of Malta. A social worker by profession, her years of practice (in England, Ireland and Malta) have included work with children and young people in care and their families, ex-offenders, homeless people, persons with mental health support needs and survivors of domestic violence. Dr Naudi contributes to teaching within several other University departments and faculties on gender issues, violence against women and other anti-oppressive issues (sexual orientation, race, disabilities) at both Bachelor and Masters level.

Dr Winsome Pauline Gordon, Order of Distinction and Justice of the Peace, and CEO for the Jamaica Teaching Council, where she leads on Education of Boys, gender sensitive teaching, teacher portfolio development and investigative classroom teaching, short term training in various areas of leadership, management, education, financing, project development, management and implementation, standards setting and teachers’ appraisal. Prior to this, Dr Gordon was employed to UNESCO as Chief International Cooperation in Higher Education, providing technical expertise with UNICEF, UNIFPA, UNFPA, UNDP, ILO, The World Bank, Commonwealth Secretariat, DANIDA, United Kingdom, FINIDA, USAID, Japan ISESCO, ADEA and United Nations Special Initiative for Africa.

Hon. Baroness Sandip Verma was appointed Parliamentary Under Secretary of State at the Department for International Development on 13 May 2015. She is a Conservative member of the House of Lords. In 2006 she was raised to the peerage as Baroness Verma of Leicester in the County of Leicestershire. She was Opposition Whip from 2006 to 2010 and then Government Whip following the 2010 general election. Prior to becoming Parliamentary Under Secretary of State for DFID, Baroness Verma was Parliamentary Under Secretary of State for DECC, Spokesperson for Cabinet Office, International Development, Women and Equalities and Business Innovation and Skills.

Christine Wilson is an experienced international policy professional at the British Council. She was part of a small team who spearheaded the British Council’s social enterprise programme, now recognised as a leader in global dialogue on the social economy. Engaging both UK and international colleagues and partners, she is curating a British Council exhibition examining the effect on UK policy of the Sustainable Development Goals. She also leads the Next Generation research series, focusing on amplifying the voice of global youth and women in sustainable development, democracy, gender equality, skills, education and entrepreneurship, justice and civil society.

Doreen Bogdan-Martin is a strategic leader with more than 20 years of high-level experience in international and inter-governmental relations. She is the Chief of Strategic Planning & Membership for the International Telecommunication Union (ITU), a specialised agency of the United Nations in Geneva, Switzerland. She leads the organisation’s strategic initiatives, directs the Corporate Communications and External Affairs divisions, and serves as Secretary to the ITU Board of Directors and Coordinator UN Affairs for ITU. She is an affiliate of Harvard University Berkman Center for Internet and Society and a member of the Swiss Network for International Studies Academic Council.

Dr Brenda Murphy joined the University of Malta in 1994, having worked in the advertising industry in Dublin and London. Dr Murphy is the Acting Director of the Institute for Design and Development of Thinking, supporting the Police, Civil Protection, Department of Health, National Commission for Promotion of Equality, and Employment and Training Corporation. In November 2013, Dr Murphy became a founding member of the new Department of Gender Studies, University of Malta. She was Chair, Gender Advisory Committee of Malta Broadcasting Authority, and Advisor, National Commission for Promotion of Equality on gender and racial materials on national advertising campaigns.

Khadija Gbla is an award winning inspirational speaker, facilitator, trainer and consultant. Through her consultancy, she mentors government agencies, not-for-profit organisations, individuals and linguistically diverse communities to raise awareness about violence against women and girls, particularly female genital mutilation. A former Sierra Leone refugee now resident in Australia, is recognised for her Outstanding Contributions to Human Rights by the Australian Human Rights Commission in 2014; the 2011 Young South Australian of the Year; The Advertiser South
Australia’s 50 most Influential Women, and 2013 Madison Magazine Australia’s Top 100 inspiring Women. She is the Executive Director of No FGM Australia.

**Jude Kelly, OBE, CBE** was appointed Artistic Director of Southbank Centre, Britain’s largest cultural institution, in 2006, and founded Solent People’s Theatre and Battersea Arts Centre. She was the founding director of the West Yorkshire Playhouse, and has directed over 100 productions from the Royal Shakespeare Company to the Châtalet in Paris. In 2002 she founded Metal, providing a platform for artistic hunches in community contexts, and created the Women of the World (WOW) Festival in 2011, held across the UK and globally. In 1997, she was awarded an OBE for her services to theatre, and in 2015 a CBE for services to the Arts.

**Parallel workshops**

**Ms Renee Laiviera** is the National Commissioner for the Promotion of Equality, Malta. Ms Laiviera has held a number of management positions in the Malta Public Service since 1998 when she was appointed Director (Women’s Rights). She has held positions on a number of government commissions and committees, including Chair of the then-Commission for the Advancement of Women. She spent several years in the banking and finance sector, later dedicating 13 years to the UN Regional Oil Combating Centre in Malta, working with various international institutions. In March 2007 she received an honour from The Embassy of the United States of America in Malta, for exceptional courage and leadership in advocating for women’s rights and advancement in Malta.

**Alison Zerafa Civelli** is the Mayor of the city of Cospicua, a small city in the south of Malta. Cospicua is also known as Bormla and forms part of the Three Cities, also known as The Cottonera. It has a population of about 5,500 and has settlements that date back more than 1,500 years. She was elected as a Mayor in 2013. Prior to this, she served as a Vice Mayor between 2009 and 2013 and her delegated duties were Education and Women’s Involvement in local government. She also formed part of the Executive Labour Youth Forum between 2001 and 2006. The City of Cospicua is an active member of the Local Councils Association, which is a member organisation of the CLGF.

**Ms Evelina Vardanyan**, Programme Officer, Association of Commonwealth Universities, manages a portfolio of projects supporting capacity building and development of higher education in the Commonwealth. Prior to joining the ACU, Evelina worked at the Open Society Assistance Foundation – Armenia (OSI-AF), responsible for strategic planning and programme development of Higher Education and National Education Programmes. Evelina previously worked for UNICEF and USAID in similar capacities, and was Adviser to the Director of the National Institute of Education, MoES Armenia. She has extensive experience in implementing development projects supporting educational reform in national and international context.

**Professor Asha Singh Kanwar** is one of the world’s leading advocates for learning for development and became President and Chief Executive Officer of the Commonwealth of Learning (COL) on 1 June 2012. Dr Kanwar’s engagement with distance education began when she joined Indira Gandhi National Open University (IGNOU) as a Reader in 1988. In 1999, she became Pro-Vice Chancellor of IGNOU. Professor Kanwar has over 30 years of experience in teaching, research and administration. In addition to publishing several books, research papers and articles, she has made significant contributions to gender studies, especially the impact of distance education on the lives of Asian women. Professor Kanwar is a recipient of several awards and fellowships.

**Louise Morley** is a Professor of Education and Director of the Centre for Higher Education and Equity Research (CHEER) at the University of Sussex, UK. Her previous posts were at the Institute of Education, University of London, the University of Reading and the Inner London Education Authority. She is an Academician of the Academy of Social Sciences, a Fellow of the Society for Research into Higher Education, and a Senior Visiting Fellow, The Centre for Gender Excellence (GEXcell), University of Örebro, Sweden. Prof. Morley has an international profile in the field of sociology of higher education studies. She directed a DFID/ Carnegie funded research project on Gender Equity in Commonwealth Higher Education.

**Vivian Adhiambo Onano** is a Women and Girls Advocate and Youth Leader, Youth Advisor to UN Women Global Civil Society Advisory Group, Women Deliver Young Leader and a Global Youth Advocate for the Mara Mentor Program, Vivian
served as a campus advocate for the United Nations Association-USA and Half the Sky Movement community ambassador. She is the Education Spokesperson for Moremi Africa, a Global Youth Ambassador for A World At School, a 2014 Change Maker Fellow with the Nantucket Project, and one of the top 25 emerging women leaders to lead change on the African continent. Vivian currently works with Africa 2.0 Foundation as a Community and Partnership Consultant.

Professor Maithree Wickramasinghe is Professor in English, founding Director of the Centre for Gender Studies at the University of Kelaniya, Sri Lanka, associate editor of a forthcoming encyclopaedia on gender and sexuality studies, and Visiting Professor at the School of Education and Social Work, University of Sussex, United Kingdom. She has more than 25 years of experience in formulating gender mainstreaming polices, conducting gender training and evaluating women’s and gender programmes for local and international organisations including the ILO, the Association of Commonwealth Universities (ACU), CARE International and Practical Action.

Dr JosAnn Cutajar is Director of University of Malta’s Cottonera Resource Centre. She lectures in the Department of Gender Studies and Sociology Department in the University of Malta. She also lectures on feminist community research and gender and development in other university entities. Cutajar previously worked with the Employment and Training Corporation, Centre for Faith and Justice, as well as Ernst & Young as a social expert specialising in gender issues. Through the Centre for Faith and Justice she conducted research for the EU Fundamental Rights Agency and EIGE from 2010 to 2014. She was a member of the Commission for the Advancement of Women within the Ministry for Social Policy and Gender Issues Committee within the University of Malta.

Ms Candace Johnson is the founder of Global Board Ready Women, a database to increase the visibility and provide opportunities for board ready women globally. Ms Johnson is a co-initiator of SES Global, the world’s largest satellite system; founder of Teleport Europe, Europe’s first trans-border satellite communications company; and founder of Europe Online, the world’s first internet-based online service and satellite internet provider. Ms Johnson is also the founding president of the VATM, Germany’s Association of Private Telecom Operators, and the founding president of the Global Telecom Women’s Network. The Government of Germany awarded her Officer of the Federal Order of Merit and the Government of Luxembourg awarded her Officer of the Oak Crown for her services in European Telecommunications and Media.

Alison Hill is the Chief Executive Officer of the Argus Group since January 2011. In her capacity as Chief Executive Officer, Alison assumes overall executive leadership of the Argus Group. Alison has more than 20 years experience as a senior manager and, immediately before joining Argus, spent eight years as Chief Operating Officer and Operations Director of HBOS European Financial Services in Luxembourg, Maastricht and Heidelberg. She serves on a number of private sector boards both as an executive and non-executive director, spanning financial services, hospitality, telecommunications and education.

Deborah Leary, OBE is the CEO of Forensic Pathways (FPL), her strategic management centres on the development of innovative technologies for the criminal and business intelligence market, particularly in the area of cell phone analysis, image analysis and ballistics analysis, in addition to providing Due Diligence and Fraud Investigation services. Deborah is an international motivational speaker and consultant on entrepreneurship and innovation, regularly speaking on issues such as entrepreneurship, international trade, optimisation of innovation, IP strategy, personal branding, strategic networking and Corporate Social Responsibility. Voted as one of Britain’s Top 100 Women Entrepreneurs by Real Business Magazine in 2009, Deborah Leary, OBE (Order of the British Empire, 2008) is considered to be one of the most motivational and entrepreneurial women of our time.

Dr Medha Purao Samant is one of the best known figures in the areas of Financial Inclusion. She has many accolades including ‘Entrepreneurs International Award for the year 2003’ and ‘Women Leaders in Microfinance’ by Indian School of Microfinance for Women, ‘Adishakti puruskar’ by the hands of Dr Kiran Bedi, and the Microfinance India Award by Access Assist, in the category of Community Owned Microfinance Organization of the Year 2014. Born to a family of social activists, Medha Samant was always inclined towards the cause of ‘banking for the poor’. She formally ended a 12-year career in a commercial bank and
Appendix 2

Established Annapurna Pariwar with other partners. Today Annapurna is a group of six non-government organisations working in Mumbai and Pune for the urban slum dwellers, with a vision of empowered women in a sustainable family.

Dr Margo Thomas is an international expert in Private Sector Development, Trade, and Competitiveness. Her expertise encompasses foreign investment, women’s economic empowerment, business enabling environment, regulatory reform and governance, and public policy-making. Until November 2014, Dr Thomas served as Lead Operations Officer in the Investment Climate Department in the Trade and Competitiveness Practice at the International Finance Corporation (IFC), World Bank Group. During her tenure in the World Bank Group, she advised and provided implementation support to more than 50 developing and transition economy governments, on the national and sub-national levels. In 2014, Dr Thomas was recognised as Professional Woman of the Year by the National Association of Professional Women.

Ms Freda Miriklis is an entrepreneur, executive and board director with experience educating and supporting world leaders and CEOs to promote equality and economic opportunities that empower women at a global level. She is an inaugural member of the United Nations Women’s Empowerment Principles: Equality Means Business Leadership Group (since 2011) providing strategic guidance to UN Women/UN Global Compact WEPs, and a member of the WEPs CEO Leadership Awards Committee. Freda is Co-Chair for the Commonwealth Business Women Network, Director of The Hellenic Initiative (Aust), and served as President of BPW International (2011–2014). Freda is a Fellow of the Financial Services Institute of Australasia (FinSia), Master Stockbroker with the Stockbrokers Association of Australia and Fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA).

Rt Hon. Fiona Margaret Mactaggart, MP was founder and Secretary of the All-Party Parliamentary Group on Prostitution and Global Sex Trade, and Co-Chair All-Party Parliamentary Group on Human Trafficking/Modern Day Slavery. She has served on several House of Commons Committees on Health, Children, Schools and Families, Public Accounts and Public Administration, and as Shadow Minister for Women and Equalities. She was Chair, Women’s Parliamentary Labour Party, National Secretary of the National Union of Students, and General Secretary of the Joint Council for the Welfare of Immigrants. She worked for the National Council for Voluntary Organisations and was an inner London primary school teacher and university lecturer.

Honourable Professor Nkandu Luo is the Minister of Gender and Development in Zambia. She served as Minister of Health, Transport and Communications, Local Government and Housing, Chiefs and Traditional Affairs. Professor Luo is President of the Pathological Society of Southern, Eastern and Central Africa, Vice President of the Society of AIDS in Africa, and Secretary of the Microbiology Society in Zambia. She is the founder of the Tasintha Programme which engages with sex workers and the Society for Women and AIDS in Zambia (SWAAZ). She was recently nominated as a Fellow of the Royal College of Physicians of Edinburgh, and serves on the General Assembly of the European and Developing Countries Clinical Trials Partnership.

Advocate Karen McKenzie is Head, Human Rights Unit at the Commonwealth Secretariat. She was an Advocate of the High Court of South Africa, and former and only woman Police Ombudsman for South Africa. She is a member of the Interpol Group of Experts on Corruption; an Expert Adviser to the African Commission on Human and People’s Rights; member drafting team for Robben Island Guidelines on the prohibition and prevention of torture in Africa; and established the African Policing Civilian Oversight Forum. As a former international development consultant she has worked for UNICEF, UN Women, UNODC, the EU and several governments. Post-apartheid, she served in the Ministry of Justice and the Ministry of Police.

Hon. Dr Pindi Chana, MP is a Tanzanian lawyer, practising Advocate and a Member of Parliament since 2005. She is the Deputy Minister of Community Development, Gender and Children. She is Chair of the International Council for Parliamentarians for Global Action and has led capacity-building initiatives and represented Tanzania on national, regional and international platforms on child, early and forced marriage (CEFM). Dr Chana presented the Declaration to end CEFM by Parliamentarians to the President of the 70th session of the UN General Assembly. This Declaration was signed by 709 MPs from 77 countries.
Dr John Kirkland, OBE is Deputy Secretary-General of the Association of Commonwealth Universities (ACU). He serves as Executive Secretary of the Commonwealth Scholarship Commission, UK, Marshall Aid Commemoration Commission, and the Chevening Secretariat – the UK government’s three main international scholarship schemes. Dr Kirkland has more than 25 years’ experience of higher education management at a senior level, in both developed and developing countries. Prior to joining the ACU, Dr Kirkland was Secretary of the UK National Institute for Economic and Social Research from 1994 to 1999, and Director of the Research Services Bureau at Brunel University from 1988 to 1994.

Jude Thaddeus Njikem is a youth leader and founded the Youth for Equality to empower the youth to fight inequalities including child marriage, female genital mutilation and gender based violence, while promoting human rights for all. He is an Associate Fellow of the Royal Commonwealth Society; Cameroon’s country co-ordinator for the Organization of African Youth; Youth Advocacy Team Member with the United Nations Network of Young Peace-builders, and Board Member Cameroon Centre for Education and Entrepreneurial Development. He has conducted research on African Youth Development and the role of young people in ending child marriage.
# Appendix 3

**List of participants** (contact details can be made available on request)

<table>
<thead>
<tr>
<th>Name</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Grima, Ms Joany</td>
<td>Commonwealth Foundation</td>
</tr>
<tr>
<td>2. Vella, Ms Ruth</td>
<td>Events Club Malta</td>
</tr>
<tr>
<td>3. Theuma, Dr Nadia</td>
<td>Paragon Europe</td>
</tr>
<tr>
<td>4. Mifsud, Professor Janet</td>
<td>University of Malta</td>
</tr>
<tr>
<td>5. Francisca, Ms Maryrose</td>
<td>Foundation for Women Entrepreneurs</td>
</tr>
<tr>
<td>6. Blakemore, Mrs Monique</td>
<td>Autism Women Matter</td>
</tr>
<tr>
<td>7. Giuliani, Ms Angele</td>
<td>The Foundation for Women Entrepreneans</td>
</tr>
<tr>
<td>8. Okorodudu, Mrs Joan</td>
<td>House of Jola</td>
</tr>
<tr>
<td>9. Davis, Dr Donnell</td>
<td>Commonwealth Human Ecology Council S45</td>
</tr>
<tr>
<td>10. Emmerton, Mr Lewis</td>
<td>Girls Not Brides: The Global Partnership to End Child Marriage</td>
</tr>
<tr>
<td>11. Acheampong, Mr Yaw</td>
<td>International Volunteer Organisation for Women Education Development</td>
</tr>
<tr>
<td>12. Sarpong, Miss Phylis</td>
<td>International Volunteer Organisation for Women Education Development</td>
</tr>
<tr>
<td>13. Appiah-Kubi, MR Benjamin</td>
<td>International Volunteer Organisation for Women Education Development</td>
</tr>
<tr>
<td>14. Brown, Ms Hazel</td>
<td>The Network of NGOs of Trinidad and Tobago for the Advancement of Women</td>
</tr>
<tr>
<td>15. Laiviera, Ms Nazzarenna known as Renee</td>
<td>NCPE(National Commission for the Promotion of Equality)</td>
</tr>
<tr>
<td>16. Tonna, Ms Lara</td>
<td>National Council of Women</td>
</tr>
<tr>
<td>17. Pratt, Mrs Robyn</td>
<td>Impact Consulting</td>
</tr>
<tr>
<td>18. Bingley, Ms Doris</td>
<td>National Council of Women Malta</td>
</tr>
<tr>
<td>19. Anene, Ms Ngozi Nafsatu</td>
<td>The Royal Commonwealth Society Nigeria</td>
</tr>
<tr>
<td>20. Chanchan, Mr Samuel</td>
<td>Global Peace and Development Organization</td>
</tr>
<tr>
<td>21. Gaspard Taylor, Ms Gia Virginia</td>
<td>Network of Rural Women Producers Trinidad and Tobago (NRWPTT)</td>
</tr>
<tr>
<td>22. George, Ms Valarie</td>
<td>Network of Rural Women Producers Trinidad and Tobago</td>
</tr>
<tr>
<td>23. Akter, Mrs Oishe</td>
<td>Oishe Fashions House</td>
</tr>
<tr>
<td>24. Lawton, Mrs Susan</td>
<td>CCLEF</td>
</tr>
<tr>
<td>25. Nugent, Mrs Kathleen Mary</td>
<td>CASTME/Commonwealth Association of Science,Technology and Mathematics Educators</td>
</tr>
<tr>
<td>26. Tunnicliffe, Lady Susan</td>
<td>CASTME (and UCL IOE)</td>
</tr>
<tr>
<td>27. Reddy, Miss Priyanka</td>
<td>Commonwealth Human Rights Initiative</td>
</tr>
<tr>
<td>28. Cassar, Dr Claire</td>
<td>WF Sub-Committee</td>
</tr>
<tr>
<td>29. Zammit Alamango, Ms Nikita</td>
<td>WF Sub-Committee</td>
</tr>
<tr>
<td>30. Spiteri, Ms Lorenza</td>
<td>WF Sub-Committee</td>
</tr>
<tr>
<td>31. Skipper, Mr Leslie</td>
<td>WF Sub-Committee</td>
</tr>
<tr>
<td>32. Cuscheri, Mr Joseph</td>
<td>WF Sub-Committee</td>
</tr>
<tr>
<td>33. Ehirim, Miss Queen</td>
<td>Global community peace network initiative</td>
</tr>
<tr>
<td>34. Daruwala, Mrs Maja</td>
<td>Commonwealth Human Rights Initiative</td>
</tr>
<tr>
<td>35. Sebunya, Mrs Merian</td>
<td>BTS Clearing and Forwarding Ltd</td>
</tr>
<tr>
<td>36. Orwa, Ms Roseline</td>
<td>Rona Foundation</td>
</tr>
<tr>
<td>No.</td>
<td>Name</td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------</td>
</tr>
<tr>
<td>37</td>
<td>Hashan, Mrs Tania</td>
</tr>
<tr>
<td>38</td>
<td>Huq, Mrs Najia</td>
</tr>
<tr>
<td>39</td>
<td>Osaro, Ms Jennifer</td>
</tr>
<tr>
<td>40</td>
<td>Habiba, Mrs Ummay</td>
</tr>
<tr>
<td>41</td>
<td>Cooper, Ms Carol</td>
</tr>
<tr>
<td>42</td>
<td>Iyaheen, Ms Imade</td>
</tr>
<tr>
<td>43</td>
<td>Okani, Ms Prisca Ileyinwa</td>
</tr>
<tr>
<td>44</td>
<td>Dhiru, Miss Vanisa</td>
</tr>
<tr>
<td>45</td>
<td>Attard, Ms Simone</td>
</tr>
<tr>
<td>46</td>
<td>Bengijo, Mr Godknows Joseph</td>
</tr>
<tr>
<td>47</td>
<td>Osadua, Ms Gbemisola</td>
</tr>
<tr>
<td>48</td>
<td>Ciantar, Ms Carmen</td>
</tr>
<tr>
<td>49</td>
<td>Naudi, Dr Marceline</td>
</tr>
<tr>
<td>50</td>
<td>Rudd, Mrs Lesley</td>
</tr>
<tr>
<td>51</td>
<td>Borg Vassallo, Mrs Nicolina</td>
</tr>
<tr>
<td>52</td>
<td>Sohail, Ms Nayyab</td>
</tr>
<tr>
<td>53</td>
<td>Abela, Mrs Gertrude</td>
</tr>
<tr>
<td>54</td>
<td>Maycock, Ms Joanna</td>
</tr>
<tr>
<td>55</td>
<td>Bonello, Mrs Mary Rose</td>
</tr>
<tr>
<td>56</td>
<td>Mamadi, Miss Nicole</td>
</tr>
<tr>
<td>57</td>
<td>Daarmanin, Ms Victoria</td>
</tr>
<tr>
<td>58</td>
<td>Chaudhury, Dr Shirin Sharmin</td>
</tr>
<tr>
<td>59</td>
<td>Jemimah, Coordinator Lemerketo</td>
</tr>
<tr>
<td>60</td>
<td>Nashan, Ms Gimbiya Vivian</td>
</tr>
<tr>
<td>61</td>
<td>Baptiste, Miss Kimberly</td>
</tr>
<tr>
<td>62</td>
<td>Akatsa-Bukachi, Ms Marren Awuor</td>
</tr>
<tr>
<td>63</td>
<td>Xuereb, Ms Diane</td>
</tr>
<tr>
<td>64</td>
<td>Gauci, Ms Tamara Katryna</td>
</tr>
<tr>
<td>65</td>
<td>Camilleri Zahra, Ms Amy Joan</td>
</tr>
<tr>
<td>66</td>
<td>Brewer, Dr Karen</td>
</tr>
<tr>
<td>67</td>
<td>Haywood, Ms Helen</td>
</tr>
<tr>
<td>68</td>
<td>Fava Cassar, Ms Jeanette</td>
</tr>
<tr>
<td>69</td>
<td>Ince, Ms Terry</td>
</tr>
<tr>
<td>70</td>
<td>Gbla, Mrs Khadija</td>
</tr>
<tr>
<td>71</td>
<td>Attard, Ms Grace</td>
</tr>
<tr>
<td>72</td>
<td>Symonds, Ms Lynne</td>
</tr>
<tr>
<td>73</td>
<td>Cassar, Mrs Vincenca</td>
</tr>
<tr>
<td>74</td>
<td>Dernicoli, Mrs Maria</td>
</tr>
<tr>
<td>75</td>
<td>Licari, Dr Edwina</td>
</tr>
<tr>
<td>76</td>
<td>Farrugia, Miss Filippa Maria aka Phyllis</td>
</tr>
<tr>
<td>77</td>
<td>Mifsud, Mrs Claudette</td>
</tr>
<tr>
<td>78</td>
<td>Vogiatzi, Ms Antiopi</td>
</tr>
<tr>
<td>79</td>
<td>Duca, Ms Rebekah</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>---------------------------------------------------</td>
</tr>
<tr>
<td>Warda, Ms Kinga</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Borg Muscat, Dr Helen</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Maronese Busuttil, Ms Sharlene</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Gatt, Dr Corinne Marie</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Pace, Ms Roberta</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Hunt, Ms Lorna</td>
<td>Commonwealth Countries League Education Fund</td>
</tr>
<tr>
<td>Micallef, Mrs Mary</td>
<td>Soroptimist International Malta</td>
</tr>
<tr>
<td>Drew, Ms Philippa</td>
<td>Kaleidoscope Trust</td>
</tr>
<tr>
<td>Bujeja, Ms Sina</td>
<td>Soroptimist International Malta</td>
</tr>
<tr>
<td>Wellman, Ms Rebecca Janelle</td>
<td>National Council of Women Malta</td>
</tr>
<tr>
<td>Rouf Dina, Mrs Rukhsana</td>
<td>Provincial Enterprise</td>
</tr>
<tr>
<td>Kodhandaraman, Dr Balasubramanian</td>
<td>Commonwealth of Learning</td>
</tr>
<tr>
<td>Mutongole, Mr Moses</td>
<td>Immanuel Development Foundation</td>
</tr>
<tr>
<td>Gill, Ms Anam</td>
<td>Education for Sustainability</td>
</tr>
<tr>
<td>Pickles, Miss Lucy</td>
<td>Commonwealth Parliamentary Association</td>
</tr>
<tr>
<td>Placide, Miss Kenita</td>
<td>International Lesbian and Gay Association</td>
</tr>
<tr>
<td>Tabengwa, Ms Monica</td>
<td>Pan Africa ILGA</td>
</tr>
<tr>
<td>Johnson, Ms Candace</td>
<td>SES, Loral-Teleport Europe, Europe Online, Global Telecom</td>
</tr>
<tr>
<td>Robinson, Professor Mbu Enow</td>
<td>Ministry of Public Health, Cameroon</td>
</tr>
<tr>
<td>Miriklis, Ms Aphroditi</td>
<td>Commonwealth Businesswomen Network</td>
</tr>
<tr>
<td>Bala, Miss Ibiso</td>
<td>Waleus Travel and Tours</td>
</tr>
<tr>
<td>Olabisi, Dr Bola</td>
<td>Global Women Inventors &amp; Innovators Network (GWIIIN)</td>
</tr>
<tr>
<td>Fatima, Ms Bibi</td>
<td>Gandhara University</td>
</tr>
<tr>
<td>Purao-Samant, Dr Medha</td>
<td>Women and Enterprise Development, Annapurna Pariwar</td>
</tr>
<tr>
<td>Oluata, Mrs Olawemisi</td>
<td>TVL Forests &amp; Plantations</td>
</tr>
<tr>
<td>Serwah, Ms Yaa</td>
<td>International Voluntary Organisation for Women, Education and Development</td>
</tr>
<tr>
<td>Boakye, Ms Beatrice</td>
<td>International Voluntary Organisation for Women, Education and Development</td>
</tr>
<tr>
<td>Gordon, Dr Winsome</td>
<td>Jamaica Teaching Council</td>
</tr>
<tr>
<td>Ilechukwu, Dr Adeola</td>
<td>Nigerian Women In Information Technology</td>
</tr>
<tr>
<td>Kanwar, Professor Asha Singh</td>
<td>Commonwealth of Learning</td>
</tr>
<tr>
<td>Flamer-Caldera, Ms Rosanna</td>
<td>Equal Ground, Sri Lanka</td>
</tr>
<tr>
<td>Vardanyan, Ms Evelina</td>
<td>Association of Commonwealth Universities</td>
</tr>
<tr>
<td>Mitchell, Mrs Janet Margaret</td>
<td>The Scottish Parliament</td>
</tr>
<tr>
<td>Butler, Dame Rosemary</td>
<td>National Assembly for Wales</td>
</tr>
<tr>
<td>Bogdan-Martin, Mrs Doreen</td>
<td>International Telecommunications Union</td>
</tr>
<tr>
<td>White, Miss Sandra</td>
<td>The Scottish Parliament</td>
</tr>
<tr>
<td>Monique Hortense, Mrs Fandeu Tchambia</td>
<td>Commonwealth Business and Entrepreneur’s Network</td>
</tr>
<tr>
<td>Therese Silvie, Mrs Tsague Azanguim</td>
<td>Commonwealth Women’s Network</td>
</tr>
<tr>
<td>Grace, Mrs Ndongoumbe Priso</td>
<td>Commonwealth Women’s Network</td>
</tr>
<tr>
<td>Chantal, Mrs Mbou Njoya Epse Njoukoumbe</td>
<td>Commonwealth Women’s Network</td>
</tr>
<tr>
<td>Eveline, Mrs Bibi Doumbe</td>
<td>Commonwealth Business Women’s Network</td>
</tr>
<tr>
<td>Thomas, Dr Margo</td>
<td>World Bank Group</td>
</tr>
<tr>
<td>Litete-Makhumula, Ms Andikuza</td>
<td>Literacy for Change</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>------</td>
<td>--------------</td>
</tr>
<tr>
<td>Mactaggart, Ms Fiona Margaret</td>
<td>UK Parliament</td>
</tr>
<tr>
<td>Behoumie, Ms Marie Noel</td>
<td>African Youth Initiative on Climate Change Cameroon Chapter</td>
</tr>
<tr>
<td>Grasty, Mrs Janet</td>
<td>UN Women NC UK</td>
</tr>
<tr>
<td>Haque, Ms Jolly Nur</td>
<td>Plan International Bangladesh</td>
</tr>
<tr>
<td>Wickramasinghe, Professor Maithree</td>
<td>University of Kelaniya</td>
</tr>
<tr>
<td>Chowdhury, Ms Shahnin Ahmed</td>
<td>Directorate of Women Affairs, Ministry of Women and Children Affairs</td>
</tr>
<tr>
<td>Dali, Dr Felicity</td>
<td>Kaleidoscope Trust</td>
</tr>
<tr>
<td>Wilson, Doctor Lena</td>
<td>Scottish Enterprise</td>
</tr>
<tr>
<td>Ayebazibwe, Mr Kenneth</td>
<td>Ministry of Gender, Labour and Social Development</td>
</tr>
<tr>
<td>Obidegwu, Mrs Blessing</td>
<td>Independent National Electoral Commission</td>
</tr>
<tr>
<td>Mpagi, Ms Sanyu Jane</td>
<td>Ministry of Gender, Labour and Social Development</td>
</tr>
<tr>
<td>Adesanya, Mrs Oluwatoshin Abimbola</td>
<td>Sarinlaj Int’l Ltd</td>
</tr>
<tr>
<td>Momodu, Mrs Goodness</td>
<td>Sarinlaj Int’l Ltd</td>
</tr>
<tr>
<td>Tayo, Mrs Oluwaseun Yvonne</td>
<td>Habol Petroleum Ltd</td>
</tr>
<tr>
<td>Morley, Professor Louise</td>
<td>University of Sussex</td>
</tr>
<tr>
<td>Gordon, Ms Dorothy</td>
<td>Ghana-India Kofi Annan Centre of Excellence in ICT</td>
</tr>
<tr>
<td>Poole, Mrs Linda Helen</td>
<td>Business and Professional Women (BPW)</td>
</tr>
<tr>
<td>O’Brien, Ms Penelope</td>
<td>Business and Professional Women (BPW)</td>
</tr>
<tr>
<td>Mbone Enie, Ms Rosemary Olive</td>
<td>Salama Heritage Ecovillage (SHE) Tanzania</td>
</tr>
<tr>
<td>Sarah, Mrs Kyangwa</td>
<td>Jajaz in Christ</td>
</tr>
<tr>
<td>Ibrahim, Mrs Aisha</td>
<td>National Directorate of Employment</td>
</tr>
<tr>
<td>Perside, Mrs Ngameyet Epse Mouliom</td>
<td>Commonwealth Women’s Network</td>
</tr>
<tr>
<td>RAMOS, Ms AIMEE LOUISE</td>
<td>Delta Intertrade Corporation</td>
</tr>
<tr>
<td>Watson, Mrs Elizabeth</td>
<td>National Assembly for Wales</td>
</tr>
<tr>
<td>Hamilton, Ms Heather</td>
<td>CODA Studios 25.4</td>
</tr>
<tr>
<td>Oke, Mrs Folake</td>
<td>Nigerian Export-Import Bank</td>
</tr>
<tr>
<td>Abraham, Mrs Ramatu</td>
<td>Nigerian Export-Import Bank</td>
</tr>
<tr>
<td>Aphere, Ms Mary-Joyce Doo</td>
<td>Women for Women Development Consultancy</td>
</tr>
<tr>
<td>Bonne, Mrs Marie-Josee</td>
<td>Ministry of Social Affairs, Community Development &amp; Sports</td>
</tr>
<tr>
<td>Brooks, Mr Lewis</td>
<td>Royal Commonwealth Society</td>
</tr>
<tr>
<td>Camilleri Podesta, Prof. Marie Therese</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Nellany, Miss Maxine Jane</td>
<td>Scottish Enterprise</td>
</tr>
<tr>
<td>Nijjem, Mr Jude Thaddeus</td>
<td>Organization of African Youth</td>
</tr>
<tr>
<td>Hill, Ms Alison</td>
<td>The Argus Group</td>
</tr>
<tr>
<td>Cecile Flore, Miss Podga</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>Jeanne Marie Gaelle, Miss Nguend</td>
<td>Commonwealth Women’s Network</td>
</tr>
<tr>
<td>Akpowowo, Ms Akpobor Righteous Hilda</td>
<td>Centre for Africa Leadership and Development CALD</td>
</tr>
<tr>
<td>Guttenbeil-Likiliki, Ms ‘Ofa-Ki-Levuka</td>
<td>Women and Children Crisis Centre, Tonga</td>
</tr>
<tr>
<td>Kirkland, Dr John</td>
<td>The Association of Commonwealth Universities</td>
</tr>
<tr>
<td>Dennis, People Consultant, Writer and Broadcaster</td>
<td>BlackPig</td>
</tr>
<tr>
<td>Puri, Ms Lakshmi</td>
<td>UN Women</td>
</tr>
<tr>
<td>Jones, Ms Helen</td>
<td>Royal Commonwealth Society</td>
</tr>
<tr>
<td>Onesermo-Tulaepa, Mrs Beth Taliliagi</td>
<td>Ministry of Women Community and Social Development</td>
</tr>
<tr>
<td>AHIKIRE, Prof. JOSEPHINE</td>
<td>Makerere University, School of Women &amp; Gender Studies</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Murphy, Dr Brenda</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Sammut, Dr Carmen Josephine</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Cutajar, Dr Josephine Ann</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Janjuha-Jivraj, Dr Shaheena</td>
<td>Boardwalk Leadership</td>
</tr>
<tr>
<td>Stephenson, Mr Craig</td>
<td>National Assembly for Wales</td>
</tr>
<tr>
<td>Roper, Ms Jacqueline</td>
<td>BBC World Service</td>
</tr>
<tr>
<td>Dunlop, Professor Margaret</td>
<td>AUT University</td>
</tr>
<tr>
<td>Mohammed, Mrs Zainab</td>
<td>National Association of Nigerian Traders</td>
</tr>
<tr>
<td>Omakwu, Mrs Agnes</td>
<td>National Association of Nigerian Traders</td>
</tr>
<tr>
<td>Enahoro, Mrs Caroline</td>
<td>National Association of Nigerian Traders</td>
</tr>
<tr>
<td>Abraham, Mrs Ruth</td>
<td>National Association of Nigerian Traders</td>
</tr>
<tr>
<td>Leary, Mrs Deborah</td>
<td>Commonwealth Businesswomen's Network</td>
</tr>
<tr>
<td>Shililifa, Ms Penoshinge Inamu</td>
<td>Ministry of Gender Equality and Child Welfare</td>
</tr>
<tr>
<td>Nghiitwikwa, Miss Eline</td>
<td>Ministry of Gender Equality and Child Welfare</td>
</tr>
<tr>
<td>Mbombo, Miss Martha</td>
<td>Ministry of Gender Equality and Child Welfare</td>
</tr>
<tr>
<td>Ngo Nyom Epse Gwet, Mrs Annie</td>
<td>Edea City Council</td>
</tr>
<tr>
<td>Marie Reine, Mrs Tchakounte</td>
<td>International Club For Peace Research</td>
</tr>
<tr>
<td>Mireille Nadine, Mrs Dodmi</td>
<td>Movement for the Defence of Humanity and Abolition of Torture</td>
</tr>
<tr>
<td>Tomasuolo, Dr Cynthia</td>
<td>Anna Lindh Foundation Malta Network</td>
</tr>
<tr>
<td>Yianni, Ms Michele</td>
<td>Financial Training Institute of Malta</td>
</tr>
<tr>
<td>Calleja Agius, Dr Jean</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Amponsah, Miss Abigail</td>
<td>Presbyterian Church of Ghana – Sunyani</td>
</tr>
<tr>
<td>Lewis, Miss June</td>
<td>ARC Gambia</td>
</tr>
<tr>
<td>Widanelage, Ms Sarah Ashaya</td>
<td>Commonwealth Youth Gender Equality Network</td>
</tr>
<tr>
<td>Kecskes, Ms Melinda</td>
<td>Black Pig</td>
</tr>
<tr>
<td>Wibbou, Honourable Lucia</td>
<td>Ministry of Gender Equality and Child Welfare</td>
</tr>
<tr>
<td>Obi-Ukari, Mrs Grace</td>
<td>National Planning Commission</td>
</tr>
<tr>
<td>Blackman-Woods, Dr Roberta</td>
<td>UK Parliament</td>
</tr>
<tr>
<td>Vaz, Ms Valerie</td>
<td>UK Parliament</td>
</tr>
<tr>
<td>Reif, Ms Judith</td>
<td>CCLEF</td>
</tr>
<tr>
<td>Pizzuto, Ing. Helga</td>
<td>Malta Gaming Authority</td>
</tr>
<tr>
<td>Egharevba, MRS Elizabeth</td>
<td>National Planning Commission</td>
</tr>
<tr>
<td>Farrugia, Ms Martina</td>
<td>University of Hull – Department of Gender Studies</td>
</tr>
<tr>
<td>Ebejer, Ms Elizabeth</td>
<td>Women's Forum</td>
</tr>
<tr>
<td>Fenech, Ms Rodianne</td>
<td>Education</td>
</tr>
<tr>
<td>Sciberras, Mr Reuben</td>
<td>Ministry for Social Dialogue, Consumer Affairs and Civil Liberties</td>
</tr>
<tr>
<td>Dalli, Hon. Minister Helena</td>
<td>Ministry for Social Dialogue, Consumer Affairs and Civil Liberties</td>
</tr>
<tr>
<td>Farrugia, Ms Silvana</td>
<td>Ministry for Social Dialogue, Consumer Affairs and Civil Liberties</td>
</tr>
<tr>
<td>Borg Zammit, Ms Mariette</td>
<td>IDEAT</td>
</tr>
<tr>
<td>Bacajya Perianes, Ms Milena</td>
<td>Commonwealth Youth Gender Equality Network</td>
</tr>
<tr>
<td>AGIUS, Mr Silvan</td>
<td>Ministry for Social Dialogue, Civil Liberties &amp; Social Dialogue</td>
</tr>
<tr>
<td>Cuschieri, Dr Marie Therese</td>
<td>Chamber of Advocates</td>
</tr>
<tr>
<td>Sands, Miss Ruby Edna Frances</td>
<td>UNICEF New Zealand &amp; Leader with Girl Guiding New Zealand</td>
</tr>
<tr>
<td>Wilson, Ms Christine</td>
<td>British Council</td>
</tr>
<tr>
<td>Ribi, Dr Joan</td>
<td>Independent Consultant</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Tubillo, Prof. Haydee</td>
<td>NGO</td>
</tr>
<tr>
<td>Nelson, Mrs Amanda</td>
<td>Vodafone Malta Ltd</td>
</tr>
<tr>
<td>Ngabirano, Mr Herbert</td>
<td>Parliament of Uganda</td>
</tr>
<tr>
<td>Sandgren Firmstone, Mrs Dawn</td>
<td>Not applicable</td>
</tr>
<tr>
<td>Burroughes, Mrs Noreen</td>
<td>Malta Business Network – Market Accents</td>
</tr>
<tr>
<td>Andrew, Mr Augustine</td>
<td>Umuezukwu Development union, Portharcourt branch</td>
</tr>
<tr>
<td>Amanaki, Ms Mele</td>
<td>Tonga Public Service Association</td>
</tr>
<tr>
<td>Childs, Professor Sarah</td>
<td>University of Bristol</td>
</tr>
<tr>
<td>Pateman, Ms Domino</td>
<td>Southbank Centre</td>
</tr>
<tr>
<td>Nwordu, Dr Martina</td>
<td>Fed Min of Labour And Productivity, Abuja Nigeria</td>
</tr>
<tr>
<td>Muscat, Ms Stephanie</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Borg, Mr George</td>
<td>Ministry of Education and Employment</td>
</tr>
<tr>
<td>Borg Filletti, Ms Maria</td>
<td>NCPE (National Commission for the Promotion of Equality)</td>
</tr>
<tr>
<td>Farrugia, Mrs Caroline</td>
<td>Vodafone Malta Ltd</td>
</tr>
<tr>
<td>Mifsud, Mrs Claire</td>
<td>Vodafone Malta Ltd</td>
</tr>
<tr>
<td>Reano Colegio, Prof. Josefina</td>
<td>Basilea Dei Ministry &amp; Foundation Inc.</td>
</tr>
<tr>
<td>Izzo, Mrs Diane</td>
<td>Dizz Group of Companies</td>
</tr>
<tr>
<td>Kasimu, Mr Nsimbe</td>
<td>Parliament of Uganda</td>
</tr>
<tr>
<td>Riaz, Mrs Noreen</td>
<td>Sahkar Social Welfare Association</td>
</tr>
<tr>
<td>Goonathilake, Miss Prashini</td>
<td>University of London</td>
</tr>
<tr>
<td>Tabone, Ms Catherine</td>
<td>Culture Directorate</td>
</tr>
<tr>
<td>Emuwa, Mrs Arino</td>
<td>Avandis Consulting</td>
</tr>
<tr>
<td>Peplow, Miss Kelly-Ann</td>
<td>UoM</td>
</tr>
<tr>
<td>Maidani, Ms Tal</td>
<td>Women’s Forum</td>
</tr>
<tr>
<td>Ohajuruka, Dr Ugochi</td>
<td>Days for Girls Nigeria</td>
</tr>
<tr>
<td>Pace, Ms Simone</td>
<td>OPM</td>
</tr>
<tr>
<td>Muscat, Ms Salvina</td>
<td>Ministry of Education and Employment</td>
</tr>
<tr>
<td>Noel, Ms Geraldine</td>
<td>Acumum – Legal &amp; Advisory</td>
</tr>
<tr>
<td>Servina, Mrs Monica Rachel</td>
<td>Citizen Engagement Platform Seychelles</td>
</tr>
<tr>
<td>Borg, Dr Anna</td>
<td>Centre for Labour Studies</td>
</tr>
<tr>
<td>Drewes, Mrs Stefanie</td>
<td>Privat</td>
</tr>
<tr>
<td>Njogu, Miss Josephine Wanjru</td>
<td>Imperial College</td>
</tr>
<tr>
<td>Letsike, Ms Mmapaseka</td>
<td>Access Chapter 2</td>
</tr>
<tr>
<td>George, Mrs Elvia</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>Moses, Mrs Catherine Ene Okwori</td>
<td>Federal Ministry of Youth Development</td>
</tr>
<tr>
<td>Nik Izani, Ms Nik Anis Amirah</td>
<td>SME Corp</td>
</tr>
<tr>
<td>Zainuddin, Dato` Hazimah</td>
<td>HYRAX OIL SDN BHD</td>
</tr>
<tr>
<td>Jack, Ms Carolyn</td>
<td>Royal Commonwealth Society</td>
</tr>
<tr>
<td>Camilleri – Pedersen, Ms Debra</td>
<td>Global Journeys (Canada)</td>
</tr>
<tr>
<td>Abbeyquaye, Miss Alice Parbie</td>
<td>Women’s Fellowship – Methodist Church Ghana</td>
</tr>
<tr>
<td>Agbor-Miller, Mrs Juliet Barong</td>
<td>Agewell Care Initiative</td>
</tr>
<tr>
<td>Enabulele, Miss Angela Blossom</td>
<td>Agewell Care Initiative</td>
</tr>
<tr>
<td>Usim, Miss Zilpha Balike</td>
<td>Agewell Care Initiative</td>
</tr>
<tr>
<td>Rahim, Mr Iqbalur</td>
<td>Bangladesh Parliament</td>
</tr>
<tr>
<td>Baloji, HE Oldemiro</td>
<td>Mozambique</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
<tr>
<td>James, Mr Ebeh-Mene</td>
<td>FMWASD</td>
</tr>
<tr>
<td>Oladipo, Mrs Comfort Funke</td>
<td>Federal Ministry of Women Affairs, Abuja</td>
</tr>
<tr>
<td>Yakubu, Mr Mohammed</td>
<td>Federal Ministry of Women Affairs, Abuja</td>
</tr>
<tr>
<td>Olowoofoyeku, Mr James Olusoji</td>
<td>FMWASD</td>
</tr>
<tr>
<td>Eghobamien-Msheila, Mrs Esther</td>
<td>FMWASD</td>
</tr>
<tr>
<td>Iya, Mr Ahmed</td>
<td>Federal Ministry of Women Affairs, Abuja</td>
</tr>
<tr>
<td>Borg Bonnici, Ms Helen</td>
<td>National Council of Women in Malta</td>
</tr>
<tr>
<td>Bandara, Chandrani</td>
<td>Ministry of Women and Children's Affairs</td>
</tr>
<tr>
<td>Filetti, Ms Maronna</td>
<td>M. Demajo Group</td>
</tr>
<tr>
<td>Prasai, Mrs Sarita</td>
<td>Parliament of Nepal</td>
</tr>
<tr>
<td>Slack, Ms Lucy</td>
<td>Commonwealth Local Government Forum (CLGF)</td>
</tr>
<tr>
<td>Camilleri, Ms Marietta</td>
<td>BPW Valletta Malta</td>
</tr>
<tr>
<td>Sultana, Ms Maria Dolores</td>
<td>BPW</td>
</tr>
<tr>
<td>Annick, Mrs Ngaha Yimdjeu</td>
<td>Commonwealth Women's Network Cameroon</td>
</tr>
<tr>
<td>Falzon, Mrs Stephanie</td>
<td>BPW (Business &amp; Professional Women) Valletta Malta</td>
</tr>
<tr>
<td>Jiiani, Ms Hina</td>
<td>Dastak Charitable Trust</td>
</tr>
<tr>
<td>Vella, Ms Stefania</td>
<td>Business Professional Women Malta</td>
</tr>
<tr>
<td>Hossain, Dr Abul</td>
<td>Multi-Sectoral Programme on Violence Against Women</td>
</tr>
<tr>
<td>Gauci, Ms Maria Dolores</td>
<td>St. Monica School, B’Kara</td>
</tr>
<tr>
<td>Nasreen, Professor Mahbuba</td>
<td>Institute of Disaster Management and Vulnerability Studies, University of Dhaka</td>
</tr>
<tr>
<td>Wafula, Dr Wanjala</td>
<td>The Coexist Initiative</td>
</tr>
<tr>
<td>Chana, Honorable Dr Pingi</td>
<td>Parliamentary for Global Action (PGA)</td>
</tr>
<tr>
<td>Cutaier Miller, Ms Kirsten Maria</td>
<td>NexiaBT</td>
</tr>
<tr>
<td>Aloisio, Ms Anita</td>
<td>NexiaBT</td>
</tr>
<tr>
<td>Vella, Miss Isabella</td>
<td>BPW</td>
</tr>
<tr>
<td>Scotland of Asthal, Baroness Patricia</td>
<td>Dominica</td>
</tr>
<tr>
<td>Mizzi, Ms Christine</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>Camilleri, Ms Jacqueline</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>Schembri, Mr Jonathan</td>
<td>Argus Insurance Agencies Limited</td>
</tr>
<tr>
<td>Fika, Dr (Mrs) Hannatu Adamu</td>
<td>Federal Government Loans Board</td>
</tr>
<tr>
<td>Ojiambo, Dr Josephine</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Onano, Ms Vivian</td>
<td>Africa 2.0 Foundation</td>
</tr>
<tr>
<td>Ellis, Ms Katherine</td>
<td></td>
</tr>
<tr>
<td>Lawrence, Hon. Volda</td>
<td>Ministry of Social Protection</td>
</tr>
<tr>
<td>Afroze Chumki, HE Ms Meher</td>
<td>Bangladesh</td>
</tr>
<tr>
<td>Farrugia, Dr Ruth</td>
<td>PFWS - OPR</td>
</tr>
<tr>
<td>Schembri, Ms Joanna Antoinette</td>
<td>PFWS</td>
</tr>
<tr>
<td>Micallief, Ms Elaine</td>
<td>PFWS - OPR</td>
</tr>
<tr>
<td>Balzan, Ms Denise</td>
<td>University of Malta</td>
</tr>
<tr>
<td>Bing Fonua, Mrs Ana Kanume</td>
<td>Ministry of Internal Affairs, Government of Tonga</td>
</tr>
<tr>
<td>Ibrahim, Mrs Habiba</td>
<td>Federal Government Staff Housing Loans Board</td>
</tr>
<tr>
<td>Mercieca, Mrs Tania</td>
<td>BPW</td>
</tr>
<tr>
<td>Borg, Mrs Fiona</td>
<td>Women Directors in Malta</td>
</tr>
<tr>
<td>Salman Mann, Mrs Nima</td>
<td>Federal Ministry of Communication Technology</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>---------------------------------------------------</td>
</tr>
<tr>
<td>301. Shamaki, Dr Amina</td>
<td>Office of Head of Service</td>
</tr>
<tr>
<td>302. Fika, Dr Hannatu Adamu</td>
<td>Fed. Gov. Staff Housing Loans Board</td>
</tr>
<tr>
<td>303. Annette, Mrs Ngo Nkwei Epse Eding</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>304. McKenzie, Ms Karen</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>305. Micheline Chantal, Mrs Gwanwou Fokou Epse Tegaboue</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>306. Falola-Anoemua, Dr Olajumoke</td>
<td>National Agency for the Control of AIDS (NACA)</td>
</tr>
<tr>
<td>307. Agius, Ms Clare</td>
<td>ILSIEN in NISA</td>
</tr>
<tr>
<td>308. Georgette, Mrs Tadisse Nguaingne Epse Tsigbiny</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>309. Annick, Mrs Ngaha Yindjeu</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>310. Berridge, Baroness Elizabeth Rose</td>
<td>UK Parliament</td>
</tr>
<tr>
<td>311. Nayak, Mr Venkatesh</td>
<td>Commonwealth Human Rights Initiative</td>
</tr>
<tr>
<td>312. Cachia Caruana, Ms Maria Concetta</td>
<td>BPW</td>
</tr>
<tr>
<td>313. Edgard Rostand, Mr Tamwo Kuate</td>
<td>Commonwealth Cavypha Network Cameroon</td>
</tr>
<tr>
<td>314. Fiott, Dr Valerie</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>315. Borg, Mrs Charmaine</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>316. Shaw, Mrs Lorraine</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>317. Mukhi, Mrs Sunita</td>
<td>Sunita Mukhi Ltd</td>
</tr>
<tr>
<td>318. Lui, Mrs Dorosday</td>
<td>Vanuatu Department of Women’s Affairs</td>
</tr>
<tr>
<td>319. Matae, Ms Joey Siosaia Joleen</td>
<td>Tonga Leitis Association/Pacific Sexual Diversity Network</td>
</tr>
<tr>
<td>320. Alisi, Ms Faafetai</td>
<td>Samoa Umbrella for Non-Governmental Organisation</td>
</tr>
<tr>
<td>321. Scerri, Ms Josephine</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>322. Pace Hili, Ms Stephanie</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>323. Attard, Ms Priscilla</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>324. Camilleri, Mrs Tania</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>325. Abdilla, Ms Henrietta</td>
<td>Bank of Valletta plc</td>
</tr>
<tr>
<td>326. Hakim Ali, Mrs Monwara</td>
<td>The Federation of Bangladesh Chambers of Commerce and Industry</td>
</tr>
<tr>
<td>327. Bean, Miss Andra</td>
<td>British High Commission</td>
</tr>
<tr>
<td>328. Green, Ms Elizabeth</td>
<td>British High Commission</td>
</tr>
<tr>
<td>329. Trimble-Jenkins, Mr Callum</td>
<td>British High Commission</td>
</tr>
<tr>
<td>330. Knight, Mr Jonathan</td>
<td>British High Commission</td>
</tr>
<tr>
<td>331. Antoniak, Miss Margaret</td>
<td>British High Commission</td>
</tr>
<tr>
<td>332. Luke, His Excellency, Mr Robert</td>
<td>British High Commission</td>
</tr>
<tr>
<td>333. Micallef, Ms Christine</td>
<td>British High Commission</td>
</tr>
<tr>
<td>334. Portelli, Mr Joseph</td>
<td>British High Commission</td>
</tr>
<tr>
<td>335. Oyugi, Hon Agostinho Neto</td>
<td>Parliament of Kenya</td>
</tr>
<tr>
<td>336. Allamby, Mr Leslie</td>
<td>NI Human Rights Commission</td>
</tr>
<tr>
<td>337. McVea, Mrs Virginia</td>
<td>NI Human Rights Commission</td>
</tr>
<tr>
<td>338. Lynn, Mr Wilson</td>
<td>NI Human Rights Commission</td>
</tr>
<tr>
<td>339. Jeanne Brunette, Mrs Ntolo Epse Eva Assam</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>340. Josephine Roline, Mrs Yimga Epse Onana</td>
<td>Commonwealth Women’s Network Cameroon</td>
</tr>
<tr>
<td>341. Ghirxi, Ms Josanne</td>
<td>Ministry of Education and Employment</td>
</tr>
<tr>
<td>342. Fountain Smith, Ms Sarah</td>
<td>Foreign Affairs, Trade and Development Canada</td>
</tr>
<tr>
<td>No.</td>
<td>Name</td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>343</td>
<td>Shigikile, Mrs Lucie</td>
</tr>
<tr>
<td>344</td>
<td>Alamuddin, Mrs Baria</td>
</tr>
<tr>
<td>345</td>
<td>Tetteh, Hon. Hanna</td>
</tr>
<tr>
<td>346</td>
<td>Calleja Portelli, Mrs Sandy</td>
</tr>
<tr>
<td>347</td>
<td>Borg, Ms Darlene</td>
</tr>
<tr>
<td>348</td>
<td>Caruana, Ms Annunziata</td>
</tr>
<tr>
<td>349</td>
<td>Cilia Rausi, Mrs Michela</td>
</tr>
<tr>
<td>350</td>
<td>Nyarko, Mrs Stella</td>
</tr>
<tr>
<td>351</td>
<td>Elson, Miss Judith</td>
</tr>
<tr>
<td>352</td>
<td>Chua, Ms Yen Sin</td>
</tr>
<tr>
<td>353</td>
<td>Wan Kadir, Mr Wan Kasim</td>
</tr>
<tr>
<td>354</td>
<td>Tonna, Ms Marika (Maria Carmela)</td>
</tr>
<tr>
<td>355</td>
<td>Athanasius, HE Dr Erna Hellen</td>
</tr>
<tr>
<td>356</td>
<td>Bianco, Dr Ruth</td>
</tr>
<tr>
<td>357</td>
<td>Busuttil, Ms Josephine Anne</td>
</tr>
<tr>
<td>358</td>
<td>Tabone, Dr Nathania</td>
</tr>
<tr>
<td>359</td>
<td>Priscilla, Ms Adams</td>
</tr>
<tr>
<td>360</td>
<td>Ghirxi, Ms Josanne</td>
</tr>
<tr>
<td>361</td>
<td>Scicluna, Mr Mark</td>
</tr>
<tr>
<td>362</td>
<td>Cardona, Mr Albert E</td>
</tr>
<tr>
<td>363</td>
<td>Ali, Mr Moshin</td>
</tr>
<tr>
<td>364</td>
<td>Barrell, Miss Clare</td>
</tr>
<tr>
<td>365</td>
<td>Miggjani, Ms Noelene</td>
</tr>
<tr>
<td>366</td>
<td>Copper, Ms Diana</td>
</tr>
<tr>
<td>367</td>
<td>Songha Nain, Mr Foin Princeley</td>
</tr>
<tr>
<td>368</td>
<td>Esther Gloria, Ms Telep</td>
</tr>
<tr>
<td>369</td>
<td>Russell, Dr David</td>
</tr>
<tr>
<td>370</td>
<td>Kelly, Ms Jude</td>
</tr>
<tr>
<td>371</td>
<td>Kompi, Hon. Liteboho</td>
</tr>
<tr>
<td>372</td>
<td>Morris, Mr Daniel</td>
</tr>
<tr>
<td>373</td>
<td>Malera, Mrs Grace</td>
</tr>
<tr>
<td>374</td>
<td>Walters, Mr John</td>
</tr>
<tr>
<td>375</td>
<td>Masuku, Mr Sabelo</td>
</tr>
<tr>
<td>376</td>
<td>Chircop, Dame Jane</td>
</tr>
<tr>
<td>377</td>
<td>Mokate, Ms Lindiwe</td>
</tr>
<tr>
<td>378</td>
<td>Arafat, Mrs Suha</td>
</tr>
<tr>
<td>379</td>
<td>Munaisnghe, Ms Charnika</td>
</tr>
<tr>
<td>380</td>
<td>Quiriz, Mr Diego</td>
</tr>
<tr>
<td>381</td>
<td>Randell, Professor Dr Shirley</td>
</tr>
<tr>
<td>382</td>
<td>Grech Vassallo, Mrs Tabitha</td>
</tr>
<tr>
<td>383</td>
<td>Agam, Tan Sri Hasmy</td>
</tr>
<tr>
<td>384</td>
<td>Rakuano, Mrs Magdalena Mamahlapane</td>
</tr>
<tr>
<td>385</td>
<td>Thakalekoala, Mrs Mathabiseng Ernestina</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>------</td>
<td>--------------</td>
</tr>
<tr>
<td>Karykopoulou-Vlavianou, Mrs Chryssoula</td>
<td>Embassy of the Hellenic Republic</td>
</tr>
<tr>
<td>Gingell Littlejohn, Ms Alexia</td>
<td>Independent Architect</td>
</tr>
<tr>
<td>Muscat, Ms Michelle</td>
<td>Ristorante La Vela</td>
</tr>
<tr>
<td>Buttigieg Burmingham, Dr Elaine</td>
<td>House of Representatives</td>
</tr>
<tr>
<td>Ives, Mrs Jennifer</td>
<td>Royal Commonwealth Society</td>
</tr>
<tr>
<td>Lambert, Ms Jane</td>
<td>Australia</td>
</tr>
<tr>
<td>Saliba, Mr George Douglas</td>
<td>The President’s Foundation for the Wellbeing of Society</td>
</tr>
<tr>
<td>Mariand, Lady Penelope</td>
<td>Downside School</td>
</tr>
<tr>
<td>Moto Young nee Isoh, Mrs Francisca Chube</td>
<td>Ministry of Women’s Empowerment and the Family (MINPROF)</td>
</tr>
<tr>
<td>Kelleher, Ms Fatimah</td>
<td>WISE Development</td>
</tr>
<tr>
<td>Wilson, Professor Margaret</td>
<td>University of Waikato, Hamilton, New Zealand</td>
</tr>
<tr>
<td>Mladenova, Ms Katina</td>
<td>Foundation for Empowering Gender Equality</td>
</tr>
<tr>
<td>Mathe, Ms Sithabile</td>
<td>Commonwealth Association of Architects</td>
</tr>
<tr>
<td>Orsini, Dr Gisella</td>
<td>Foundation For Empowering Gender Equality</td>
</tr>
<tr>
<td>Barrett, Mrs Lyn</td>
<td>Independent</td>
</tr>
<tr>
<td>Thomas, Mr Jacob</td>
<td>CYGEN</td>
</tr>
<tr>
<td>Stott Despoja, HE Natasha</td>
<td>Australia</td>
</tr>
<tr>
<td>Perera, Ms Gunaratthnage Indika Sajeewani</td>
<td>Women’s Bureau of Sri Lanka</td>
</tr>
<tr>
<td>Rummery, Mr Christopher</td>
<td>Office of the Ombudsman/National Human Rights Institution</td>
</tr>
<tr>
<td>Kerr, Ms Emma</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Hemmings, Mr Victor</td>
<td>Office of the Public Defender Jamaica</td>
</tr>
<tr>
<td>Fincham, Mr Gary</td>
<td>None</td>
</tr>
<tr>
<td>Farrugia, Mr Kenneth</td>
<td>Bank of Valletta Plc</td>
</tr>
<tr>
<td>Bhakhry, Dr Savita</td>
<td>National Human Rights Commission of India</td>
</tr>
<tr>
<td>Wharton, Ms Jocelyn</td>
<td>Ombudsman of Antigua and Barbuda</td>
</tr>
<tr>
<td>Kremer, Dr Tres-Ann</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Varachia Patel, Mrs Farzana</td>
<td>Xanopia Women’s Business Group</td>
</tr>
<tr>
<td>Sabbagh, Ms Nidaa</td>
<td>MEBL</td>
</tr>
<tr>
<td>Patel, Mr Bilal</td>
<td>Xanopia Women’s Business Group</td>
</tr>
<tr>
<td>Verma, Baroness Sandip</td>
<td>Department for International Development</td>
</tr>
<tr>
<td>DeAth, Mr Oliver</td>
<td>Department for International Development</td>
</tr>
<tr>
<td>Alexander, Mrs Morag</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Niblett, Mr Martin</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Smith, Miss Amy</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Isbitiren, Ms Hurriyet Ipek</td>
<td>BPW Turkey Federation</td>
</tr>
<tr>
<td>Zammit Alamango, Ms Nathalie</td>
<td>NA</td>
</tr>
<tr>
<td>Zammit, Mr Manuel</td>
<td>NA</td>
</tr>
<tr>
<td>Alamango, Ms Renate</td>
<td>NA</td>
</tr>
<tr>
<td>Simiana, Ms Joan Yvonne</td>
<td>NA</td>
</tr>
<tr>
<td>Abas, Mr Muhamad Nuraizmi</td>
<td>Russ Consulting Sdn Bhd</td>
</tr>
<tr>
<td>Hamzah, Ms Rasila</td>
<td>Commonwealth Businesswomen Network</td>
</tr>
<tr>
<td>Zakaria, Mr Mohad Syarol Azuan</td>
<td>SME Corporation Malaysia</td>
</tr>
<tr>
<td>Isoh Epsie Moto Young, Mrs Francisca Chube</td>
<td>Ministry of Women’s Empowerment and the Family</td>
</tr>
<tr>
<td>Sullivan, Miss Krista</td>
<td>Self employed</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>--------------------------------------------------------</td>
</tr>
<tr>
<td>Wang, Mme. Jianqun</td>
<td>Chinese Embassy in Malta</td>
</tr>
<tr>
<td>Borg Cardona, Ms Tanya</td>
<td>MFSS</td>
</tr>
<tr>
<td>Mercieca, Ms Rebecca Louise</td>
<td>MCWO</td>
</tr>
<tr>
<td>Mkhonta – Simelane, Ms Jane</td>
<td>Deputy Prime Minister’s Office, Department of Gender and Family Issues</td>
</tr>
<tr>
<td>Chung, Dr Tsung-Ping</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Zerafa Civelli, Mrs Alison</td>
<td>Cospicua Local Council</td>
</tr>
<tr>
<td>Falzon, Ms Larissa</td>
<td>The President’s Foundation for the Wellbeing of Society</td>
</tr>
<tr>
<td>Perumal, Ms Vanessa</td>
<td>JT Communication Solutions</td>
</tr>
<tr>
<td>Said Zammit, Dr George</td>
<td>Ministry for Education and Employment</td>
</tr>
<tr>
<td>Rahman, Dr Mizanur</td>
<td>National Human Rights Commission of Bangladesh</td>
</tr>
<tr>
<td>Samba, Mrs Ewyline</td>
<td>Kenya National Commission on Human Rights</td>
</tr>
<tr>
<td>Masuku, Ms Sabelo</td>
<td>Swaziland Commission on Human Rights and Public Administration</td>
</tr>
<tr>
<td>Birks, Mrs Jessica</td>
<td>Global Affairs Canada (formerly Foreign Affairs, Trade and Development Canada)</td>
</tr>
<tr>
<td>Mario, Ms Sionelei</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Joseph, Mr Cyril</td>
<td>National Human Rights Commission of India</td>
</tr>
<tr>
<td>Duma, Mr Custodio</td>
<td>National Human Rights Commission of Mozambique</td>
</tr>
<tr>
<td>Whittal, Mr Joseph</td>
<td>Commission on Human Rights and Administrative Justice</td>
</tr>
<tr>
<td>Akurut, Ms Violet</td>
<td>Uganda Human Rights Commission</td>
</tr>
<tr>
<td>Mwaungulu, Mr Madalitso</td>
<td>Lilongwe University of Agriculture and Natural Resources (LUANAR)</td>
</tr>
<tr>
<td>Nikhoma, Mr George</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Atungire-Ocaya, Mrs Diana</td>
<td>Commonwealth Foundation</td>
</tr>
<tr>
<td>Stivala, Ms Veronica</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Stokes, Miss Chloe</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Ndovie, Ms Theresa</td>
<td>Government of Malawi</td>
</tr>
<tr>
<td>Sullivan, Ms Janet</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Jabane, Ms Shami</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Steed, Mr Christopher Ian</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Puntna Galea, Ms Sarah Louise</td>
<td>British High Commission</td>
</tr>
<tr>
<td>Ngulu, Mrs Enala</td>
<td>FOCUS, Malawi</td>
</tr>
<tr>
<td>Jamal, Mrs Hala</td>
<td>Events Starts</td>
</tr>
<tr>
<td>Zammit, Mrs Jenny Lynn</td>
<td>The President’s Foundation for the Wellbeing of Society</td>
</tr>
<tr>
<td>Le Fraper Du Hellen, Her Excellency</td>
<td>French Embassy</td>
</tr>
<tr>
<td>Beatrice</td>
<td></td>
</tr>
<tr>
<td>Onadeko, Mr Frederick</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Auma, Ms Jackline</td>
<td>NIGEE</td>
</tr>
<tr>
<td>Simpson, Miss Rashida</td>
<td>Commonwealth Foundation</td>
</tr>
<tr>
<td>HUSTINS, Mrs Nancy-Louise</td>
<td>Canada Global Affairs</td>
</tr>
<tr>
<td>Karemera, Mr Pierre</td>
<td>National Commission for Human Rights of Rwanda</td>
</tr>
<tr>
<td>Zaman, Mr Arif</td>
<td>Commonwealth Businesswomen’s Network</td>
</tr>
<tr>
<td>Sultan, Dr Victoria</td>
<td>Mater Dei Hospital</td>
</tr>
<tr>
<td>Limpin, Ms Marissa</td>
<td>PLO</td>
</tr>
<tr>
<td>Janulova, Dr Lina</td>
<td>Mater Dei Hospital</td>
</tr>
<tr>
<td>Eenas, Ms Aminath</td>
<td>Human Rights Commission of the Maldives</td>
</tr>
<tr>
<td>Avellino, Dr Roberta</td>
<td>US Embassy Valletta, Malta</td>
</tr>
<tr>
<td>Name</td>
<td>Organisation</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------------------------------</td>
</tr>
<tr>
<td>Angwe, Mr Ben</td>
<td>National Human Rights Commission of Nigeria</td>
</tr>
<tr>
<td>Scicluna, Mrs Maria Astrid</td>
<td>Ministry for Finance</td>
</tr>
<tr>
<td>Bennett, Mr Charles</td>
<td>Friends of the Earth, Malta</td>
</tr>
<tr>
<td>Duncan, Ms Natica</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Abas, Mr Muhamad Nurazmi</td>
<td>Russ Consulting Sdn Bhd</td>
</tr>
<tr>
<td>Hamzah, Ms Rasila</td>
<td>Commonwealth Businesswomen Network</td>
</tr>
<tr>
<td>D’Amato, Ms Carmela</td>
<td>Mater dei hospital</td>
</tr>
<tr>
<td>Monyonocho, Mr George</td>
<td>Kenya National Commission on Human Rights</td>
</tr>
<tr>
<td>Maharaj, Mr Deodat</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Diaferia, Mrs Elizabeth</td>
<td>Tech City UK</td>
</tr>
<tr>
<td>Paranavitane, Mrs Nalini</td>
<td>Commonwealth Countries' League</td>
</tr>
<tr>
<td>Dennys, Mr Richard</td>
<td>TechCityUK</td>
</tr>
<tr>
<td>Schembri Vella, Josette</td>
<td>Women's Forum</td>
</tr>
<tr>
<td>Abela Baldacchino, Claudette</td>
<td>Malta</td>
</tr>
<tr>
<td>Glynn, Ms Tracy</td>
<td>The President Foundation for the Wellbeing of Society</td>
</tr>
<tr>
<td>Apea Mensah, Ms Yvonne</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Andrews, Mr Linford</td>
<td>Commonwealth Secretariat</td>
</tr>
<tr>
<td>Mac Coscar, HE Pádraig</td>
<td>Embassy of Ireland to the Republic of Malta</td>
</tr>
<tr>
<td>Reete, Ms Tangariki</td>
<td>Ministry of Women, Youth and Social Affairs</td>
</tr>
<tr>
<td>Anata, Mr Moote</td>
<td>Ministry of Women, Youth and Social Affairs</td>
</tr>
<tr>
<td>Vail, Ms Rokeya</td>
<td>Durban Chamber of Commerce &amp; Industry</td>
</tr>
<tr>
<td>Cele, Mrs Dumile</td>
<td>Durban Chamber of Commerce &amp; Industry</td>
</tr>
<tr>
<td>Moodley, Ms Vani</td>
<td>Durban Chamber of Commerce &amp; Industry</td>
</tr>
<tr>
<td>Akatsa-Bukachi, Ms Marren</td>
<td>EASSI</td>
</tr>
<tr>
<td>Abela, Mrs Lorraine</td>
<td></td>
</tr>
<tr>
<td>Mount, Mrs Jacqualyn</td>
<td>Institute of Certified Bookkeepers</td>
</tr>
<tr>
<td>Srága, HE Gudrun</td>
<td>Embassy of the Federal Republic of Germany</td>
</tr>
<tr>
<td>Schembri, Ms Deborah</td>
<td>STM Malta Trust And Company Management Limited</td>
</tr>
<tr>
<td>Attard Mizzi, Ms Marlene</td>
<td>Malta Environment and Planning Authority</td>
</tr>
<tr>
<td>Buque, Mr Sansão</td>
<td>Government of Republic of Mozambique</td>
</tr>
<tr>
<td>Chaouque Oliveira, HE Cidalia</td>
<td>Government of Republic of Mozambique</td>
</tr>
<tr>
<td>Schembri, Mr Carmel</td>
<td>Attending with my wife for award ceremony</td>
</tr>
<tr>
<td>Bartolo, Ms Gillian</td>
<td>Women’s Forum</td>
</tr>
<tr>
<td>Hamilton, Ms Josephine</td>
<td>N/A</td>
</tr>
<tr>
<td>Attard, Dr Sharon</td>
<td>PFWS</td>
</tr>
<tr>
<td>Wafula, Ms Faith</td>
<td>Servant Forge</td>
</tr>
<tr>
<td>Farrugia, Dr Elena</td>
<td>Law Firm</td>
</tr>
<tr>
<td>Gauci Attard, Mr Andrew</td>
<td>Argus Insurance Agencies Limited</td>
</tr>
<tr>
<td>Chidumo, Mr Filipe</td>
<td>Mozambique</td>
</tr>
<tr>
<td>Oliver, Mr Stephen</td>
<td>Woman's Forum</td>
</tr>
<tr>
<td>El Kodwa Arafat, Zahwa</td>
<td>Malta</td>
</tr>
<tr>
<td>Sisson, Dr Linda</td>
<td>COL</td>
</tr>
<tr>
<td>Butler, Derek Richard</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Mitmiti, Mr Siomomua</td>
<td>Guest</td>
</tr>
<tr>
<td>Camilleri, Ms Tania</td>
<td>Guest</td>
</tr>
</tbody>
</table>
Appendix 4

Moderator reports

First Plenary Panel – Women in Leadership

Moderator: Prof. Tagaloatele Peggy Fairbairn-Dunlop, Auckland University of Technology, New Zealand (Inaugural Professor of Pacific Studies for 30 years)
Hon. Margaret Wilson, Professor in Law and Public Policy
Ms Joanna Maycock, Secretary General of European women’s lobby
Dr Shaheena Janjuha-Jivraj, Co-founder Boardwalk and Senior Lecturer, Henley Business School
Dr Karen Brewer, General Secretary, CMJA

First Speaker – Hon. Margaret Wilson
• It is important that women undertake political roles locally and globally. As more decisions are taken globally women’s participation is more important.
• Their experience and interests are part of decision-making processes.
• Women should undertake political positions.
• Women should participate and contribute. They can make a difference.
• 31 per cent of Members of Parliament in NZ are women and 20 per cent of government is women. Only chief justice is held by a woman. In 2014 New Zealand fell out of the top 10 performing countries in the WEF survey.
• Women need to be constantly vigilant in ensuring our equality.
• Achieving equal legal rights is only the beginning of achieving substantive equality.
• Essential element of maintaining the equality agenda (put women in parliament, increase representation).
• Women need to be members of the selection committees of political parties. First past the post system is a barrier to women. Women need mentoring to be equipped to participate in the political scene and campaigns.
• Change in electorate system empowered more women.
• There is an illusion that people are selected to run as candidates on the basis of merit thus suggesting that men are inherently more capable that is why they are being selected over women.
• To succeed in politics it is essential to have the support of your party and of your colleagues.
• Changes take time and it is important to take people with you to ensure that changes are adhered to and cannot be overturned.
• Women’s economic equality often challenges the way economic trade generally works.
• For the maintenance and promotion of social democracies it is essential that we participate in all levels of democracy.
• Women must work together to achieve gender equality.
• Promote financial independence of women – free flow of capital.
• Equal division of property.
• Recognition of work-life balance.
• Engage in decision-making positions both locally and globally.
• Remain grounded in your own values and beliefs.

Second Speaker – Ms Joanna Maycock
• Here is a crisis of democracy.
• Decision-making need to be more diverse.
• We need to rethink our leadership models.
• Power is still held by groups of middle-aged white men.
• We have to tackle the serious overrepresentation of men in these political institutions.
Feminist Europe means that men and women enjoy European life equally free from threats and violence, equal earners with equal carers and equal voices.

Gender Equality Data Index shows that progression on gender equality has stopped some ten years ago.

Europe still has so far to go in terms of gender equality – EIGE launched its gender equality index in June which shows that Europe has not made progress in gender equality in the last ten years. We are stuck at 52 per cent of gender equality compared to men. Not even Sweden has achieved gender parity.

The major issues are inequality of time and inequality of power – 75 per cent of power makers in Europe are men. Men make up 85 per cent of ministers.

EU parliament only has 37 per cent of women which is just over the tipping point of 33 per cent which is starting to shift the balance of power as there are no committees that do not have female members.

Solutions: Shift the culture to see a change
• Institutional transformation in politics
• Introduce quotas
• It cannot be about fixing women to fit in a system but about fixing an outdated system.
• Include women's voices – disabled/LGBTIQ movements

Need a strong women’s movement, strong women’s civil society which is currently weak due to lack of resources and support.

• Work with women and girls to encourage them to participate in politics. Encourage women to vote for women
• Media needs to eradicate gender stereotypes
• Introduce quotas
• Political institutions must be more gender inclusive
• Work with media to avoid propagation of negative stereotypes
• Work together internationally.

Third Speaker – Dr Shaheena Janjuha-Jivraj

• 15 months ago only 16 countries across the commonwealth had data about women in leadership positions. Without data you cannot measure progress.
• Women leaders in private sector; only five countries have reached the critical mass of 30 per cent representation.

Recommendations:
• Quotas do not seem to work – countries that had achieved or were close to achieving critical mass had worked towards targets – in Scandinavia, as women are leaving boards, now that quotas have been removed they are being replaced by men
• It is not enough in place but to be part of the decision-making.
• Change cultural organisations
• Inclusivity is crucial
• Targets have to be agreed by all stakeholders in all levels of leadership.

The tripartite approach
1. Organisation to change their culture
2. Include gender diversity
3. Shift mindsets

• Women do not leave work just to stay at home, they leave because they cannot remain where they are and will often work elsewhere or start their own business.
• Make a business case for change.
• Make it personal – ask about leaders’ own daughters.
• Targets are important as long as they work on a tri partied approach – government business and advocacy groups.
• Absolutely crucial that we find mechanisms to keep data up to date.
• At the current rate of progress our granddaughters will be lucky to achieve wage parity.
Fourth Speaker – Dr Karen Brewer, General Secretary, CMJA

- Women were considered to be too sensitive and emotional to make reasoned judgements which barred women from the judiciary until the late nineteenth (women lawyers) but not until mid twentieth century was the first female judge appointed.
- Women are further underrepresented further up the judiciary hierarchy, with few women in the top jobs of judicial systems (supreme court judges, for example).
- Women are stereotyped as less assertive so male lawyers more likely to be appointed to leadership judicial roles and women are also subject to discrimination (Malaysia).
- We have seen a number of female judges neutralise themselves by attempting to be more like their male counterparts – media also emphasise female judge’s femininity by reporting on their sex, role as parents or grandparents which is not the case for male judges. Female judges are judged by the way they fulfil all life roles (wife, mother, judge etc.) while men are expected only to fulfil their role as judge.
- Female judicial officers must contend with glass ceiling and glass box with most female judicial officers assigned to Minor and Family courts which are thought not to require much thought.
- Many of our systems for appointment are male dominated but with the introduction of transparent appointment, system has seen an increase in female appointees.
- Affirmative action is being discussed, but is not always agreed with.
- Female judicial officers bring diversity to the bench which increases fairness and diversity in judgements. Also promote women’s rights and women are more at ease discussing their experience in front of female judicial officers.
- We should be more inclusive in the opportunities given to girls to encourage them to study law. Introduce more effective mentoring and shadowing to help women progress.

Recommendations

- Legislation which discriminate against women should be removed, replaced with gender equality laws and implemented.
- How else can authorities speed up the achievement of critical mass?
- Quotas move things along but there is also an increasing resistance because of the punitive aspects of quotas – for example in some cases where companies did not achieve the quota, they simply budgeted for the fines.
- Quotas are important to break the cycle of the overrepresentation of men in decision-making positions but they are simply a tool for change not a goal in themselves. Quotas work in the EU, countries which have legislative quotas have seen an increase in the number of women running for office.

Second Plenary Panel – Women, Media and Technological Development

Moderator: Dr Carmen Sammut, Head of Department, International Relations, University of Malta

Girls and women are still often hypersexualised and presented as consumers rather than as citizens.

Ms Jackie Leonard

Media and films promote unhealthy images of feminisms – the woman who at 37 is considered too old to be a 50-year-old man’s lover. Entertainment media is selling a dream that’s not real.

News programmes should deal with reality but to analyse the extent to which they do so, we need to analyse who reports the news, what is published as being news, the language used and who we trust to deliver the news.

Who reports the news? There have always been great women reporting from dangerous places at great personal cost and women’s role in reporting
the news is vital to ensure that the whole story is told as we cannot portray the entire story if half the population is missing from it. We are proving that women can deal with the pressure of reporting hard news story as well as the men.

The culture of machismo in the newsroom and editorial teams still exists today as editorial teams are largely dominated by men who often deem having two news items featuring women’s issues as being ‘at least one too many’.

What is news?

Some stories have been neglected, ignored or tiptoed around because of ‘the yuck factor’. An IUD which was touted as being safer than the oral contraceptive pill was leading to sepsis, miscarriage and death but was underreported due to the unsavoury factor – this story was unreported in various countries because of the patriarchal attitude that ‘decent women were not interested in these sorts of things’

This is still relevant with regards to ongoing issues as FGM which is underreported in the news on mainstream media. We have to use the words to tell the story and there is a certain resistance to hearing the vocabulary. Females are regarded as being the minority or a niche.

The media needs to overcome the notion that we have two types of audiences, the women who are interested in more soft news and the male audience.

Female victims of crime are judged according to their gender and their lifestyles – e.g. five prostitutes, a teenage mother (i.e. a troublemaker)

Two policewomen were killed by a trap set by a convicted killer – the news report emphasised the fact that the officers were women. This would not have happened if they were male officers are we saying it’s more tragic that they died because they were women? Were they destined to fail and die because they were women? Should they have not been in the job because they are women? It is time we accepted the fact that police officer, soldier, firefighter are gender neutral terms and the gender is irrelevant.

Maternal or Grandmaternal status is routinely used to define women in news reports were this is completely irrelevant. Marital status is also an issue which is not mentioned in terms of men.

Social media has made a huge difference even to mainstream media because more people have access to media. Hashtag campaigns gain access to information that would not be promoted by the patriarchal male gatekeepers to traditional media platforms. Social Media also opens women to more threats and abuse for saying thing that men disagree with.

As more women have access to programming through tablets, computers etc., broadcasters will have to stop taking women for granted.

It matters how news is presented, the language that is used, the stories that are covered and who tells the news. It all matters.

Ms Baria Alamuddin

Women are often fatalistic and give in easily but we can and we should change the way women are portrayed in the media. We are guilty of failing to tell our stories but how else will the world know? We need to create leaders by showing what we can learn and be.

Women need to learn to be effective communicators, getting our message across briefly, distinctively and concisely.

The media is changing; it used to be mainly dominated by men but the increase in female reporters across the Middle East means that they are no longer perceived simply for their appearance.

We want our children to look up to us and aim to be better than we are. The media should start concentrating on what women say and stand for rather than for what they look like.

Women should be role models; speak up clearly and concisely.

Dr Brenda Murphy

What are the critical challenges facing women and girls in the media?

How are women and girls portrayed in the media?

How are women placed as practitioners working in the media industry?

Women are:

less likely to appear in some genres at all,

more likely to be stereotyped,

portrayed in passive roles,
sexualised and less likely to be the main focus of a programme. Across all 4 media platforms women only appear as subjects in the news 24 per cent of the time with 76 per cent of stories portraying men (2010). No change between 2010 and 2015 – it is hard to put a positive spin on the issue. News is the lynchpin against which we pinpoint our own reality.

Women in the media tend to:
• Be thin and sexualised
• Talk less than male counterparts
• Have less leading roles
• Less likely to be portrayed as income earners

Only 23 per cent of films feature a female protagonist and 3 out of 5 film makers are men

In the EU 27:
37 per cent of presenters, journalists and hosts
32 per cent of decision makers are women

No country worldwide is hitting the 50 per cent mark

Recommendations:
• Top-down approach: policy, legislation and enforcement, regulation, monitoring and training
• Bottom-up approach: media literacy, gender equality training, activism and advocacy
• Women have an equal right to participate in public life but the media does not currently reflect this. Women are powerful agents of change.

Dr Bola Olabisi
Innovation can mean anything and everything to all people but it should be taken to cover technological, and social, innovation, anything you can think about. Any new solution that helps solve any existing issues in society is an innovation.

Women across the board are able to come up with a variety of new solutions – some are high technology others are very low technology but all are innovative.

A think tank to ensure women’s innovation are recognised, supported and encouraged has been set up and should be rolled out on a broader level.

One solution doesn’t solve all the problems we face in recognising women’s innovation. There is a gap in the sense that not enough are being recognised. In Europe only 15 per cent of women are protecting their rights to their inventions by means of patents.

A thought process responsive to societal needs is needed; we need pragmatic business solutions, knowledge transfer not only in the Commonwealth countries but across the globe.

We need local solutions for local problems by looking at the local structures in place at any given time.

Recommendations:
• Support and strengthen active platforms that showcases women’s access and participation
• Target and engage stakeholders
• Effective one stop PR digital portal
• Knowledge exchange and transfer

Ms Doreen Bogdan-Martin
If we had more women in technology we would have better technology so for example women would not be miked up from the back of their dress.

20 years ago the Beijing summit called for affordable and equal access to ICT for all.

STG Goal 5 recognises technology and access to information as empowerment through mainstreaming, ICT equal training, digital training and equal opportunities throughout the ICT sector.

There is a leadership gap throughout the ICT sector:
Out of the 14,500 Fortune 500 companies only 26 CEOs are women. We are estimating that it will take until 2090 to achieve gender parity.

Only 7.8 per cent of ICT ministries are headed by women. The number has decreased from 25 to 15 recently. Only 12 ICT regulatory bodies across the Commonwealth are led by women.

Out of 4,000 delegates there are still no women on major ICT conference panels

There is a huge opportunity gap in women taking up STEM with women only earning 18 per cent of computer science degrees which leads to a scarcity of women leading in the ICT industry.

• Women make up less than 3 per cent of the European ICT workforce
• 200 million women less than men are online
• 1.7 billion women do not own a mobile phone
• Less than one third of broadband plans have a gender perspective.

The International Telecommunication Union has taken the initiative of organising an annual ‘Girls in ICT Day’ encouraging girls to embark on ICT careers.

GEM Tech Awards recognises role models in the sector because there are none. This is a platform to empower women in ICT.

ITU aims to become a model organisation for gender equality by leveraging the power of ICT to empower men and women. It is also working to ensure that in the future there will be no more male-only conference panels.

We need to work for a future where boys and girls have the same opportunities, where women can lead in the ICT industries so that girls learn to use ICT, create with ICT and be all that they can be.

We work to climb the top of the ladder but when we get there we must remember to leave the ladder for others to be able to climb it too.

Ms Elvia George

There are 1 billion women in the Commonwealth, so economically it pays to listen to and involve women as consumers. Gender equality is more than a matter of fairness it is also a matter of economic benefits.

Education is the first important step but although female graduates are at par, and sometimes exceed the number of male graduates in Malta, stereotyping is very prevalent with women underrepresented in the sciences and engineering degrees. This distinction carries on to the workforce where women are still overrepresented in some areas and underrepresented in others. Across the EU-27 employment gender gap is still evident although this gap has narrowed from 17 per cent to 11 per cent.

Women’s participation in the labour market decreases as their age increases. This is probably due to the fact that women are still faced with a choice between family and work. Returning to work after taking a career break is not as easy as one would suppose.

Women are still underrepresented in decision-making positions. Although 63 per cent of all boards have a female member, only 2.3 per cent have a female chair.

‘Having one voice among many male voices is not effective.’

Gender pay gap is due to many factors but the benefits in reducing it include economic recovery and economic growth.

Breaking the mould

• Setting gender equality as a priority in the EU
• Laws on gender quotas
• Increasing awareness especially for employees

Individually we need to address:

• Work-Life balance
• Seek help and support – this is not considered as weakness
• Be assertive
• Demand recognition of women’s issues
• Believe in yourself and your capabilities

‘We need to be in places where our voices matter’

Recommendations from the floor:

Encourage young women to get into technology countering the media’s message that women don’t belong in the tech sector.

We should harness technology to monitor the media daily rather than bi-annually and audiences should choose which media to watch.

If the ladder is not there bring your own.

If we have so many women in the teaching profession why are so many boys and girls graduating unaware of gender equality?

(BM) Educators are also products of a socialisation process that has taught them that the patriarchal system is the right system. We need to educate the educators.

(BA) We are all mothers and teachers; let’s start with our own families. The media is guilty of reinforcing the stereotype and we make tabloids happen by reading them.

Let’s not hang on to the tag of the ‘wife of…’, ‘mother of…’; we are people in our own right.
We need to discuss environmental issues in future Women’s Forums.

The simplicity of technology should be used more to promote the stories that we need to discuss.

In the Caribbean, the media tags women who enter male dominated areas as lesbians or gays.

In the haste to fast-track women into certain fields, technological training is often overlooked especially in regards to older women thus enforcing gender stereotypes due to their lack of knowledge. ICT training for older women is essential.

We need to raise the profile of women in innovation and we need a one stop digital portal.

Girls need to be encouraged and mentored.

We need to put pressure on the editorial boards to change the portrayal of women. # campaigns start trending as people are intrigued. As women we should make our stories interesting as # campaigns have the power to enforce change as they cannot be ignored by editorial boards.

Third Plenary Panel – Women and Social Development

Moderator: Dr Marceline Naudi, Head of Department, Gender Studies, University of Malta

Ms Khadija Gbla Anti-FGM Campaigner

Ms Khadija Gbla started off by stating that storytelling is the most powerful thing we can have. Women are trying their best to be their best.

It is through my experience of survival that I learned a large number of women have experienced genital mutilation. She stated that ‘If the penis of a man is cut off, the world would stop; so why is the world not stopping’. This is the reality of so many girls around the world. 3 million girls suffer genital mutilation. She settled in Australia in 2001 as a refugee.

According to her mother Female Genital Mutilation (FGM) is culture, it can happen to any African women. She defines FGM as pure violence against women and children. FGM happens every 10 seconds around the world. She posed this question ‘What do you think of including gender education for males?’

To be effective education must educate everyone. In Jamaica 70 per cent of students were girls, also dominating all professions except engineering. Jamaican culture supported and prioritised female education. If the men were employed, the girls stayed longer in school, while low performers
were predominantly from a poorer background. Education promoted equity, it focused on teacher and parent training, and gender sensitive training to Heads of Schools. Should gender education be introduced for males?

Ms Jude Kelly – Women of the World Festival
If we see that girls and women play a side role it becomes normal for others that it is what we have inherited. As she is a cultural powerful figure many young women tell her ‘I am not a feminist but start talking about such issues’. Women understand through stories about humanity.

The WOW Festival is made up of events that involve women. It has become a worldwide event and the intention is to have a WOW Festival during the 2018 Commonwealth Games on the Gold Coast in Australia, to create consciousness and awareness.

Dr Felicity Daly – Executive Director Kaleidoscope Trust
Dr Felicity stated that minorities such as LBT women were less likely to access health services and receive optimal care, because some doctors refused treatment due to the patient’s sexual orientation. There was also a high risk of violence committed against LGBT person.

She urged Commonwealth leaders to ensure equal access to health services for all and protection in healthcare was to be supported by policy and legislation, regardless of patient sexual orientation or gender identity.

She questioned whether or not the LBTIQ community would be represented in the 16 day campaign of violence against women.

Member states must provide equal access to safe health services for all, with services also targeted for the marginalised population.

Ms Christine Wilson – Head of research engagement society British Council
The British Council promoted the development of social enterprise and social investment to help foster a more sustainable inclusive prosperous future for all women. This happened through training; business consulting and mentoring; access to funding and investment opportunities; study tours and international networking. Between 2012 and 2014, the programme supported and trained over 6,000 female social entrepreneurs.

There was a need to mobilise a global economy to enhance entrepreneurship, with a social enterprise programme to look at prosperity and security. The pay gap between men and women was higher in social enterprise.

Let’s build on the sector’s successes which include strategic, robust and brave entrepreneurs.

Dr Lena Wilson – Chief Executive Scottish Enterprise
Being a woman in public domain as well as chief executive was not easy. Dr Wilson was called many names such a firecracker and formidable. In Scotland 60 per cent of social enterprise was led by women. Women were described in a way in which men in the same position would not have been described. A woman in business was considered a celebrity.

Women can be represented in social enterprise enabling female participation in urban and rural areas.

Hon. Baroness Sandip Verma – Parliamentary Under Secretary of State at the Department for International Development
The UK government put women and girls at the centre of its action; creating real opportunities so that girls and women could participate in all aspects of society; while giving them equal access to the labour market once they finished their education. Working towards gender equality was another priority. Violence was one of the most common violations of human rights, consequently, ending all types of violence against women and children was a priority for the UK government.

The first ever girl summit was held in London in 2014; Ethiopia, the African Union and Zambia also held a girl summit. Nigeria has prohibited FGM.

The Department of International Development encouraged all Commonwealth representatives to work to end discrimination against girls and harmful gender roles. Its global target to end FGM and forced early marriage, could only be reached with a global commitment. It encouraged all countries to end the harmful gender roles in a culture where being born a female was considered a crime.

Recommendations
There is a need to cater for people with disability; to help and empower them. There is a need to include women with disability and not just refugees.
FGM is a criminal offence in Tanzania and this shows that national legislation can help end gender imbalances.

The media has a role to play in agenda setting in relation to gender.

Social mobility questioned gender inequality.

Workshop 1 – Women’s Political Empowerment

Moderator: Hon. Margaret Wilson

Trying to reassess the notion of political organisation.

Use the best political parties the best we can.

Look into equality.

Quote: ‘Targeting is the new tool’.

As women are we part of decision-making?

First Speaker: Ms Fiona Mactaggart

There are more women in the Labour Party than in all other parties put together. UK is ranked 59th in terms of women representation in parliament.

Four issues to be tackled

1. How do you win support?
2. How do you increase participation of women?
3. What positive discrimination is necessary?
4. How do you make parliament women friendly?

Quote: ‘You have to recognise that women do make a difference’.

‘Make chance for women to be selected, elected and heard’.

Our language was very male dominated. Women were frustrated and therefore women’s networks were created to help and support.

Parties are there to win votes.

Parties should demonstrate and state the difference women will make in parliament.

Having more women in parliament will make a big different in mindsets, making it more human – this is very powerful.

Show them that women add value to politics.

Organise women’s summits to reach outside parties, support each other.

Quote: ‘Give love to our sisters’.

Tie politicians to specific actions.

Difference between men and women is that every men thinks he is qualified for everything while women need to tell each other to join and encourage each other and have self-confidence.

If every women invites another women to join and have a go, we will deliver the change we need.

Second speaker: Ms Renee Laiviera

• What are the challenges that are impeding women in the political sphere?
• Political party memberships are all male dominated, making all the decisions.
• They want more women but we see no women.
• Persistent gender stereotypes.
• Double burden role of work life balance for women.
• Patriarchal roles and men not sharing the burdens of family responsibilities.
• Inadequate funding and lack of media coverage.
• More positive discrimination measures.
• Targets based on good will of implementers does not leave much results.
• Politics lack job security.
• Limited drive to recruit women in political sectors.
• Situation is different in other countries.

What do women bring?

• Equality between men and women.
• Proportion of seats.
• Without women, countries are not democratic.
• Women bring a stronger voice at the table.
• They build confidence.
• Contribute in changing agendas.
• Increase trust in the political system.
• Bring diversity of skills.
Change in public perspectives and perceptions.
Combat gender stereotypes.
They bring knowledge and act as role models.

Solutions:
Create mentoring – we have to support women.
Develop mechanisms and training to empower women.
Remove barriers from the practices and procedures of political parties.
Bring transparency.
Develop initiatives to include women in politics.

Conclusions:
Relentless commitment is required.
Despite progress we need more participation.

Third Speaker: Ms Alison Zerafa
Voluntary work led her into politics.
Politics is our daily life.
Politics should not be different from men and women.
Maltese government is strengthening women to enter the public sphere into leadership roles by offering free family measures.
Mary Maltese women started off at local councils.
Local council should encourage capable women to enter the political scene at national level.
Statistics show that women’s participation is low compared to men, this is often due to lack of opportunities and not a matter of capabilities.
SGD5 calls for full participation of women.
Quotas can be regarded as good measures.
Female councillors and female MPs should work together to implement change.

Recommendations:
Nurture and support more women.
Local level participation acts as a platform to national participation.

Fourth Speaker: Prof. Tagaloatele Peggy Fairbairn-Dunlop
In the Pacific women groups have been very instrumental, they have acted as negotiators and mediators.
Quote: ‘Civil society is the Cinderella of the partnership’.
Women across society have limited time to go into NGOs.
NGOs and civil societies can negotiate, transform and create spaces by
1. Acting as a watch dog
2. Use well the affirmative WIP measures.
3. Mark, celebrate, understand and build on achievements over the whole range of unelected spaces
4. Ongoing awareness raising, skill building training.
5. Capitalise on cultural strengths and build new strengths.
6. Partner with male political advocates – many levels.

Recommendations and conclusions:
Financial help.
Encouragement for women to stand up.
Trade Unions Movement.
Supporting and lobbying.
General discussion among participants instead of workshop
Power and violence are interrelated in political life. Men use power to violate women even in politics by sexual harassment and humiliation. Women are belittled, joked about in media.
We must change our cultural behaviour, we must be confident.
We do not need to be invited, we need to be solid with each other.
• There are no men who are betraying their kids by being politicians, men do not receive threats in politics and they are not sexually harassed.

• Violence against women is about the imbalance of power between men and women.

• There are more challenges for women with disability – they do not report for fear of not being believed.

• There is a lack of shelters for these women.

• Women who have climbed the ladder forgets the ones at the grassroots.

• Women need to be good role models.

• Changing mindsets of men.

Quote: ‘If you can run a house, you can run the world’.

• Women lack self-confidence so a mentoring scheme may prove fruitful and successful.

• Empowering women is essential and getting committed people in the programme. Train, Run, Win & Lead.

• Get committed people on board, train and cross-pollinate.

Quote: ‘Work begins but does not end after they get elected’

• NGOs serves as a platform for encouragement for girls and women to take up STEM programmes. These lead to managerial positions in public and private institutions.

• Funding is vital for women’s organisations.

• Budgets should increase to promote more women.

Key points:

• You cannot change in a few years but you can try.

• Next CHOGM should look through the prism of women.

• Start educating young.

• Support women’s networks.

• Implementation of laws.

• Question culture beliefs.

• Address power and control.

• Give confidence to girls, to have an important role in all levels of society.

• Politics is about caring, nurturing for people.

• Local government is a good stepping stone in politics.

• Finance is a massive barrier for women’s campaigning in politics.

• More family friendly measures.

• Campaigning for gender equality legislations.

Workshop 2 – Child, Early and Forced Marriage

Special Session on Preventing and Eliminating Child, Early and Forced Marriage in the Commonwealth

Introduction

Women have potential to change their economic situation and their communities but they are still facing barriers to do so. Child and forced marriage violates, abuses and impairs human rights.

Should current trends continue, 14.2 million girls will be married before age 18 and half of them are from the Commonwealth. (Kigali document)

FCE marriage is a serious violation of human rights of equality and education. Impact can be far-reaching and has a negative impact on the right to agency, education, health and reproductive right, right of freedom from violence, the right to have consensual sex.

Pregnancy related deaths are main cause of death especially in young children.

HIV and STD are common because husbands have had or still have other partners. Child brides are forced to stop studying, negatively affecting their ability to earn their own income which perpetuates the unhelpful stereotype of women as economic burden.

Panel 1. National Human Rights Institutions and the Kigali Declaration

Chair: Tan Sri Hasmy Agam

Mr Custodio Duma

Mr Joseph Whittal
Mozambique – 52 per cent of 25 million people are young but the country is 11th in the region for ECM. The highest rate of child marriage are in the northern part of the country but also in the centre and south of the county. Average age of marriage is 10.3 under 15 per cent (15.1 in rural areas).

Characterised by supremacy of men over women and adult over child. In some situations boys are superior in power to adult women. Several studies on CM have highlighted cultural and religious factors as well as the weakness of the legislative structure.

People will be the ones to effect change, not laws.

There is a lack of harmonisation between UN conventions and national law (UN says child is under 18; Mozambique says child is under 21 but is subject to parental authority before that. Marriage age is 18 but recognises marriage at 16 with parental consent). However, most communities understand the transition to adulthood according to cultural criteria including the age of first menstruation. Some girls are married between 8 and 12 years of age.

Commission set up in 2012 works on prevention as per Kigali Declaration especially clauses 7, 9, 10, 11.

Campaigning on the message for change especially in rural areas where child marriage is high and people depend on the information from their tribal leaders so the message must be transformed so that it focuses on information about reproductive health, child rights.

Reproductive and sexual health and child rights are still taboo subjects in Mozambique. Rural communities often do not speak Portuguese which is the official language of Mozambique.

Culturally, where child marriage is high women who are not married by age 20–25 are believed to be possessed by evil spirits. There are often no schools so after puberty young girls must marry to have something to do so finding different activities for girls to occupy their time is important and every individual, including men and fathers must be included in the initiative.

Need integrated and comprehensive response.

Case study of Ghana and the Kigali Declaration – is a culmination of efforts within the CW and we are taking action now not just talking. The issue of CEFM should now engage the attention of NHRIs directly

- Ghana not originally party to the Kigali Declaration but signed on immediately afterwards
- Ghana 27m with 51 per cent female population
- Cultural and ethnic diversity, polygamy, patriarchy and traditional discrimination persists
- Customary and traditional law is recognised as a source of law in Ghana
- CEFM is prevalent in the northern upper east and upper west and SE Ghana

In SE Ghana the custom of Trokosi is still prevalent whereby virgin girls are entered into servitude to priests at age of 10–12 in reparation for sins of relatives and often end up marrying the priests.

Patriarchy very persistent and some girls are often married off to men old enough to be their father/grandfather.

Ghana is signatory to all major conventions. Nationally, the constitution prohibits the practice of customary traditions that are against the HR. Also prohibits child betrothal or marriage and sets marriage age of 18.

Forcing someone to marry is considered a misdemeanour in criminal law. Constitution guarantees free, compulsory and accessible education to all.

Police have received only 78 complaints since 2010, these are still being investigated and no one has been prosecuted. Victims are reluctant to report cases to police for fear of persecution from relatives.

Way forward: over the next 2–3 years to develop an effective action plan

- Collaborate with traditional rulers, chiefs and other opinion leaders to raise awareness about the adverse impact of CEFM
• Consider replicating where possible good practices being successfully implemented by NHRIs in Commonwealth countries
• Enter into Memorandum of Understanding with other law enforcement stakeholders
• Targeted and consistent advocacy in target areas. At least work to keep the child in school
• Conduct Surveys in CEFM endemic areas to gather data on CEFM for informed decision-making. Look for the evidence to make the case
• Popularise Kigali Declaration in Ghana working with Minister of Gender, Children and Social Protection and join the Ending Child Marriage Initiative.
• Strengthen capacity of CHRAJ staff on international and regional framework
• Monitor performance of law enforcement particularly police to see why no action is being taken
• Reflect CEFM survey findings

Questions and Answers Session

India:
• What is the age of the husband in cases of CEFM?
• What is the influence of the religious leaders? Which religions and are they endorsing CEFM?
• What are the positive arguments put forward by tribal leaders?

Mozambique: Most of the data is presented shows that both parties to the marriage are usually children with a negligible age gap.

Zambia: we are working with both boys and girls who are married at an early age the perpetrator is not necessarily male. The issue is prevalent where CEFM is customary mainly in predominantly Islam dominated areas and Traditional Religion where children are presented to shrines.

Positive arguments put forward by proponents of CEFM include: it’s good for them to marry; parents pay off debt by marrying off their child.

Tanzania: In Tanzania rate of CEFM was quite high and the sources influencing this was due to girls not attending school so parliament is allocating resources to ensure that there is a primary school in every village and a secondary school in every ward thus ensuring all children are able to attend compulsory education. CEFM has declined and parents who do not send their children to school are being prosecuted and jailed to work against CEFM and human trafficking. Births are monitored to ensure that corresponding school attendance and thus no child falls through the gaps.

Political will is crucial to implementing change. Accessible schools are important.

Ghana: Important to educate all children, providing free uniforms and sandals, providing hot meals for all students to make sure parents can and will send them to school and keep them there.

Botswana: laws are fine but you cannot really legislate about whom men have sex with. We tend to antagonise those societies that marry their children off at an early age and as a largely Christian society we have been teaching against CEFM but believe that we need to influence communities practising CEFM rather than antagonise them as they will then carry on CEFM in secret. You must make them see the reason they should move away from tradition and custom. What was right in the past is no longer right now – think about HIV/AIDS, think about promiscuity, abuse, lack of education, chance of being abandoned with children these are the issues we should be bringing to these communities.

CMJA/Widows Rights International – effects of early marriage with young girls married off to very older men are being left as child widow. How can we resolve this issue?

Ghana: Kigali Declaration is so detailed that we can deal with child widow issues through the same provisions especially in the future as we eliminate CEFM.

Mozambique – CEFM is very high but as a government we are setting up a strategy and focusing on implication. We recognise the importance of primary and secondary education especially in rural areas because we need to skill the girls because they will not be able to manage themselves if they are not in school.

Panel 2. Traditional leaders and their governance structures

Chair: Adv. Karen McKenzie
Sen. Chief Inkosi Kachindamoto
Mr Muyebe Schicapwa Chikonde Zambia
High Commissioner to UK
Mr Muyeba Schicapwa Chikonde, High Commissioner

Most of the population (60 per cent) lives in rural areas (3.9m men vs. 3.1m women in rural areas). CEFM is a rural phenomenon in Zambia.

Took Snap Situation Analysis Mapping of CEFM prevalence.

Drivers for CEFM:

- Poverty low social economic status of women,
- Culture traditional norms and value system
- Social ramifications of HIV/AIDS
- Lack of education
- Definition of a child
- Strategy of collective action
- Multi-faceted problem that requires many players
- Socio-economic and development implication
- Implications to health
- Child labour issue
- Complicated by dual legal system
- Driven by society norms

Driven by cultural traditions

- Government lease by mobilising resources
- Conduct studies to gain data
- Formulate policy
- Legislative
- Development partners; NGO
- Media (develop media strategy, mobilise the different media houses, institutions and groups, raise awareness
- Religious leader
- Private sector
- Political will is needed to implement change.

Sen Chief K

Children were playing in the villages where babies were left lying unattended. The playing children were the parents of those babies and did not know how to be parents.

Brought stakeholders together and prevailed upon them that CEFM had to attend, signed a Memorandum of Understanding in 2004 to end Child Marriages.

So far annulled 500+ child marriages and dismissed 10 chiefs who allowed marriages. After annulment child brides/grooms need to be counselled to regain their childhood and are returned to school. Many children run away from the region to regions where CEFM are allowed and simply marry again.

Chiefs are custodians of history and traditions and should be advocates for ending CEFM which is considered a private family matter.

Child marriages are forced by economic pressures, as a way to combine families.

Patriarchal attitude still prevails that a girl’s place is in the kitchen.

Interventions must be made to explain dangerous of child marriage and benefits of education and economic benefits. Boys need to be educated early.

Must reduce CEFM among vulnerable girls by including parents, teachers and cultural leaders. When communities are provided with information about consequences of CEFM they can influence change.

Many girls who have been rescued from child marriage must walk too far to get to school and often resort to sharing ‘safe houses’ under the protection of a man who watches over many young girls and the girls often end up pregnant.

Questions and Answers

Victims of child marriage go back to their families or safe hostels, and communities work with schools to try to help pay for their education. Where a baby is born out of the marriage, both young parents go back to school and the child becomes the responsibility of maternal grandmother.

What role does the Commonwealth have in working on eradicating this issue?
Commonwealth can work towards harmonisation of legal practices which is key but we need to work with traditional leaders to persuade them that CEFM is wrong.

Commonwealth can provide more technical and financial support.

Sharing dialogue between countries will help share best practice and share experience.

It is important to promote adult education in rural areas which will empower them to be able to help their children with their homework and will also be role models for their daughters.

Trying to bring age of the child to be up to age 21 in Malawi.

What outcome do you hope to see from the forum and the African Girls Summit?

We should introduce compulsory HR education across Africa because by doing so, children will know their rights and be able to stand up to their parents if they try to marry them off before the age of 18.

HR education model programme is being designed which will ideally be taken on by other Commonwealth countries.

It is important to have some sort of baseline to be able to measure efficacy of implementation.

In some rural areas schools are pitiful structures that do not offer a viable alternative to child marriage – they are so pitiful that children escape their realities by looking for child marriage. Communities need more financial resources to improve the children’s life.

Panel 3. Parliaments and Parliamentarians
Chair: Heather Hamilton
Hon. Dr Pindi Chana
Hon. Agostinho Neto

H Hamilton:
• Countries need to close loopholes in the law regulating child marriages
• To prevent child marriage and support married girls and girls not brides suggests
• Empower girls
• Mobilise families and communities

Dr Pindi Chana
Role of parliaments and parliamentarians is stipulated in constitution. The constitution is currently under review.

Re CEFM:
• The Child Act 29/2009 prohibits CEFM age of marriage is now 18 (revised from 13 with the consent of parents)
• Review of Child Development Policy with stakeholders
• Violence against Children (VAC) programme over four years with a gender desk introduced in every police station

Approving the budget requires ensuring it is children and gender sensitive across all areas of government.

Parliamentarians oversee government by asking questions ensuring government is kept accountable, this means that communities are able to bring issues to parliament through their parliamentarians.

Parliamentarians for Global Action (PGA) organised a parliamentary seminar to combat CEFM in Ghana.

March 2015 PGA launched a global parliamentary declaration to end CEFM to raise awareness about it.

750 signatories to PGA Declaration included 250+ women. It seeks to facilitate the emergence of a strong global parliamentary constituency to facilitate implantation of the declaration.

PGA work in other countries including Brazil, Chad, Jordan.

There is a conflict between State and Customary Law which needs to be resolved so that customary law is brought into line with state law to ensure that no child is married before age of 18.

Looking to meet again next year to continue collaborating to end CEFM.

Hon. Agostinho Neto
CAPHRG (Commonwealth African Parliamentary Human Rights Group) is basically interested in human rights and agreed to work to share good practices to develop the human rights agenda.

To work on CEFM we need the parliaments and NHRI s to work together.
• Parliamentary input needs to ensure sufficient allocation of budgets to the NHRI.

• Ensure NHRI legislation ensures independence.

• Ensure security of tenure for NHRI Commissioners.

• Oversight and monitoring of implementation of agreed annual outcomes of NHRI to ensure budgeting of resources as necessary.

• Participating in Advocacy work initiated by NHRI to ensure they are not a voice in the wilderness.

Citizens can access parliamentary tools by having questions asked in parliament, organise petitions and get their MPs to make parliamentary statements.

Parliamentary input includes reports, notices of motion and introduce legislation.

Kenya good practices:

• Organise pro-girl events, races and events in the communities.

• Role modelling and girl champions.

• Joint advocacy by parliament and NHRI.

The way forward includes concentrating on Kigali Declaration Clause 3, 6, 16.

Questions & answers

MPs are becoming the major barrier to ending CEFM saying different things in parliament and then in the community. How can we change this?

MPs need to work closely with NHRI and other MPs who are committed to work on HR issues. Working peer-to-peer is possibly the best way to ensure effective co-operation.

MPs are afraid of losing their vote so they may tout the traditional discourse to hang on to their voter base.

Please elaborate how we can bridge the gap between national and cultural law.

In most of our society we have our customs, tradition and culture which sometimes are against HR and communities are resistant to change their culture even though they are against HR and national law.

We need to strike a balance between culture and national law. The issue is that we have to respect international conventions and national law.

Panel 4. Commonwealth young men and women to end child marriage

Chair: Adv Karen McKenzie

Dr Wanjala Wafula

Prof. Asha Kanwar

Interventions: Ms Enata Ngulu

Mr Madalitso Jasper Mwaungulu

Mr George Nkhoma

Dr Wanjala Wafula

CEFM is about more than statistics and cases we must focus on the five pivotal points that will help change lives and transform realities.

• We have to make a choice between visibility and innovation.

• We have to choose between community engagement and poor legislation.

• We have to choose between linking positive culture and harmful practices.

• Do we focus on political goodwill or missed opportunities? We need to target community meetings to press the point.

• We need whistleblowers to identify possible victims of CEFM and introduce safety nets to help prevent CEFM from happening.

We have failed to recognise CEFM as a socialisation issue and we need to socialise communities to stop devaluing the girls.

CEFM is an issue of poverty.

Without prioritising the boys and men, we will not make any headway against CEFM.

Prof. Asha Kanwar

Education and technology can help us prevent CEFM because without an education girls are compelled to early marriages but if girls are not even able to take care of themselves how can they care for their children.

Commonwealth of Learning has formulated a new strategic plan for the next six years with women’s empower and gender equality being central to Learning for Sustainable Development.
Rates of transition to secondary school education are still very low, and access remains inequitable especially in rural areas with girls being particularly disadvantaged.

Education beyond primary level aids faster securement of employment.

Open schooling is particularly useful for girls and women who cannot attend conventional classrooms and is an approach which makes education very cost effective costing 10 per cent of conventional education.

Empowering women to earn an income removes the pressure to marry as they are now providers rather than economic burdens.

COL will support 45,000 girls and women to continue secondary school education or vocational training. Change will happen more quickly than in the past due to changes in technology and media.

The Model – Girls at the grassroots need

- Technical skills
- Financial skills
- Life skills

Aptus is an innovative low-cost designed that allows learners without access to adequate broadband can benefit from digital resources and learning networks.

COL’s approach:

- Link learners with labour market and financial institutions
- Build capacity of organisation and individuals for sustainability
- Promotes the appropriate use of available and affordable technologies to close the digital divide
- Ms Enata Ngulu
- Recommends that child brides have access to education without discrimination
- Recommends that some paid employment be reserved for child brides to help fund their education

Mr Madalitso Jasper Mwaungulu

It is important to remember that boys are also victims of CEFM, forced to abandon their education and that boys are socialised to believe that their value lies in the number of wives and children they have.

Mr George Nkhoma

Boys and girls deserve better in life than what is enforced on them by culture and tradition

Harmful practices such as CEFM also affect boys and men and condemn everyone to a life of hopelessness without education. We need to promote education to allow boys and men to stand up to CEFM and work for a better life.

Workshop 3 – Women’s Enterprise and Development

Ms Candace Johnson

Today with entrepreneurship we can change the world. She wants to share her story to show the rest of us that we can do anything. Whether it is technology, commerce, energy environment, we can change the world.

Put the idea on 2 pieces of paper and give it to someone who can help you make the idea a reality.

‘It is one thing to become number one but it is another to stay number one’.

One needs to keep their eyes open for innovation and be preparing oneself for the changes in the market. Her vision is to have mothers speaking with mother, and as one to solve translation problems to strengthen our communication.

She is now investing in students like the raspberry programme (young girls to programme and to make their own computers). She also started the youth to youth programme, where UNICEF is providing training and financial aid to teach the kids in starting their own business.

Together with Viviane Reading she started using the programme, ‘The Global Board Ready Women’, setting both quantitative and qualitative criteria, establishing a new set of governance.

She has also founded the ‘Oceania Women’s network satellite’, where a number business woman from a number of islands contribute in bringing high speed internet. This company is an all-women board, having their own satellite system, tackling
climate change to save lives and provide the backbone to the internet. She is also on the Board of the Sophia Business Angels club (EBAN award winning), teaching women about teach start-ups and investing in projects.

Quotes by Ms Candace Johnson

‘I chose satellites to make impact in the world, where we can change, solve problems, literacy, create jobs and energy saving’

‘you have to think big and boundless – international peace’

‘we have to be modest’

‘vision is not to make money but is to make impact’

Ms Alison Hill

It is time to think differently, time to get more women on boards and executive position. The state and the private sector can drive a change. The CHOGM’s main goal is to bring value and the women’s forum directive is to drive change with value.

Where are we now?

According to the Guardian newspaper there are more people named John on the board than there are women on the board. David had a 2 in one chance of being on a board than a women, if you have the title 'Sir' you have a 19 times chance to being on a board than women. There is some improvement according to Lord Davies who published the first report on women on boards in February 2011. The statistics show that 23.5 per cent rising from 12.5 per cent in 2011. 330 of FTSE companies of the FTSE 350, but of those only 47 have at least one women executive. Women are on 484 of S&P 500 company boards but of those only 35 have at least one women executive.

In decision-making diversity is an essential element as people deliver better and in a more complicated manner. Women for example re more risk averse and having this element in a team will result in having a broader diversity resulting in more complexity. The group with the same mentality, having a risk mentality or who were too scared to speak up in big institutions did not manage to make it through 2008.

PWC just completed a survey of directors, they asked female and male directors. 70 per cent of directors said that they believe that it was difficult to achieve diversity on board. But when you analyse closely, 74 per cent of women answered that diversity completed the group only 30 per cent of men answered that diversity is the key.

When opening businesses one needs to analyse the strategic value compass and also give sustainable shareholder value. All business need to think about being successful in different marketplaces. A company deciding to invest in an area with growth potential can do very well yet one has to be careful from sustainable demand. For example, you are not going to instantly start to buy more toilet paper.

How can we encourage more women?

Quotas and stock exchange requirements could help to tackle problems like that in Germany, having no women in senior roles. To drive change one has to tackle not only the state but also the people, this will cause cultural challenges and will be harder to get people on board.

Ms Hill has eight businesses and a multi-million dollar business in Bermuda and she has over 30 per cent women on board. Quotas can be a blunt object, a woman can be on the board but not heard. Lots of environmental changes to focus on removing social barriers can be solved with education.

‘We are confident, we are the generation to make a difference for our sisters and the generation that came before us.’

When one of her employees (a mother) had a problem with time management due in travelling due to having a child in another country, she changed the board meeting. She wanted to accommodate the mother to be with her child yet she failed in telling rest of the board the reason behind postponing the meeting. This shows that women are still scared to show their weaknesses and are still reluctant in believing that asking for help is not a weakness, women still fell that men do not understand and would see them as inferior if a problem like this would be discussed. The more flexible you can be the more value you get from people. People will respect you for getting out of your way to please them and to solving their issues.

‘we take on a challenge, we deliver, and we see the sharp corners’

‘businesses need to think that they are going to be successful’
‘we don’t care what you do, just make your numbers... that is why I do not work in that sector any more’ (banking)

‘Let us shift the conversation, we are the generation that we are going to make difference for our sisters’
‘shift the conversation’

‘we owe a lot to mothers as they are having kids and thus helping our nature and they need help’

Questions and Answers

Statistics show that there is a substantial amount of women on chief of board in the housing industry. If women stress their points and make statements they will eventually be heard.

To be socially accountable costs more than cutthroat businesses, before 2008 the main goal and expectations of shareholders were to obtain double digit growth. Bermuda is an optimal healthcare model showing alarming trends in diabetes. As costs increase, premiums increase yet are not sustainable. We need to be advocates, we need to find people that are willing to provide aid in funding programmes for the 10 per cent of the people having chronic diseases. Women are fighters, she should not give up but think of creative ways to be innovative and have faith.

ANS: Ms Johnston – Venture capitalism is not effective, looking only at numbers. Being a business Sophia Angel and a mentor to youngsters is wonderful. They are key to create the sustainability needed to encourage women empowerment. Entrepreneurs that focus on the biggest problems are the most successful for example young African entrepreneurs are opening environmental companies. These are the types of companies the banks want to invest in, something sustainable.

Non-executive directors are independent directors, 12 men and Ms Johnson were on the board. In a particular situation they were offered 15 per cent of turnover, the men agreed and signed even though she fought for more. She was scared the cartel (competitor) was to take over. She stood up for all women, she went to the press and told them that a cartel was going to take over ASTRA. For a year and a half she did not manage to get a lawyer to defend her. The president of Luxembourg asked about her and the answer was that: ‘she is not letting Leo Rivish and Berlusconi to take over ASTRA’ and the President given her loyalty decided to back her up. She continued to talk about sustainability and about what is right. Astra continued to evolve and make trillions just because the company stayed true to its values.

Every women entrepreneur is to be heard, we do it through small, medium scale. We should create a wall to encourage talented women you need training, to serve them as a link and as aid in growing.

ANS: Ms Hill: She is part of a successful organisation and the women do not have a women’s programme as women they take their own decisions and embrace diversity. They do a lot of work in girls’ schools where she brings them to the office and tells them ‘this is where you will be, get the ambition to be here!’ Sometimes it is the voice in our heads telling dragging us down and discouraging us yet we need to keep our heads high and keep pushing forward, we should ‘Stand our ground’.

In Britain 25 per cent on the board are women just for the face of the law especially before elections. The recommendation is that the moment a target/quota is set it need to be in the press and in the eye of the public. We need more women to be experts, when crisis hit it is the female board member who confronts the media and is portrayed on the front page of the newspaper. This should not be due to the fact that we are the weakest sex but because we are experts.

When interviewing high profile women it is studies that women are not being sponsored as much as men yet we should focus on championing and in being a role model.

Women cannot come in big businesses as we are not trained enough to identify the gaps in the market. We need to help women in building a platform, to gain respect more networking. This is similar to the national council of women where they promote entrepreneurship, they hear each other and create a platform. A common wealth platform should be started (already in function) to strengthen the numbers. Males and their contacts might discourage women so this is the perfect way to support each other and to give value to the raw material in the country.

Dr Medha Samant

Story of Annapulia (Goddess of food) for war saving and credit organisation
‘Take advantage of global markets’
We should treat women with dignity, from working in a bank she ended up helping the people of the slums, and they became her family. She tried to convince the banks to loan money to the poor yet the banks were not ready to risk their money. She started to give small loans to small groups of poor women. She collected small instalments from them and managed to collect a saving as well. The poor were capable of saving 5 dollars every time which was new to them and helped the in buying households and to pay for education and healthcare. She left the job at the bank and opened a business where they lent money to women in the slums in cities. She visited them very often and built a good relationship with every customer. She charged interest just sufficient to cover administrative costs. She decided to expand her business to the banks to their door steps and managed to help over 8,000 women.

Once she met a young woman called Malan who had a whole in her heart and she was trying to gather funds. When Dr Samant managed to find a Doctor willing to operate for fee it was too late for Malan. This helped her realise that they needed proper guidance health and life insurance. She talked to some specialists and managed to set up an insurance and medical assistance, even though costs are very high they managed to negotiate with hospitals. They settled debt claims and they did not increase the premium more than 3 times in the years that they operated.

With constant dialog with the poor they got to know that some desperate people left their children unattended at slums and because of this they set up day care centres. All projects are sustainable, and now they also started a pension programme as the government does not provide them with any help.

Her country faces discrimination against race and women and she is fighting constantly against poverty and women discrimination. However, within her company they still made reservations for men (two men on the board) which highlights the importance of diversity.

Women are not united but segmented, each facing different problems and heart aches of life. Even though she was from the upper class she chose to travel with her poor sisters and give them the courage to sustain their lives.

‘Access to resources and participation is more important’

‘From survival to growth’

‘Increase confidence’

‘It was a surprise for them that my husband doesn’t beat me’

Ms Deborah Leary

From survival to growth

Starting and growing a business in a globalised world

She invented the plastic stepping plates that help forensics when walking thought the scene without contaminating it.

When starting a business the most important thing is the opportunity. She was in a conference and started to scribble and making notes. She had the EUREKA moment – which is the moment when you actually take action. She then sent flyers of information on the plastic stepping plates to the police to check for the demand for her product. When she realised that there was the demand for product she took the opportunity which is very time critical.

Then she had to come up with a strategy = what do I want the business to be?

What is my appetite for risk?

Do I collaborate to expand my market reach?

How are you dealing with the links and agreements?

One should aim to have the right distributors and to always have a solution whether good or bad. Transparency is also a key element, one should show stakeholders and keep them interested. It is also important to understand oneself and what one wants to achieve. For the business to be a success, the entrepreneur has to be passionate about the work being done and to attributes the values to the vision.

We should engage in potential clients and fulfil all their needs, we should also use the social media for global reach.

‘Put your head above the power pit’

Being inspirational does not mean that nothing can go wrong in the business or in life in general.

‘Things do not go wrong, they go in a different direction’

‘Great ideas start in a bar’

‘Unique moments is when you take action’

‘I don’t believe in failure’
Ms Margo Thomas

Plenary Discussion

We should not wait for the government but we should take action and make things happen. We should have full realisation of women’s rights.

President Obama – ‘You cannot win a game if you do not allow half of you team to play’

Women globally generate 1 trillion US dollars in GDP, between males and females work productivity could increase by 25 per cent to 40 per cent depending on the type and degree of exclusion. So one has to realise that with discrimination and lack of diversity comes a cost.

One should analyse the performance and measure gender economic activity in the Annual report to compare and contrast the opportunity cost of having discrimination. We should translate legal code and make sure we follow it. 65 economics carried our 94 reforms, 18 (of 173) economies have no legal difference between males and females.

Even though report says that there were changes throughout the last couple of years, there are still substantial challenges. It is important to note that we should use the word challenge not barriers as we are striving to change them.

Women entrepreneurs exist in the informal sector and most of them have small businesses as the law does not allow them or makes it difficult to support their projects. Some are prevented from getting an ID or from travelling... Women lack the collateral to support businesses to invest and they are left under capitated. To trade goods across borders and navigate channels women have to pay bribes, face acts of violence, sexual harassment and verbal abuse.

We need change the organisation of economies; we need to transform institutions and structures. Do we have to wait?

We are recognising that government plays a role in controlling the formal institutions yet there are the markets. Even though men have the biggest share women still have a vote. We have tremendous influence as leaders of our family) information institutions within the households) – Government is not the machine, it is merely the oil!

A woman acquired a piece of land and decided to the plant flowers and to export abroad. Her husband supported her yet she needed financial and technical support to continue to develop and grow in her sector.

Nigeria under past government –

1. Examining finance policy
2. Incentivising (they put in place a reporting environment)
3. Training for women through the help of the central bank

It is true that we need the support of the government to help in the growth of women’s enterprises yet we cannot wait but we need to act.

‘But we can’t wait to change, it is not up to government, market the private sector’

‘women have the right to vote use the vote to bring the change’

‘we can’t wait for the government, action start with you’

Ms Freda Mniklis

We need to unlock the potential of female entrepreneurs, their roles in the private sector.

‘If women are not intensely included then they are intestinally excluded!’

One of the main principles of women’s empowerment is enterprise and development regarding the supply chain, procurement and incorporation. This means that we need to focus on obtaining new, innovative change. ‘Women are the next emerging growth’

If the government find a way to include women it might increase GDP by 12 per cent, income per capital by 10 per cent, return on Sales by 42 and return on equity by 53 per cent. In 2011 it was agreed that one of the main goals is to energize and find women.

We should abide by the 3Ts –

Trade – how we can bring Common wealth women working together with the Segregate and network.

Talent – leveraging diversity and improving quality

Training – give the sufficient knowledge so that they will know about the opportunities provided.
We should amend the key requirement that are brought in financial literacy and create an enabling environment, putting money and contract into the hands of women. We should be creating visibility and economically empower 10m by 2030!

‘Transformative change’

‘Join us so that together we can strengthen the platform that we all started’

Suggestions and Recommendations:

Through a mobile technology we should contact a mobile phone company and they will be able to help you to put the respective country in contact with mobile health.

Procurement – Getting together though a business exchange platform to get women out there. www.cwbusinesswomen.org

Collecting the data and making statistics on behalf of women in businesses.

Chartered institute of procurement of supply – engage the men in changing their perspectives.

Collecting the beneficial data to make statistics on behalf of women in the business.

30 per cent of funding should go to the women led businesses. (In Kenya 30 per cent of procurement goes to training and equipping the sector of women to empower what is believed to be the weak sector)

Produce a you tube channel as a campaign to empower women in business.

Introduce ‘entrepreneurship’ as a subject in education to improve the mind-set.

‘when you are here it is okay, when you go home it gets complicated’

Common Wealth investment fund should be introduced and the government will need to match this fund.

Introduce tax incentives to the corporation that promote gender equality in their supply chains.

Crowd sourcing network where participants act as mentors for Common wealth women’s businesses.

Teach women finances and how to run a business as it is very important that women know their numbers.

We should be regional partners ‘If one of us does not start than none of us will start’

Use #CBWtakeaction

Our suggestion as rapporteurs – PLEASE CHOGM NOTE DO NOT SCHEDULE NEXT BUSINESS FORUM THE SAME DAYS AS WOMEN’S FORUM AS WE WOULD LIKE TO CONTRIBUTE.

Workshop 4 – Gender and Youth Leadership Report

Gender and youth leadership

Ms Helen Jones

She said that the Common Wealth Gender Youth Network was establish in May 2015 in Malta. The aims are to propose practical recommendations to the women’s forum and to emphasis youth leadership and gender equality and to create awareness on the challenges faced by youths working in gender equality. Also they aim to promote intergeneration discussions between old generations and young women.

Building Bridges project is aimed to give voice to women who are inadequate represented in the Common Wealth Countries.

Ms Sarah Soysa

Gender equality is important because it ensures human rights. The Common wealth youth gender Network needs to work among the national and regional around the globe. It is essential to recognise the state as being responsible and accountable to ensure gender equality and to promote human rights. Young people in Common Wealth Countries must play a significant role in providing a safe place for young people to participate.

In Africa 40 per cent of child soldiers are girls. 69 million girls are married before their 18th birthday and not many girls know basic facts about HIV. There are also around 29.9 million abortions each year.

Girls are often left out of political and economic spaces and denied access to basic human rights.

The common wealth states should invest in young leaderships and create space for young people to participate in existing national policies.

‘We may be in the common wealth but we do not exist. If we are to achieve a world of equality, peace, and justice we must all be accountable.’
Ms Katherine Ellis

She admits that she’s not a gender expert. Yet, she has sustainable experience with young people especially young women. The Common Wealth has a plan of action for both gender and youth empowerment separately. Since the Arab Spring Common Wealth member states need to be more aware and work with youth. The first youth movement started in Australia as an NGO in which the CEO was a football star who collaborated with a film director. The football world and the film world are both male oriented. Males were very much in charge of the organisation. Katherine asked why there were no women and the reply she got was that women can’t hold the room. Since a good team requires a gender balance women were being hired. Nobody was bothered to step up and identify the fact that young women could speak and change the world. Even homosexuals were not excepted even though different energies must be supported. At a later stage, some women showed that they actually could hold the room.

Sponsorship is a very important concept. That someone can identify your talent and push you. The good ones sometimes do not have the confidence to make themselves shine.

Her organisation;

- Focuses on empowering young people. They inform them and put forward their proposals in higher fora.
- They also focus on Climate Change and Education.
- They attend ministerial meetings and they have speaking time.
- Youths will be at the heads of government meetings in Malta to put forward their issues.

Although the world is to a certain point much more privileged when it comes to women there is still many to go.

Ms Viviane Adhiambro

We need to invest in education for youths. Challenges youths face is the lack of being taken seriously and lack of intergenerational dialogue. Challenges such as the FGM, early marriage, sexual reproductive health and leadership positions. One can feel the tensions between the young and future generations. To move forward we need to be one voice. We cannot continue and make it look as business as usual. We should push for legislation and actually be implemented.

In the Sustainable development discussions young people have a great role to play. Its time to sit at the table and make our voices heard. What we’re fighting for is something bigger than us so we have to put our voices together and make things happen. It is important to know what we are fighting for.

The fact that she is here makes her happy because she had someone investing in her education. Looking at her family and people of her age, they did not have the same fate.

We lack the information – what is gender equality? and when you ask this question all you see blank faces. We will not be effective if we do not process the right information. Sponsorship is important to invest in our education.

A lot has been achieved. Beijing Conference in 1995 concluded that progress has been made along gender equality. Rwanda has 64 per cent female representation in parliament. We need to do more in secondary and tertiary education. High school diplomas are not enough.

For us to come up with a strong voice we should incorporate many ideas. We need to be more proactive

You will not achieve something if the half of the population is someone and the other half is considered as second class citizens.

Education plays a fundament role to give women a voice.

Mr Jude Thaddeus Njikem

His main concern is how men struggle to obtain gender equality. We should stop looking at women as statistics.

We want men and women to take action for men and women rights. We want men to say we are for gender equality and we want them to take action. Men want to empower women and girls.

Men are mostly thought that men are leaders and women stay at home. We want and need to change this.

From his experience, working in gender equality, finds it very difficult in the community structures for young people to be empowered and move forward.
In his organisation they try to have a meeting with community leaders and young people. They bring boys to talk to men about the issues and girls to talk to women about the issues they want to change. They talk and then share the outcomes and the decisions they took.

It is important for young to know where to start or else young people will get lost. Young people need co-ordination in the actions.

**Mr Jacob Thomas**

We need a full comprehensive roadmap for gender equality.

Intersectionality is a theory that recognises pressures and marginalisation for the LGBTIQ community. We cannot focus just on gender but we must also look into other issues such as gender participation and gender recognition. Access to mental health practices is limited to members if the LGBTIQ and should not be as such because 14 per cent of Austrian LGBTIQ members contemplates suicide.

Every single person should be responsible in the assurance of full and actual gender equality. Gender equality has to be thorough and broad. We have to because if we do not do it we will lose.

From the floor:

Women go through different kinds of violence from cat calling to online bullying to domestic violence. It is important that women bring young women on board to discuss these issues. Some women are still not comfortable to discuss sexual violence. In fact, they run to the opposite direction because it is not the language they relate to.

A person from the floor asked how to start a conversation with young people in sports. The response from the panel was that we should avoid political correctness and just to proceed with the commencement of the conversation. We should start by recognising that the person is a person.

A speaker from the floor mentioned the right for clean sanitation especially for girls. It is essential. Most girls in the Commonwealth Countries leave schools because their institutions do not have toilets. Members of the LGBTIQ Community are not always granted proper access to public toilets especially the Intersex. Marginalisation is bad and one won’t understand it unless it is experienced.

Young people must explore themselves first. If we keep operating with the same adult mechanisms we will always have the same results. We must push for non-hierarchal mechanisms.

**Recommendations:**

- The problem is coming from lack of gender representations and how women are portrayed in the media. There are no intersex representations in the media.
- We need to have gender education in schools from a very young age.
- Everything should be based on capability.
- The important role of society is to make campaigns, family seminars, social media campaigns to educate the public on gender equality
- People are not engaged in discussions because it’s only about women. We need to look at gender equality in a holistic manner.
- Schools should focus on life skills and how to be yourself from an early age.
- Persons of all gender identities must be included in decision-making. Youth councils should recruit gender advisers to improve the equality within these structures.
- School education in all subjects should include a gender lens.
- A more wholesome discussion of gender which includes the diversity of gender and the diversity and difference of women (race, religion, sexual orientation, gender identity and other grounds) should be had as part of any Women’s equality conversation.
- The struggle and progress of previous generations should be respected and recognised. New generations should build on this to address the unique challenges of today and all generations should work together to achieve gender equality.

**Workshop 5 – Gender and Education**

**Prof. Asha Kanwar – President and CEO of COL, Canada**

Women are at disadvantaged for three primary reasons. They do not have access to resources such as property. It is also important for women to have a voice in economic and political affairs.
Women in developing countries may have more opportunities for political participation.

Poverty has a female face. Within the higher education sector the situation is not different. In the public university we have only 14 per cent woman chancellors in the UK.

In many countries girls are out performing boys in schools.

Why so few women reach the top

- Family responsibilities
- Social norms
- Desires to be liked

Heidi Roizen ‘successful by using her outgoing personality and vast personal and professional network that included many of the most powerful business leaders in the technology sector’. But when Heidi’s name was changed to Howard, Howard came across as a more appealing worker while people did not want to work with Heidi.

Transformational leadership empowers the disempowered to get empowered.

People are disempowered when they do not have the freedom to choose.

What a transformational leader has:

- Charisma
- Inspiration
- Intellectual
- Individual attention

Women leader ‘Walk with people, they walk with people they learn from people and they lead by example’ Dame Carol Kidu.

For Peria Jakkamal leadership is highly temporal, paved the way for others.

Problems of lack of female leadership:

- Illiterate from a remote village
- Restrictions on women movement outside the village
- No assets or resources

What do they share in common?

- People oriented empathetic and respectful
- Courageous
- Effective negotiators rather than disrupting
- Networks and communicators
- Lifelong learners

Women as relationship workers

- Empathy
- Ability to collaborate
- Are socially sensitive

Geoff Colvin, Humans are underrated 2015

Women leaders in development

Leadership evolves through non formal and informal processes

No structured roadmap for the evolution

Transformational leadership and empowerment can take place at the bottom of pyramid not just in the boardroom

Key message of the presentation

Transformational leaders is a skill that can be acquired and government must invest in skilled women if sustainability for all can become a reality by 2030.

Ms Dorothy Gordon – GD Ghana India Kofi Annan Centre of Excellence in ICT.

The way we have been looking at education in context of Sustainable Development Goals

Inclusive education to promote lifelong opportunities for all, there is no women that should be left behind.

How we are going to use technology for all women?

Empowered them to access and use that technology to illustrate their own knowledge.

Challenge is to decide which part of your knowledge you are going to share using ICT. Every single one of us in the room has some valuable knowledge to share.

We have a lot going on in the education space that all of us need to pay attention to. Two important studies that come out of the OECD report are very ambivalent about ICT in classroom. We are spending a lot on ICT but it is not clear what the outcomes are. We know that girls learn differently and we need to carry out more studies.
Nobody knows how to do it well, everybody is learning. There is no way that somebody can tell you this is the solution but we do have some great solutions out there. For the first time in the world we have tool which is the technology. We can recognise that we have demographic issues and this how ICT will help; we can put content online instead of textbooks and the government can ask to license this content;

Recommendations:

- Not only sharing own knowledge but between other countries open content online, for example Wikipedia.
- Video learning: everything is being 'gamified' and everything is becoming an app and therefore we do not have enough women who code.
- How do we evaluation how effective the game or application is?
- We need to be able to create technology and analyse it.
- We need our kids not be intimidated by coding.
- We have wonderful websites.
- We need a level of commitment and involvement.

Areas of security

- We have to start thinking by doing it effectively. We cannot put our heads in the sand.
- We have to master skills in technology because it is the most exciting space.
- You are exploring something new every day.

We need more:

- Mobile learning.
- Crown computing (HW school cloud).
- Social networking (address cyber bullying).
- We now have platforms that allow kids to build their own games. Tomorrow’s world is all tech and our kids are not all prepared for that.

Technology helps you to be critical.

If we are going to succeed in ICT and education there needs to be a massive training in teacher and encourage teachers to support ICT.

In my country many people cannot speak English, how much time are we putting to develop content in our own language because we know that learning in your mother tongue is far more effective.

The amount of budget is being waster for poor choice of technology.

We cannot sit back.

All that negative stuff about women and technology we can choose not to believe it.

There are lot of women out there who are working in tech. There is no way you can turn without involving technology. If you are involved in it, you are learning every day something new about it.

We have to make sure that the next generation of young women will be able to make the best opportunities that the world will offer. We cannot have more situation of having more males engaged in technology.

Every profession have to be re-skilled. We have the informal that all women have knowledge that they are not sharing. We have the formal schooling where we have the real challenge of what real works and what does not. If people do not come together it will not happen.

Mr Kodhandaraman Balasubramanian and Alexis Carr, COL Education specialist Canada.

Definition of empowerment

‘the expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them’.

Measuring empowerment index has three dimensions.

1. Household enterprise and community
2. Knowledge, desire, means and action
3. Psychological, political, social and emotional.

If learning is not linked to human capital and financial capital it does not happen.

Research in Uganda shows:

The process of empowerment is not uniform at the household, community and enterprise levels and Women in Lifelong learning have a higher empowerment score at the community level and enterprise level but at the household level, less empowered.
Determinants of empowerment based on regression analysis in Uganda and Kenya

- Education (particularly primary and secondary) has not emerged as a significant factor
- Age, family income, reproductive role, years of farming are also not significant
- Social capital by itself is not enough
- Learning (in the context of social capital and financial capital) significant determinant of empowerment.

Conclusions

- Education by itself is not learning
- Learning cannot be a sectoral activity. Need to have a holistic approach.
- Learning linked to social and financial capital offer potentials for women empowerment at the community and enterprise levels.
- Men’s empowerment may be required for strengthening the women’s empowerment at the household level.
- Programmes and institutions such as banks, microfinance, financial literacy need to invest on enabling the community particularly women in learning in the context of social and financial capital since it offers a win–win framework
- Empowerment is not a zero-sum game

Recommendations

- Free education
- Value teachers
- Pay and train them more
- Train young adults
- Research programme
- Competitive exams
- Change the mindset
- Value women as leaders
- Need for induction courses both for academic staff and even for students
- Make sure that women have strategic capacity to make a wider variety of choices of subjects to study.

- A paradigm shift in the mentality of all educators to understand the world and the mentality of all learners
- Focus more on informal education, invest in informal educators
- Importance of qualifications how important formal qualification
- Need to change the process of qualification and the process of qualifications

George Borg – DG Directorate Educational Services

Training for teachers, in reality if we really want to have an inclusive society, everybody needs to have training.

Professor Maithree Wickramasinghe – Senior Lecturer University of Kelanya Sri Lanka

Identifying Gender Inequalities/ Inequities in Higher Education

When we speak of high education we speak of institutions of neo liberal economies.

Globalisation and the Acculturation of Universities

- Market demands and profit-making
- Output orientation and the demand for international ties
- Competitiveness and global ranking indexes
- Assessments according to quantifiable criteria
- Valorisation of STEM subjects
- Marginalisation of the humanities and social sciences
- Academic merit = funding brought into a university

Defining gender equality

Gender equality denotes that men and women are similar; that they have commonalities in needs, interests and priorities based on their humanity that should be treated equally via equal rights, freedoms, status, responsibilities, opportunities, access to resources and benefits and control over them. Equality leads to an absence of discrimination.

Defining gender equity

Gender equity claims that there are differences between men and women depending on their biological sex, their gendered life experiences as
well as social distinctions and intersections; thus men and women have to be treated equitably so as to ensure the fulfilment of differing needs, interests and priorities. Equity provides for fairness and justice.

There need to be the consideration for both gender inequity and inequality in higher education.

She said that women and men are not homogenous groups. Rather they can be seen to interpellate or subscribe to multiple intersecting identities. Consequently an individual may simultaneously experience varying degrees of vulnerability, oppression, capacity and privilege or even multiple layers of oppression.

It is important to consider who pulls power in education. She posed the following questions:

• Who possesses agenda-setting power?
• Who has hidden power?
• Who has the power of dialogue?
• Who has the power of conflict?
• Who has the power of consensus building?

She discussed that there is a steadily rising numbers of women undergraduates entering higher education worldwide; the numbers of women university students exceed men students in some Commonwealth countries; there is the feminisation of universities which is only at a numerical level;

She continued in saying that women tend to be a majority in the Liberal Arts, Humanities, Social Sciences, and the Sciences. On the other hand men still tend to dominate science, technology, engineering and mathematics (STEM) subjects. She noted that student politics and university governance management is dominated by men.

Institutions and Cultures in Higher Education (HE)

They need to integrate gender and development into the contexts of higher education acknowledged

The gender mainstreaming is a crucial policy initiative despite drawbacks in application (UGC Standing Committee in Sri Lanka)

Policy gaps in higher education

Gender pay differentials in senior leadership positions (UK) (UNCHES)

Needs related to infrastructure and facilities due to an increase in women students (Sri Lanka)

Gender issues arising from university student subcultures (Laddism – UK / Ragging – Sri Lanka / HIV/AIDS regime – Kenya)

Knowledge Production

Lapses in curricula when it comes to the recognition, inclusion and diversity of the voices of and work by women (including the lack of a tradition of citations –except in Women’s / Gender Studies)

The misrepresentations and subversion of women in existing knowledges in disciplines through language and conceptualisation

The difficulties in using conventional research methods and theoretical concepts to investigate or construct or express women’s realities

Gender micro politics within classrooms, which may impede on teaching

Professor Louise Morley – Professor of education, University of Sussex, UK

She started off by asking whether women as Vice-Chancellors are leading or Being Led?

Quick snapshots – women, Where are they or should we ask where they are not?

The case is that quality does not appear to take inequality into account.

She posed various with regards making women intelligible as leader. These were asked

• What is it that people don’t see and why don’t they see it? Are we all useless and disorganised? Are those the reasons behind it?
• What do current practices reveal and obscure? Is there something about characteristics that are flawed?
• Why is it still a shock when we get a women leader? Ex lady doctor we think of them as fake not as female leaders. What is going wrong?

Explaining the absences of female leaders

Gendered division of labour – it also operates within organisations for example males in industries are found in international and marketing departments while females are found in teaching and dealing with problems such as welfare.
• Gender Bias/ Misrecognition – Even when women do the right things they still do not get high position.

There are cognitive errors in assessing merit and leadership suitability.

Institutional Practices – there are clashes between women’s rhythms and institution rhythm (family)

Greedy Organisations – because of IT we are having no boundaries, no borders and women are looking at leadership and saying no thank you.

Socio-cultural messages – we are social animals not genetically different, we cannot assume that if we get more female bodies in leadership roles we are going to change women’s values.

Where are the Women?

Glass cliffs – women tend to get helicoptered when there is a problem and no one else wants to deal with it.

Velvet ghettos – middle management because women have better people skills they are stuck in middle management.

We need better quality assurance, more community engagement and better human resource management.

Gendered Pathways: Research/ Prestige Economy

Women less likely to be:

• Journal editors/cited in top-rated journals – men are controlling the research, more money is allocated to men at research. She asked how power sensitive are we? Women are rarely awarded research funds.
• Principal investigators
• On research boards
• Awarded research prizes
• Be conference keynote speakers
• Consequences of Absence of Leadership Diversity
• Employment and Opportunity Structures
• Distributive injustice and Structural Prejudice.
• Depressed career opportunities.
• Misrecognition of leadership potential and wasted talent.

• Service Delivery
• Knowledge Distortions, Cognitive and Epistemic injustice
• Reproduction of Institutional Norms and Practices.
• Narrating Difference in the following:
  • Recruitment and Selection (Political/ lacking transparency)
  • Passionate attachment (Disciplines/ research)
  • Authority (Does not ‘stick’ to women)
  • Gendered Divisions of Labour (Women = domestic domain)
  • Exclusionary Networks (Male Domination/ sexual propriety)
  • Hostile cultures (Toxic/ stressful)

What attracts women to senior leadership?

These are power, influence, values, rewards, and recognition

Why is Senior Leadership Unattractive to Women?

• Neo-liberalism
• Being ‘Other’ in male-dominated cultures
• The signifier ‘woman’ reduces the authority of the signifier ‘leader’.
• Disrupting the symbolic order
• Corruption and Financialisation
• Pre-determined Scripts
• Do women lack capital (economic, political, social and symbolic) to redefine the requirements of the field?

The Affective economy of Identity Work

• The following points were raised:
  • Working with resistance, recalcitrance, truculence, ugly feelings.
  • Colonising colleagues’ subjectivities towards the goals of managerially inspired discourses.
  • Managing self-doubt, conflict, anxiety, disappointment and occupational stress
  • Building capacity and creativity.

Rejection, Refusal and Reluctance
Rejection (Misrecognition)
UK women are 2.5 times likely to be unsuccessful in applications for senior posts

Refusal (Attachment to Discipline)
Women express that it is difficult to control people, therefore every time they are offered such a position they say no, as they are not trained for ‘that sort of thing’.

Reluctance (Gendered Cultures)
The mentality of your male colleagues are deterrent; for example he would the woman pushy, vicious and all that because a woman is at the leadership or a woman as a boss is not readily acceptable. Another expressed that men also do not like females to be the leader; they want to see the male as the leader and not the female.

The Various barriers of female leadership are:
- The Power of the Socio-Cultural/ Gender Appropriate
- Social Class and Caste
- Lack of Investment in Women
- Organisational Cultures
- Perceptions of Leadership
- Recruitment and Selection
- Family
- Gender and Authority
- Corruption

While the enablers are:
- Policies (affirmative action, gender mainstreaming, work-life balance)
- Women-only Provision (leadership development/ universities)
- Mentoring
- Professional Development
- Family
- Evidence (Research/ Gender- Disaggregated Statistics)
- Internationalisation

Moving On: What are We Asking Women to Lead?
Women are
- Rejected
- Refusing/ Self Excluding
- Reluctant

Change
- Not counting more women into existing structures/ scripts/systems/ gendered cultures.

Need for
- Re-visioning of Leadership
- Generative, generous and gender-free.

Group questions and answers
The following questions were raised, their response and recommendations follow afterwards.

1. What key message will you take away with you in relation to the presentations?
2. What key messages/ recommendations do you wish to convey to the Heads of Governments?
3. What actions do you propose to take in response to the issues raised today? (immediate, mid-term, long-term)
- Self-belief
- Women not seeing themselves as deficit men
- Believing in diversity and accepting it
- The need to revise what leadership is
- The important of transformation in leadership and collaborative leadership
- There is still a huge problem at women presentation at all levels not just the top level
- Education has to be a lifelong learning in order to change things taken from primary, to secondary and tertiary education
- Connecting the difference education sectors has to start for early, why do we have gender toys? Gender clothes? Pink and blue clothes? Things should be gender free
- We should make it easier for women
- We should be measuring performances of universities
- More female staff
- There is still gender discrimination
• Support for all women achievements and support their goals
• More awareness through media and be careful of hidden messages
• Value education in informal and formal
• Challenge institutions on gender biased
• Importance of training at every level
• Everything has to be desegregated
• Ensure there is a gender balance on a selection board
• Do not turn down leadership positions