



Feminist Leadership Institute -
WOMEN



Political Participants for Women Peace and Security in DRC"



REPUBLIQUE DEMOCRATIQUE DU CONGO



MINISTÈRE DU GENRE, ENFANT ET FAMILLE
CABINET



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A REPORT OF THE

FEMINIST LEADERSHIP

INSTITUTE

2019

BUKAVU - DRC

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1.0 Introduction

The Women's International Peace Centre formerly known as Isis-Women International Cross-Cultural Exchange Isis-WICCE) in partnership with Ministry of Gender, Family and Children's Affairs, Karibu Jeunesse Nouvelle (KJN) and Association des Femmes Des Medias (AFEM)) conducted a feminist leadership Institute for 20 women leaders including Politicians, Lawyers, Lecturers, Socio-workers, and Community leaders from Kalehe, Walungu, Kabare and Bukavu in South Kivu province in Democratic Republic of Congo. This was from 20th to 24th June 2019.

The Institute aimed at strengthening capacity of women leaders to engage in and influence post conflict decision-making and governance as well as demand accountability from policy makers towards actualizing the meaningful inclusion of women in governance and decision making in Democratic Republic of Congo (DRC).

2.0 Background And Context of Women, Peace And Security – WPS

Women’s organizing for peace and security started decades back.

The Women’s International League for Peace and Freedom (WILPF) was formed in 1915, when 1,200 women from diverse cultures and nations met at the Hague, the Netherlands to protest war and advocate for women’s rights and influence decisions in matters of peace and security. Among other things, the Congress resulted in the creation of the Women’s International League for Peace and Freedom (WILPF), which continues to play an active leadership role in the women, peace and security movement. Peace as an end in itself was at the heart of its program.

WILPF formed
1915

Shortly after the establishment of the United Nations in 1945, the Commission on the Status of Women was established in 1946 as a United Nations body devoted to gender equality and the advancement of women. The Commission continues to meet annually, bringing together Member States and civil society representatives to discuss the pressing issues facing women around the world, assess progress and make recommendations and policies for gender equality.

Commission on the Status of Women Established
1946

The annual meetings of the Commission often focus on topics relevant to the WPS program. In 1969, the Commission discussed whether women and children should be given special protection during conflict; and in 2004 the Commission examined women's equal participation in conflict prevention, management and resolution, and post-conflict peace building.

Women's civil society organizations play an active role in promoting the WPS program to the Commission, and in recent years more than 6,000 civil society representatives have registered to attend the annual meeting of the Commission in New York.

Commission discussed giving special protection during conflict for women and children

1969

During the Cold War, civil society turned its attention to promoting international human rights standards and adopting treaties and conventions that enshrine the right to gender equality.

These include the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979. Although this Convention does not directly address the link between women's rights and conflict, it emphasizes the importance of women's participation in leadership in all contexts, which is a founding concept of the WPS program.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

1979

Equality between women and men is inseparable from peace and security. In most countries of the world, women have always been involved in issues related to democratic governance, security and the search for peace. However, their participation in this specific area remains low. Thus, in the year 2000, the United Nations Security Council adopted Resolution 1325 on "Women, Peace and Security" which calls for the need to increase the equal participation of women in the decision-making process to promote peace and security, as well as in the prevention, resolution of conflicts and peace keeping operations.

United Nations Security Council adopted Resolution 1325 on "Women, Peace and Security"

2000

3.0 Electoral Structure In Democratic Republic Of Congo

3.1 National Structure And Local Dismemberments

The Section below introduces the process and structure of elections in DRC.

Direct elections in the Democratic Republic of the Congo occur for the Presidency, National Assembly (lower house of the legislature), and provincial assemblies. The Senate, the upper house of the legislature, is elected indirectly by members of the provincial assemblies.

MAP OF THE DRC REPRESENTING THE NEW TERRITORIAL DIVISION



3.2 Administrative Organization of the Territory

The territorial organization of the Democratic Republic of Congo (DRC) consists of the city of Kinshasa as well as 25 provinces and 145 territories. However, in 2011, the division into 25 provinces was not yet complete and thus the organisation of the 2011 elections was premised on the old structure of 10 provinces and the city of Kinshasa namely: Kinshasa, Bas-Congo, Bandundu, Ecuador, Kasai Occidental, Kasai Oriental, Katanga, South Kivu, North Kivu, Maniema and Province Orientale. These 10 provinces are subdivided into 24 cities and 145 territories that together constitute 169 parliamentary constituencies.

26
provinces

145
Territories

169 Parliamentary
Constituencies.

3.3 The Independent National Electoral Commission: The CENI

Mandate and composition of the Independent National Electoral Commission

The Independent National Electoral Commission (French: Commission Électorale Nationale Indépendante or CENI) (CENI) has the mandate to organize the entire electoral cycle including the presidential, legislative, provincial and local elections. The CENI is an institution of support for democracy, established by the Constitution (article 211) and the organic law no 10/013 of July 28, 2010. Thus, CENI took over from the Independent Electoral Commission (IEC), which was in charge of the previous elections (in 2005 and 2006) that marked the end of the Transition.

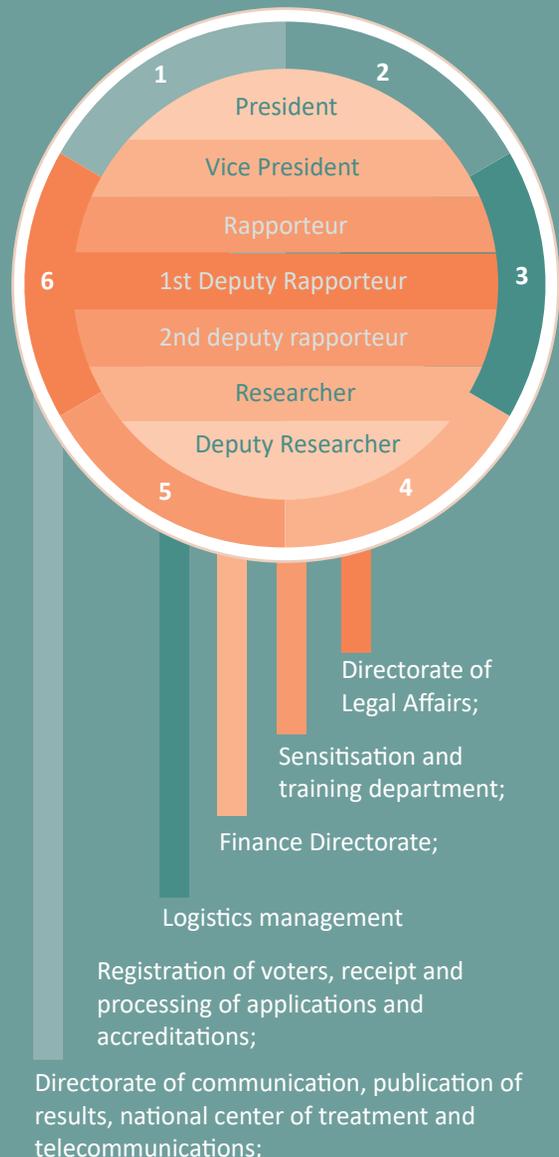
It is composed of seven members: A president; a Vice President; a Rapporteur; a 1st Deputy Rapporteur; a second deputy rapporteur; a Researcher; a Deputy Researcher.

Four commissioners are appointed by the presidential majority and the three others by opposition in the National Assembly. Their mandate is six years, non-renewable. Each member of the Bureau has a Cabinet that assists them in fulfilling their duties. For its operation, the CENI has legal personality and very important means of action. In particular, it enjoys financial autonomy with its own budget, which is supplemented by external contributions (Congoese State, international organizations, etc.). The law grants the members of the CENI the benefit of immunity from prosecution and the privilege of jurisdiction in the accomplishment of their mission.

The functioning of the CENI is ensured by six (06) Directorates:

- * Directorate of Legal Affairs;
- * Directorate of communication, publication of results, national center of treatment and telecommunications;
- * Sensitisation and training department;
- * Registration of voters, receipt and processing of applications and accreditations;
- * Finance Directorate;
- * Logistics management.

Each Directorate is chaired by a member of the Bureau and is coordinated by the President of the CENI.



3.4 Electoral Administration And Dismemberments

The CENI is located in Kinshasa. It consists of a National Executive Secretariat (NES) which is a technical and administrative structure responsible for implementing CENI decisions and coordinating operations at the national level and in the 145 territories.

The CENI has the following:

11 Provincial Executive Secretariats (SEPs) headed by Secretaries;	166 Reception and Processing Offices (BRTC), one per constituency except the province of Kinshasa where there is only one office in charge of the four constituencies (24 municipalities grouped into 4 entities);	63865 Voting and Voting Offices (BVD) for the holding of the polls
169 Local Antennas (LA) corresponding to the constituencies, directed by Heads of Antennae (CA);		16948 Voting and Voting Centers (RTCs) headed by a Vote Center Head;

3.5 Overview of Women's Electoral Participation

Although women constitute the highest statistic demographically compared to men (52%), this has not been influential in terms of their political participation. Several factors justify this including

- traditional and cultural barriers with their consequences on women's perceptions and self-esteem and gender-based violence;
- poverty and illiteracy. (According to MO Ibrahim Foundation (2001) 73.2% of the Congolese population live in a state of poverty, 46.5% in a state of extreme poverty and that secondary education is only accessible to 36.7% of the male population and only 10.7% of the female population in the period 2001-2010);
- insufficient resources allocated to women's leadership structures and weak coordination of women's organizations;
- Persistent discrimination against women in the legal framework and non-compliance despite progress made in the Constitution and the Family Code: The Constitution enshrines the principle of equality in article. 12 and that of equity in article. 14. In 2015, a law on the implementation of women's rights and parity was promulgated. However, with regard to elections, the electoral law, in its article 13 emphasises the principle of parity. Article 13 states: "... Each list is established taking into account the gender representation... however, failure to achieve gender parity... is not grounds for inadmissibility of a list ". There are also other provisions in the electoral law that discriminate against women, particularly article 119; 149 and 154. All this shows that there is practically no constraint in the event of non-compliance with the law on parity;
- lack of political will;
- instability, political tensions and the existence of conflict zones (Kasai, Tanganyika, South Kivu, North Kivu, Ituri).

3.6 State of Representation of Women In Decision-Making Spaces

National Assembly of the National Parliament - direct suffrage

	2006		2011		2018	
	Male	Female	Male	Female	Male	Female
Proportion of candidates	86.4%	13.6%	87.2%	12.8%	88.3%	11.7%
Proportion of elected MPs	91.6%	8.4%	90.3%	9.7%	90.2%	9.8%

Provincial Parliament (General Assemblies) - Direct Suffrage

	2006		2018	
	Male	Female	Male	Female
Proportion of candidates	88.6%	11.4%	88.2%	11.8%
Proportion of elected	93.2%	6.8%	89.4%	10.6%

Upper House of the National Parliament

	2006		2019	
	Male	Female	Male	Female
Proportion of candidates	90.8%	9.2%	86.3%	13.6%
Proportion of elected senators	95.4%	4.6%	81%	19%

At the provincial Governors level, in 2018, out of 109 candidates, only 03 were women (North-Ubangi, South Kivu, Tshopo).

	2006		2011		2018	
	Male	Female	Male	Female	Male	Female
Proportion of the electorate	47.8%	52.2%	50.2%	49.8%	48.4%	50.6%
Proportion of candidates for legislatives elections	87.5 (18 386)	12.5% (2 271)	Figures for 2011 and 2018 are not available			

This low female legislative candidacy justifies the low representation of women in public institutions and consequently the weak influence of change in favor of women's rights. The present training contributes to the awareness of women leaders in South Kivu on this situation and build their capacities and skills to improve on their representation.



4.0 Training Process

4.1. Opening Remarks

The training was opened by Ms. Mamy Masimane - the representative of Ministry of Gender in Bukavu, Ms Juliet Were, Program Manager of Women International Peace Center, Ms Jolly Kamuntu - Karibu Jeunesse Nouvelle (KJN) and Gisèle Baraka - 'Association des Femmes Journalistes' (AFEM)

Ms Kamuntu thanked the participants for having given priority to the training and led them into the self-introduction.

Ms Juliet Were thanked partners for having supported in the enrolment of the participants. She too appreciated the participants for sparing time to come at the training that is aimed at enhancing their skills in leadership to enable them fully and meaningful participate in public and political leadership. She asserted that while improving the representation of women in national and international leadership can deliver broad change, it's at the local level where many of the decisions affecting women's lives are made. It is crucial that women's voices are also heard at the community and local levels. Informal, community spaces and local women's groups are important arenas for developing leaders, providing skills, experience, relationships and networks for women to become public and political leaders themselves. Therefore, the Peace Centre has been at the fore front of building Women's leadership at community, national regional and international level through the leadership institutes. The institute equips women leaders from conflict-affected context with critical knowledge and skills along with facilitating network building and a cross-cultural exchange of strategies to advance women's leadership, activism and advocacy for peaceful conflict resolution and gender-responsive post-conflict





Ms. Mamy Masimane appreciated the partners for organizing such a training that is much needed in Bukavu and DRC. She asserted that the December 2018 election were a reflection that women's participation is much needed in DRC. Women make up only 9% of the National Assembly, putting the country far below the 24% average for sub-Saharan Africa. Some women are fighting to change that although the pace is slow due to significant barriers such as patriarchy, financial hurdles and the government's failure to enforce gender parity laws. She asserted that it is very important for women to have solidarity and work towards a strong women movement that will push for women's representation at all levels. She encouraged the women leaders to utilize the opportunity effectively to bridge the gap of under representation in Congo.

4.2 Training Methodology

The training methodology was participatory that allowed participants to interact in discussions, combined with group discussion and individual reflection on given topics. The training was enhanced by experience sharing either by trainers and trainees. This, in addition to the open dialogues on various subjects allowed them to understand how the new knowledge and skills applied to them both personally and as women leaders. The benefit of this was compounded as participants were constantly supported to jointly envision change in their country.

5.0 Session 1. “Transformative Leadership”

Ms. Juliet Were facilitated the session transformative leadership who engaged participants on the definition of leadership and the three (3) key elements of leadership: Identity, value and power.

5.1 Identity, Values and Power

Identity

To understand that notion, participants were asked to identify their dominant identity, which they identify themselves with each time, among the many identities they may carry.

For some, the age is the dominant identity because they worry about what to do or not do as young women. For others, the socio-economic status is their most concern because every morning they think about the needs of the family and their relatives to be fulfilled. Ability and gender were also identified as the identity they most remember. They everyday ask themselves if they can be as able as men to respond to what they are called to do, if they could emerge as men and what they could do to fight against discrimination.

Personal Values

The trainer gave a list of values such as integrity, greed, empathy, inclusivity etc. and asked participants to discuss amongst themselves in two's, from their discussions, they all agreed that there are positive and negative values. That as a leader, one must do a self-analysis and identify positive values and stick on them in speech and action.

For that, an exercise was given as a personal reflection on their three main positive and three negatives values and the actions they do that correspond to each value. They were also asked to write down the actions that could promote the positive values. This exercise was an opportunity for them to self-evaluate themselves, to discover the actions taken and enhance positive values and commit to being more aware of their decisions and actions.

Power

Power has been defined as an ability to influence others to do what you want. Four types of power were discussed:

- Power within is the strength which arises from inside our self when we recognize our ability to influence our lives and community;
- Power to refers to attitudes and capacity; people feel empowered to do something for themselves or their communities to influence decisions. There is a feeling or belief in one's capacity to create a change;
- Power with is the recognition that unity is strength and working with others produce more impacts than working alone;
- Power over which means the strength used to express their power on others, it is when one considers oneself as the Alpha and Omega, make the rain and the weather!

The discussion and debates showed that the participants held the “power within” and needed to develop it and utilize in their day to day lives.

The trainer spoke about the global power-building frameworks, in particular the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) adopted in 1979 by United Nations; the Beijing Declaration and Platform of Action (1995); the Maputo Protocol adopted in 2003 by the African Union; and the Sustainable Development Goal (2015-2030); the African Union’s policy on gender equality (2002).

All these frameworks provide women power and authority to participate at different levels of leadership and fight against all forms of discrimination. These require the use of the language of power to overcome the structural causes of women’s discrimination around the world.

To better understand the situation of women in relation to the notion of “power”,

A simulation exercise was done in two main groups. The first group was called “Square” and the second “Circle”. Members of both groups had cards with rights imprinted on them and were asked to keep moving in the room. One group, “the Square” had the rights to withdraw the card from any closest member of the Circle, when a signal to stop was given. At the end of the game, very few members of the Circle stayed with their card of rights.

This game caused a lot of reactions, the members in square had accumulated cards to the detriment of those of the Circle. Participants expressed the feelings they had when they regained or lost the rights cards.

The Square felt very reassured, strong, victorious and proud that they were dominating the other members of the Circle. They enjoyed all privileges and did not care what others are going through.

On the other side, Circles were afraid of losing their rights but felt powerless, they felt like victims who cannot defend themselves, frustrated and helpless.

This game illustrated the consequences of misusing the “power over” in everyday life. Participants concluded that most African leaders are using power negatively, causing frustration and endless wars. This is where the trainer introduced transformative leadership as a model of leadership, capable to balancing power and create peaceful societies.

5.2 Transformative Leadership

Participants discussed about the definition, the characteristic of the transformative leadership and how to become a transformative leader.

This part calls back the identity, values and the power that must characterize a transformative Leader. This leader must hold positive values such as integrity, recognition, courage, responsibility, dignity etc. that fosters an ethical environment and builds work culture.

Characteristic of this kind of leader is resumed in: H.E.A.R.T and LEADERSHIP WHEEL

H.E.A.R.T F A

Hunger of wisdom (not satisfied by the status quo)

Expects the best (high quality results)

Accepts responsibility to serve and a collective responsibility

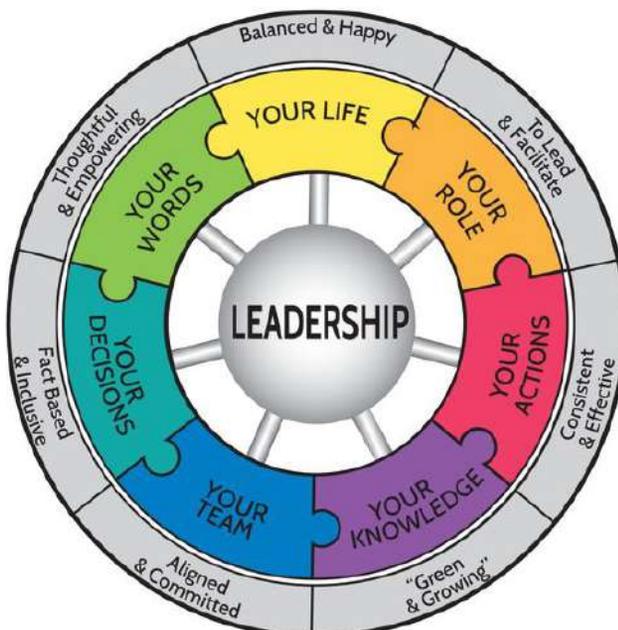
Responds with courage because she/he believes in the support from her/his platform

Think of others first, encourage the motivation and positive development of followers

Foster an ethical environment

A leader watches over her attitude and behavior to inspire confidence.

THE LEADERSHIP WHEEL



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Her/His

life must be balanced and happy

roles are balanced; you lead, you facilitate

actions are consistent and effective

knowledge is green and growing

Team must be aligned, committed

decisions are fact based, inclusive

words must be thoughtful and empowering

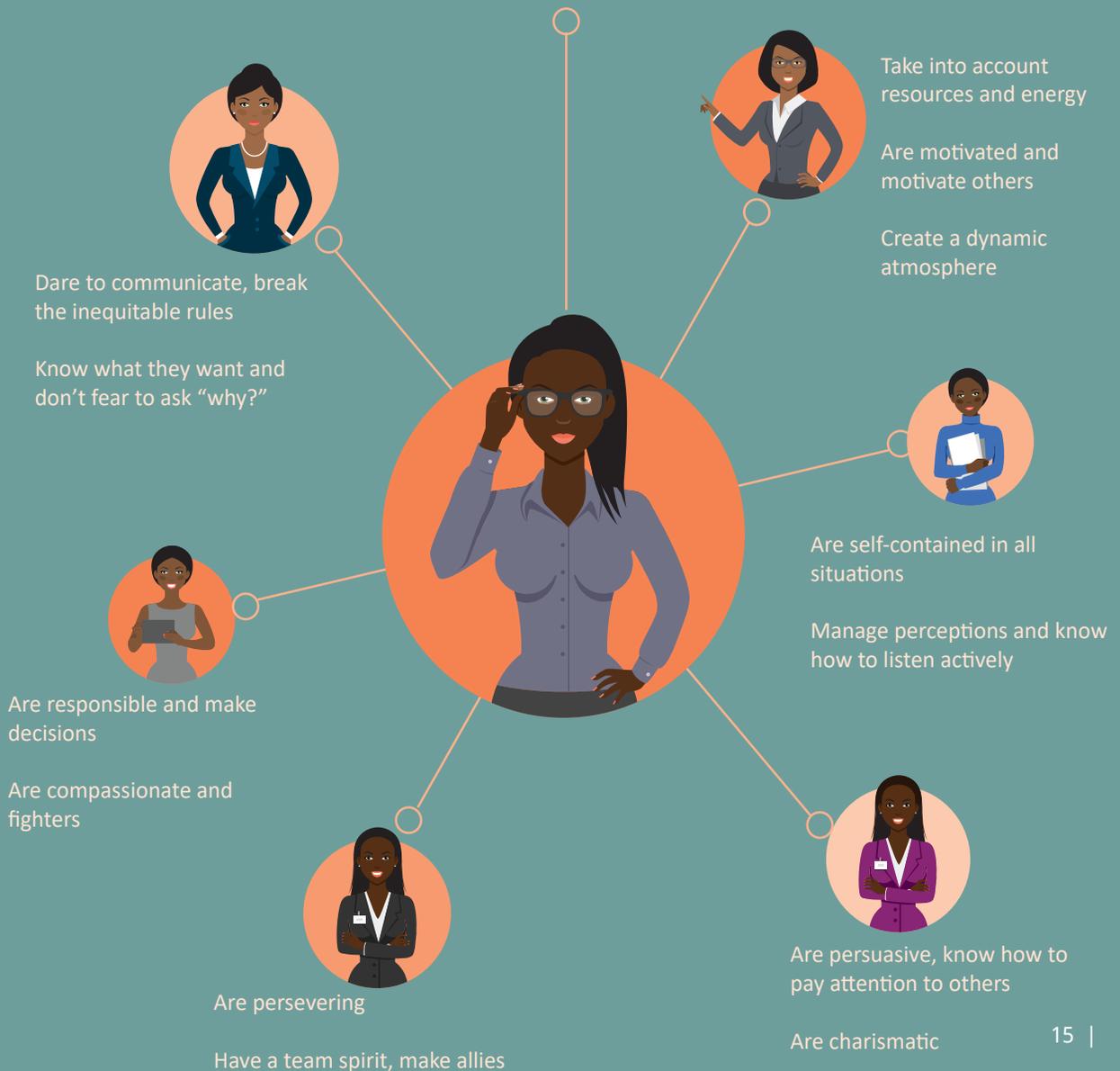
How to become a transformative leader?

Transformative leadership is natured by setting a clear vision, clear goals (dream big); inspiring others; encouraging; recognizing, appreciating and supporting others; accepting risks, setting standards that show who you are, how you manage (at home, at church, at office, community). The trainer reminded that a leader must take care of his/her self, enjoy her life; work on her or his appearance (makeup, perfume, varnish, clothing etc.), making money, improve health, spirituality, and seeking new knowledge.

5.3 Women In Leadership

This session was facilitated Ms. Jolly Kamuntu who gave an overview of the definition, the different types of leadership and focused on the background of women's leadership, its characteristics and challenges.

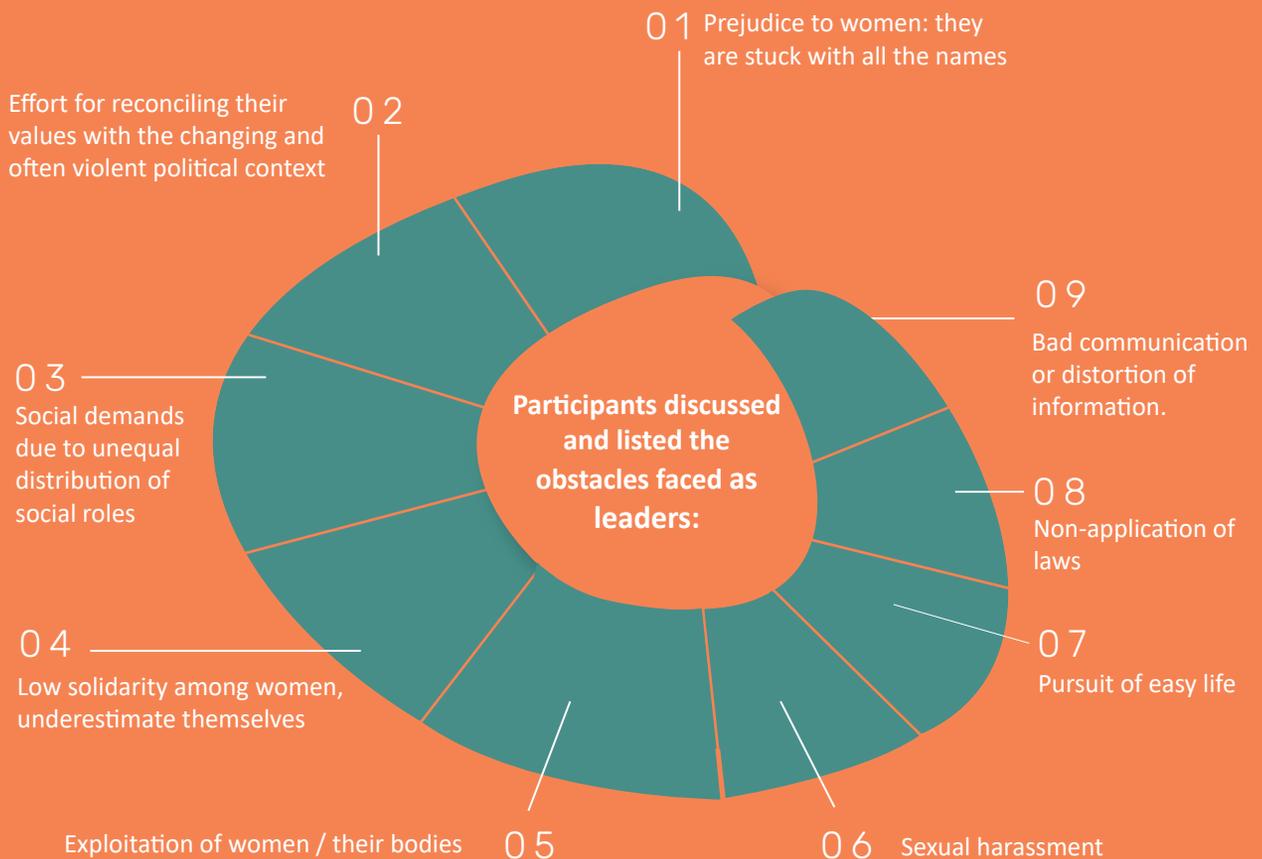
CHARACTERISTICS OF A FEMALE LEADERSHIP



Participants analysed these characteristics and those that are dominant amongst them as per the reflections below;

- * Do not hesitate to break inequitable rules: “we dare to defend women’s rights knowing that non-respect of these rights is rooted in cultural norms on which the patriarchal system is built”
- * Have self-confidence: we take initiatives in our associations, in our churches and our political parties;
- * Are compassionate and combative, persevering and never give up: we know that people do not have much confidence in us just because of our social status (e.g. we are women, have no husbands, are weak, and do not have enough money or resources). However, this does not prevent us from fighting for our place, our position and rights. We are also sensitive to the problems of others that is why we assist relatives, neighbours, etc.
- * Have a team spirit, persuasive: we are aware that union is strength and that is why we are in associations and political parties to make our voices heard.

Obstacles Faced In Women’s Leadership





5.4 Communication In Leadership

The theme on communication was facilitated by Ms. Gisèle Baraka. She defined communication as a process of conveying a message to others either verbally or through gestures. She encouraged women to communicate effectively without stress and with confidence in order to pass a clear and effective message.

How to Improve Communication:

- * **Ask Permission:** A leader must respect the time and the occupations of others. To talk to them, you have to ask them if they are willing and never force them;
- * **Give Up Speech:** we must avoid the monopoly of speech, give time to others to express themselves;
- * **Ask Open Questions:** give others the opportunity to express themselves and argue;
- * **Talking About Your World Map:** knowing how to positively welcome the ideas of others;
- * **Express Your Feelings:** you must show the interlocutors that their message has been heard and express how you greeted them;
- * **Express Your Desires:** you have to be reassured that your communication objective has been achieved;
- * **Thank and compliment** the interlocutors.

How to Develop Vocal Techniques and Manage Stress

- * **Improve Your Sound Image:** your posture, your look
- * **Find a True Speech:** master the content of your communication
- * **Valuing Your Interventions and Creating a Listening Comfort:** do not rush to answer any questions, listen more and intervene on what is relevant
- * **Appropriate and Practice Breathing Techniques:** relaxation, visualization and mental preparation
- * **Get your self-control tension/stress and recover all your means** in a strategic communication situation: Breath, take your time; take a look in the audience

The trainer invited the participants to a practical exercise to present a coherent speech in one minute. The trainer emphasized that effective communication in campaigns requires calmness; eye contact, speak as a leader and set priorities; you have to dress decently and adapt to the public; makeup should be moderate if possible keep the same style; whatever the situation, it is necessary to manage the emotions and be brief and concise.

Another exercise was given to: Speak at an election campaign Some participants ran this campaign where the rest of the participants were their audience.

Observations: some did it well, others were not convincing, others had unprepared teams, others forgot to introduce themselves, others did not have slogans that could distinguish them from others. Others, did not specify the posts for which they were vying for.

Tips for better communication during campaigns:

- * Surround yourself with professional people;
- * Make your ambitions known and create a name;
- * Anticipate tricky questions and attacks;
- * Control arguments and mind the protocols;
- * Two-step listening to bounce better;
- * Utilize each opportunity: technical, trust, firmness;
- * Use appropriate communication tools.

Question that leaders can ask themselves to get a solid supportive team:

- * What motivates your team?
- * What is success for your team?
- * What is frustrating?
- * What are the values of the team members?
- * What are their interests?



6.0 Session Two:

Introduction to Women Participation in Political Leadership

The session was facilitated by Honorable Alice Alaso and it aimed at sharing practical experience from female political leaders to encourage and enhance the ability of women in politics and provide mentorship support. Her presentation exposed participants to the impact of the socialization process on the participation of women in leadership; the international and national framework for women political empowerment; institutional framework for women political empowerment; how women can engage with political parties; benefits of belonging to a political party and skills for political participation.

6.1 Socialization Process

Socialization is the process of transmitting norms and values and distributing social roles. This socialization attributes to women roles in private, domestic and often non-paying spheres while men are assigned external, public and often paid roles. The socialization makes men public and women private!

After enumerating the roles of women, participants understood that this process of differentiated socialization is at the root cause of women's discrimination in the sense that it conveys negative perceptions about women; like people who cannot manage community or society issues. As an illustration, Hon Alice shared the case with the former Prime Minister of Uganda who made his daughter a heiress and this created a trouble in the clan.

Consequences of the socialization process on women's participation in leadership

An exercise was given to the participants to identify three major problems that their Government does not take into account and to justify why they are major for women.

Major problems identified as not taken into account

The absence of women in decision-making; lack of access to education; insecurity; non-compliance with the law; lack of access to women's inheritance; health problems especially maternal health; the inaccessibility of certain areas.

After much discussion, participants agreed that the absence of women in key decision-making positions is a major problem for women. This is the cause of all the other problems identified above. Hon. Alaso, assured them that once women are in decision-making positions, there will be a change because women think about issues that affect the community and take in account the Gender-specific needs of women, including favourable conditions for girls' education; maternal health issues, among others.

A Nod to Political Women

- Politics is not for the fearful women, it is for tough women, who prove that they are clever, smarter, able like men!
- Politics is very complicated but very necessary, women have to work with men and influence change!
- Women must know that decisions and changes need money not theories, they must be tough persons thinking out of the box

6.2 International, Regional and National Frameworks for Women Political Empowerment

The United Nations Declaration (1948); the CEDAW (1979); the UNSCR 1325 (2000); the Sustainable Development Goals (2015-2030), the regional and sub-regional organizations have made significant commitments towards gender equality and women's empowerment, including through, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) the Solemn Declaration on Gender Equality in Africa (2004) and the Democratic Republic of Congo Constitution (2006), which promotes equal representation (50/50) of men and women.

All the above framework provide women with power and mandate to participate in political leadership.

6.3 Institutional Framework for Women Political Empowerment

1. Women' Organizations /groups

She emphasized the need for women to take part in activities of civil society specifically women organizations. From such initiative's women start to get into the public roles. They are elected to take up leadership positions which builds confidence, access to useful information and build confidence.

2. Political parties

Political parties are nationally designed vehicles of political engagement and elective politics; they are run on the basis of ideology and guidelines, they are dominated, structured by men who occupy key strategic offices like Chair Person, Secretary General and Party President. However, women have started taking these positions.

How to engage with political parties

Below are key points:

Get informed, then subscribe and get a member card from the political party of choice.

Take part in a league, be active and keep growing.

Get involved in meetings, community programs,

Recruit other members to build influence and recognition,

Go where you can to be visible like in community work and campaigns,

Greet people but do not talk too much.

Benefits of participation in political parties

- Nurturing you and grooming political talent
- Provides a good platform for campaign
- Provides financial training and human resource power
- Protection from harassment

To conclude Hon. Alice said that to enhance women political participation, women must venture into the organized leadership grooming spaces; they must break the norms and venture into political party involvement and contend with male domination. However, this requires some skills and good networking, relationship with other actors and participating in trainings organized by NGOs that provide mentorship to women interested in politics.

6.4 Skills for Political Participation

The following skills are necessary:

- i. **Public speaking skills**
One should be able to market her message and candidature.
- ii. **Fundraising skills**
This is very important to raise funds and resources for the campaign exercise. Participants were alerted that in most cases 90% of funds and resources come from you, your family and friends.
- iii. **People management and inter-personal skills**
You must have a high standard and be courageous to succeed in politics. It is unavoidable to work with people of different characters, language and attitudes. They can be the campaign team or just people who come to follow the campaign. Sometimes, the public can verbally attack you, create and spread bad stories around you, if you have those skills you will not care about that, and it is very important to have good relations with your husband and family.
- iv. **IT basic skill**
Communication channels like WhatsApp are very useful for campaigns.
- v. **Advocacy and lobbying skills**
It is very important to know how to advocate for the change you need and lobbying to get support. For that you need trainings; you need to listen to good speakers on radio or Television; take part in rallies with those in the same Party, and start the campaign on time. There are many cheap opportunities for women to get introduced like in church or women organizations. But to be known you need to get friends or support them in one or another way. Those friends are the ones to promote you.
- vi. **Make your manifesto**
Participants were given 7 mins to present their manifestos to the public. From that experience, Hon Alaso made comments and coached them:
 - a. Introduce your complete identity;
 - b. Create your own slogans;
 - c. Talk about real issues that affect the community. For example, “here in Bukavu, the issues are a, b, c...and I’m going to advocate for a, b, c, d...; give data, use illustration to help the public understand what you mean;
 - d. Manifesto must be simple and, in the language, adapted to the public.
 - e. Have a research team that provides with information and data

6.5 Opportunities, Challenges and Strategies

Participants identified opportunities, challenges and strategies to enhance women’s political participation presented in the table below:

Opportunities	Challenges	Strategies
International and national frameworks for women political participation	<ul style="list-style-type: none"> Ignorance of the law Non-compliance with the law 	Popularisation of legal texts in favour of women’s participation
Institutional framework: Political Parties and Civil Society Organizations	Low political party membership / low ambition	Awareness for more membership in political parties
Opportunity to join Political Parties	Fear of Failure	Get involved in political activities
Elections	Socio economic situation	Sensitize women for more solidarity
Availability of determined and skilled women	Illiteracy among majority of women	Empowerment of women
Advocacy and lobbying, capacity building, mentoring initiatives	Discrimination	Prepare families so that they are not blocked
Freedom of movement	Incompetence	Advocacy and lobbying within political parties
Working with the media	Unprofessional journalists	Build women’s capacity and promote meritocracy to promote positive perceptions

- The facilitator concluded that women are the greatest opportunity because politics is about talking, giving a message and women are the best messengers. She also reminded women that they have references who are in leadership, be it in Bukavu or outside. It is possible to read and know how other women were able to succeed.
- For the strategies mutual appreciation and Networking within the party and Civil Society is important.
- The biggest challenge women are faced with is fear and not believing in self. Once you overcome fear and self-confidence then you can take up any challenge that comes your way.

6.6 Discussions and Mentorship

Participants appreciated the experience sharing and coaching. They shared their own experiences in politics, frustrations and re-affirmed their commitment in making progress in the next elections in 2023.

From my experience (Hon Alice Alaso)



A feeling of revolt against what is wrong in the country can push women to join political parties, there must be people who speak for others, this was my case. It is necessary to understand their manifestos, but in the case of the first step, it is a person not ideology, friends, sisters' in such case, ask to put in place a political project which includes women issues. If you want to do real politics,

- go in any Political party meeting whether you like it or no. Women need reference, inspiring women and financial support.
- Repression is everywhere, being in the opposition is the worst thing, you are tire gazed even harassed, but you are there because the law allows us to be there!
- You have to fight until you get electoral reforms, even if they tear gas you don't stop because your children have to live in a good country.
- Women must be prepared to work double, if you don't mobilize yourself, who are going to vote for you? If you are not known in your village or territory, how can you aspire to be a candidate at provincial or national levels;
- Know the power center-offices, rules, regulations, electoral. guidelines and cycles, code of conduct etc.
- Indicate your interest at the right opportunity, do not shy!
- Look for support from your husband, you family and friends, 90% of the campaign resources come from them.

Sharing from Participants

“

“We are blocked by our political Parties; we find ourselves only in the positions of animation or deputy”.

Agathe

”

“

“As a parish leader we help women to vote for other women. The problem is the generalization; women refuse to vote for others because they have the perception that all women politicians sleep with men.”

Laurence of Bukavu.

”

“

May be in Uganda the context is different, the repression of protesters is not too much! The context here is grave, we can cancel the elections a few days before elections and no one refunds people's money! It is difficult for women to campaign without money and to hope for good jobs. Men use money because some of them control the resources!

Nicole

”

“

From my experience, when you don't have a mentor who knows you within the Party, it is hard to go far! For my case, my father did not want me to engage in a political party moreover from the opposition. When it came to participate in public activities my father prevented me from going saying that I could get trampled because of my small size. At the end of the day no one knew me, no Leader knew me. As a strategy, I tried to convince my father to fully understand that what I am doing is good and great. He allowed me to participate in the Party activities and now I have some responsibility in the party and my Dad does not stop me anymore” Life is always a school, the context changes, the strategies also change, after Betty Bigombe, I just had another Ugandan woman who just inspired me and today I'm going to get involved in politics and will invite you to the inauguration.

Aimee

”

7.0 Session 3

The UNSCR 1325

The session was facilitated Ms Annie Kenda, the Coordinator of the NAP UNSCR 1325 secretariat for DRC.

7.1 Background of UNSCR 1325



She shared that the UNSCR 1325 was adopted in 2000, in recognizing the changing nature of warfare, in which civilians are increasingly targeted, and women continue to be excluded from participation in peace processes. The resolution specifically addresses how women and girls are differentially impacted by conflict and war, and recognizes the critical role that women can and already do play in peacebuilding efforts.

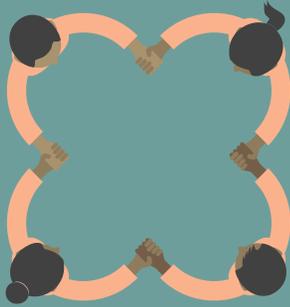
UNSCR 1325 affirms that peace and security efforts are more sustainable when women are equal partners in the prevention of violent conflict, the delivery of relief and recovery efforts and in the forging of lasting peace.

Its transformative nature paved the way for the seven related Resolutions adopted since then: Resolution 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2011); 2106 (2013); 2122 (2013) and 2242 (2015) of the UN Security Council.

This cascade of Resolutions is justified by the recognition of the existence of specific needs that needs to be taken into account such as rape and other violence against women in times of conflict.

7.2 Pillars of 1325 Resolution

Resolution 1325 is based on four important pillars: participation, prevention, protection and peace building or recovery. The Participation Pillar calls on UN Member States and the Security Council, through its Secretary General, to increase the number of women in decision-making bodies in the area of peace and security, as well as any other mechanism that impacts on peace and security including negotiations and peace missions.



Participation

Women participation also concerns the representation of women in the decision-making bodies of institutions dealing with issues related to the outbreak or cessation of hostilities and the consolidation of peace and the sustainable development of society.



Prevention

Concerning prevention, it's interest in intervention mechanisms, in terms of early warning, to act before conflict erupts. Women are, for this purpose, recognized for their natural abilities and abilities to act discreetly for the appeasement of tensions between belligerents and mediations.



Protection

As for protection, it focuses on how to ensure that women, children and other vulnerable people are protected from their rights during and after conflict. To this end, resolution 1325 calls for the consideration of certain international legal instruments.



Recovery

Community recovery is about taking into account the particular needs of women and girls in reconstruction efforts in conflict areas.

Effective participation of women in all decision-making positions is one of the major national concerns of the 2006 Constitution of the Democratic Republic of the Congo (DRC). In this perspective, in 2010, the Ministry of Women, Family and Children, in collaboration with other ministries, Parliament, civil society actors, with the support of technical and financial partners, proceeded to the adoption of the National Action Plan of Resolution 1325 in the DRC.

Comments And Discussions

Achieving constitutional parity is our battlefield:

- “Our constitution provides for 50% of women representation in leadership at the national level, women MPs are 50 out of 500 (10%)! In South Kivu our Government has only 2 women out of 10 ministers; 4 MPs out of 48! The way is still far!”
- “I am outraged. We must reach 50% in the Parliament, Senate and at the Province level. We must work on the blockage of girls to pursue their studies.”

How did women from Kivu implement UNSCR 1325?

- “Before the election of the Governor, Women had agreed to support a woman candidate, she did not pass through the primaries, and we supported the man who had passed. After his election, he received us and we made the plea to appoint at least 30% women, which he accepted. Two days before the appointment, he invited us and told us that he will not be able to appoint 30% of women but that he will do it for his cabinet. We were disappointed”. Aimée
- “The Women’s Caucus, sensitized women members of community dialogue groups, women involved in petty trading, and students on the need for women in leadership and conflict management mechanisms.”
- “As women mediators we are involved in conflict resolution. For example, we are dealing with conflict issues related to mining by armed groups. Recently, we sent an emissary to contact the local boys who formed into an armed group to extract the minerals without any problem. Our message was to ask them to break with violence and violence against women and girls “ Aimee Mutabaro.
- “As part of KJN we trained customary authorities, administrative authorities and representatives of civil society on Resolution 1325”. KJN representative

But the impact remains weak, how to arrive at the change, and what strategies?

- “In my opinion, to change, we must integrate the strategy of positive masculinity, look for men allies.”
- “I think that we must first look for the wives of the leaders so that they lobby and advise their husbands, then their daughters for more appropriation of our cause”

8.0 Post Training Engagements

NAME: **Collective Action – BUKAVU**

Organization/ Territory: **BUKAVU**

1. Nicole Mubalama munyere
2. Nadine Amuli feza
3. Gloria Busime Maroyi
4. Aline Zihahirwa
5. Iranga Christele
6. Antoinette Limba Nyakura
7. Aimee Mutabaro
8. Liliane Bagalwa
9. Witanene Benyf
10. Amina Chanbashimba Racheal

What are you going to do?	What is your target group?	When?	Where?	Why? What are your objectives?	How? Which methodology?	Available resources
Training	Provincial MPs	July 2019	MP's conference room	Capacity building on legal instruments for women rights	Preparation visits to MPs	Meeting room Projector Human resource Manual
Training	Political party leaders Women leagues	July 2019	meeting room (Electoral Independent Commission)	Capacity building on legal instruments for women rights	Preparation visits to MPs	Meeting room Projector Human resources Manual
Sensitization on women rights	Women in the central Prison of Bukavu	August 2019	Cells women ground	Capacity building of women in prison	Training	Human resources Training documents

NAME: **Collective Action – KALEHE**

Organization/ Territory: **Kalehe Women Leaders**

1. Nanzigi Bugoma Lynda
2. Ntayeobwine Muhayangabo
3. Bora Seruyange Elysie

What are you going to do?	What is your target group?	When are you going to do it? (Action Plan)	Where?	Why? What are your objectives?	How? Which methodology?	Available resources
Sensitization	Women's organizations/ networks and Civil society (3 associations)	July 2019	Kasheke, Tchibanja/ Ihusi Bushushu Nyabimbwe	To sensitize women leaders on their political rights and the 1325 content	Debate engagement	Training documents
Advocacy	Administrators, police post Officers, village chiefs	July 2019	Chief's Office	For more women participation in decision making	One on one	Human resource and information on women's rights
Training of committees	Women Adolescent and Young Women	August 2019	At the Church centre CEPAC Telecom Kanyunyu/ Bushushu parish	Capacity building on women's human rights such as political rights	Workshop	Human resources

NAME: **Collective Action – KABARE**

Organization/ Territory: **KABARE**

1. Kitumaine Byenda Soleil
2. Zawadi Bagaya Bazil
3. Nyenyezi lusheke

What are you going to do?	What is your target group?	When?	Where?	Why? What are your objectives?	How? Which methodology?	Available resources
Training women on UNSCR 1325	Women associations and local leaders	July & August 2019	OFEDI office	To train and inform the public on the second-generation NAP	Presentation	Training documents
Advocacy for rehabilitation and construction of modern maternity for good delivery conditions	Administrators, police post Officers, Chiefs de Groupements, village Chefs	July 2019	Groupment Chief Office	For more women participation in decision making	Audiences	Training documents
Training of committees	Chief of the groupement and the Ministry of health	July, Aug. September 2019	Centre hospitalier de Karhanda	To improve delivery conditions and reduce the infantile mortality	Visit and advocate	Local participation

NAME: **Women Leaders of Walungu**

Organization/ Territory: **WALUNGU**

1. Nabintu Namegabe Agathe
2. Laurence Cishugi Njabuka
3. Edith Kokere
4. Joseline Ndagano

What are you going to do?	What is your target group?	When?	Where?	Why? What are your objectives?	How? Which methodology?	Available resources
Training women leaders on leadership	Leaders of women associations, gender sensitive men	July 2019	Ste Bernadette Walungu	To increase knowledge of women in leadership and communication	In synergy with KJN	Training documents Other trained leaders
Sensitization campaign on women' political rights and the peace culture	Women from saving groups and gender sensitive men	August 2019	Ste Bernadette Walungu	Disseminate legal instruments on women rights	In collaboration with others	Training documents Other trained leaders

ATELIER DE LEADERSHIP SUR FEMMES, LA PAIX ET LA SÉC

thème:
Participation Politique des Femme
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9.0. Evaluation

At the end of the training an evaluation tool was given to the participants to assess the training and provide recommendations for the next training. The recommendations provided will be assessed and used to develop the next phase training.

Facilities

Participants appreciated the training space, meals and services provided by the hotel.

Transformational leadership

Generally, participants expressed gratitude for the training on transformational leadership. This key area is much desirable in leaders today in order for them to have a relationship between leaders and their followers to enhance and support one another to higher levels of motivation and morality.

Women's Political participation

The women leaders were appreciative of the training and the sharing session of political leadership. They expressed satisfaction on the journey of politics. The tips given of staying focused and strong in the hard-political terrain, that is presumably thought to be a men's space.

Training on UNSCR 1325

This enhanced their skills and understanding on the resolution and how to further engage the responsible offices in their province. The 2nd generation NAP on the R1325 gave them an insight on how they can relate it to their day to day work in their communities.

Recommendations

- An advocacy training to enable them engage their leaders in political parties and policy makers.
- Need more time with the trainer on women's political participation and a more sustained mentorship program

Voices of Learnings

- I learned the strategies to access to decision-making positions, now I know that everything starts with me, I have to venture into the political space;
- I have been challenged and inspired. There are many obstacles to women's participation in leadership; we must work together to overcome this situation;
- I benefited so much. I did not know how to engage and progress in politics and how to raise funds for this purpose;
- I will engage in politics because, I understood that it is possible and I will utilize the knowledge I have learned;
- I really appreciated the training. I did not know about female leadership; I did not know how to communicate. I am not yet decided to enter politics but Hon. Alice Alaso gave me another picture of politics, a more positive image;
- I join all those who have spoken before to thank the organizers to this training, I can say now that I am a woman leader;
- Being from the village, I'm glad that you have taken us into account because there too, there are women leaders who need to grow, and I appreciate the training on values and other topics as well. I will take action.

10.0 Conclusion

The women leaders at the June 2019 training institute not only learnt more about transformation leadership, women's political leadership and UNSCR 1325 but they also shared their experiences as women's rights activists, the lessons from their work in their communities as well the benefit of their leadership experiences both good and bad. During this institute, they strengthened their network of women leaders in the province.

Amina Chanbashimba Racheal stated that,

“The training has definitely helped me enrich myself as a politician and development worker. The experiences and insights that we shared in this Institute have made me a different person altogether in terms of knowledge and understanding. It has shaped my understanding of UNSCR 1325 and the 2nd generation NAP for DRC”

Appendices

Appendix 1

Training Program

	THURSDAY 20th JUNE 2019	RESPONSIBILITY
08:30 - 09:00	Registration	Proscovia Nakaye
09:00 - 09:45	Opening remarks <ul style="list-style-type: none"> • Introductions • Welcome Remarks 	Jolly Kamuntu Julienne Juliet Were
09:45 – 10:00	Logistics	Jolly and Prossy
10:00 - 10:30	Health Break	

	Module 1: Transformative Leadership	
10:30 – 13:30	What is Leadership?	Jolly Kamuntu and Juliet Were
13:30 - 14:30	Lunch	
14:30 – 17:10	Communications	Julienne
17:10 - 17:30	Evaluation of the day	Jolly Kamuntu

	FRIDAY 21st JUNE 2019	RESPONSIBILITY
08:30 – 09:00	Housekeeping and Recap of Day One	AFEM
	Module 2: Women's Political Participation	
09:00 – 10:45	Introduction to Gender, Roles and Socialization	Hon. Alaso
10:45 – 11:00	Health Break	
11:00 - 13:00	Gender and Development	Hon. Alaso
13:00 - 14:30	Health Break	
14:30 - 14:45	Energizer	
14:45 – 17:00	Institutional framework governing women empowerment	Hon Alaso

	SATURDAY 22nd JUNE 2019	RESPONSIBILITY
08:30 - 08:45	Recap	
08:45 – 10:30	Increasing Access to Decision making challenges and opportunities	Hon. Alaso
10:30 - 11:00	Tea Break	

	SATURDAY 22nd JUNE 2019	RESPONSIBILITY
11:00 - 13:00	Health Break	
11:00 - 13:00	Increasing Access to Decision making challenges and opportunities	Hon. Alaso
13:00 - 14:30	Lunch Break	
14:30 – 17:00	Increasing Access to Decision making challenges and opportunities	Hon. Alaso
17:00 -17:15	Evaluation of the Day	Hon. Alaso

	SUNDAY 23RD JUNE 2019	RESPONSIBILITY
	MODULE 2 : TRANSFORMATIVE LEADERSHIP AND COMMUNICATION	
09:00 - 10:30	How to develop a project proposal	Julienne and Jolly
10:30 - 11:00	Health Break	
11:00 – 13:00	Action planning	Juliet Were
13:00 – 14:30	Lunch Break	
14:30	Afternoon Off	

	MONDAY 24th JUNE 2019	RESPONSIBILITY
08:30 - 08:45	Housekeeping	Jolly Kamuntu
08:45 - 09:00	Recap of Day Four	Jolly Kamuntu
09:00 – 10:00	UNSCR 1325	Ms. Annie Kenda Bakajika
10.00 - 10:30	Health Break	
10:30 – 13:00	UNSCR 1325	Ms. Annie Kenda Bakajika
13:00 - 14:30	Health Break	
14:30 – 17:30	UNSCR 1325 New Generation NAP	Ms. Annie Kenda Bakajika

Appendix 2. List of Participants



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Appendix 3

Evaluation Form

Name of the Participant:

Territory.....

1. How do you rate the services that were offered during the training? (Tick the appropriate box)

	Very Good	Good	Poor
The hotel services			
The food			
Conference room set up			
Bilingual Translation services			
Institute training materials,(Conference bag, writing pad, pen, programme)			
Giving toiletry allowances to participants			

2. How do you rate the training topics and methodology used? (Tick the appropriate box).

Module 1: TRANSFORMATIVE LEADERSHIP	Very Good	Good	Poor
Our Identity and Values			
Power in our lives and Relationships			
Global Frameworks			
Feminist leadership			
Transformational Leadership			
Communication Skills for Women in Political Leadership			
Self-care for Women Leaders			

Explain your rating:

Module 2: Women's Political Participation	Very Good	Good	Poor
Gender in Relation to Public participation			
Women in Political Leadership			
Opportunities and Challenges Confronting Women's Participation in Politics			
Skills for Political Participation			
Experience sharing			

Explain your rating :

Module 3: Women Peace and Security	Very Good	Good	Poor
UNSCR 1325			
The National Action Plan			

Explain your rating :

3. Which topics were most useful and why?

4. What best practices or lessons have you learnt from the training?

5. If you were the one organising the training program, what would you have done differently?

Issue	How would I have done it differently?
1.	
2.	
3.	

6. How has the training changed you at personal level?

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7. Overall comment or specific remarks about the training

8. What topics should we focus on in the next phase of the Training in 2020?

Formulaire D'évaluation

Nom de la participante:

Territoire.....

1. Comment évaluez-vous les services offerts pendant la formation ? (cocher le cas approprié)

	Très bien	Bien	Mal
Services hotel			
Les repas			
Disposition Salle de Conférence			
Services d'Interprétation			
Matériels de formation,(Sac de Conférence, carnet des notes, stylo, programme)			
Facilitation (perdiem) aux participants			

2. Veuillez évaluer les thèmes de formation et les méthodologies utilisées (cocher la case appropriée).

Module 1: LEADERSHIP TRANSFORMATEUR	Très bien	Bien	Mal
Notre Identité et Valeurs			
Le Pouvoir dans nos Vies et Relations			
Cadres Globaux			
Leadership Féministe			
Leadership Transformateur			
Compétences de Communication pour les Femmes en Leadership Politique			
Bien-etre pour les Femmes Leaders			

Justifiez votre choix :

Module 2: Participation Politique des Femmes	Très bien	Bien	Mal
Le Genre par rapport à la participation Publique			
Les Femmes dans le Leadership Politique			
Opportunités et Défis à l'égard de la Participation des Femmes en Politique			
Compétences pour la Participation Politique			
Partage d'Expériences			

Justifiez votre choix :

Module 3: Les Femmes, la Paix et la Sécurité	Très bien	Bien	Mal
R1325 CSNU			
Le Plan Action National			

Justifiez votre choix :

3. Quels sujets ont été les plus utiles pour vous et pourquoi ?

4. Quelles pratiques ou leçons avez-vous apprises de la formation ?

5. Si vous étiez la personne chargée d'organiser le programme de cette formation, qu'est-ce que vous auriez fait différemment ?

Objet	Comment aurais-je pu le faire différemment ?
1.	
2.	
3.	

6. Comment est-ce que la formation vous a-t-elle changé au niveau personnel ?

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7. Commentaire général ou remarques spécifiques sur la formation

8. Sur quels Sujets voudriez-vous que l'on insiste plus dans la prochaine phase de la formation en 2020?