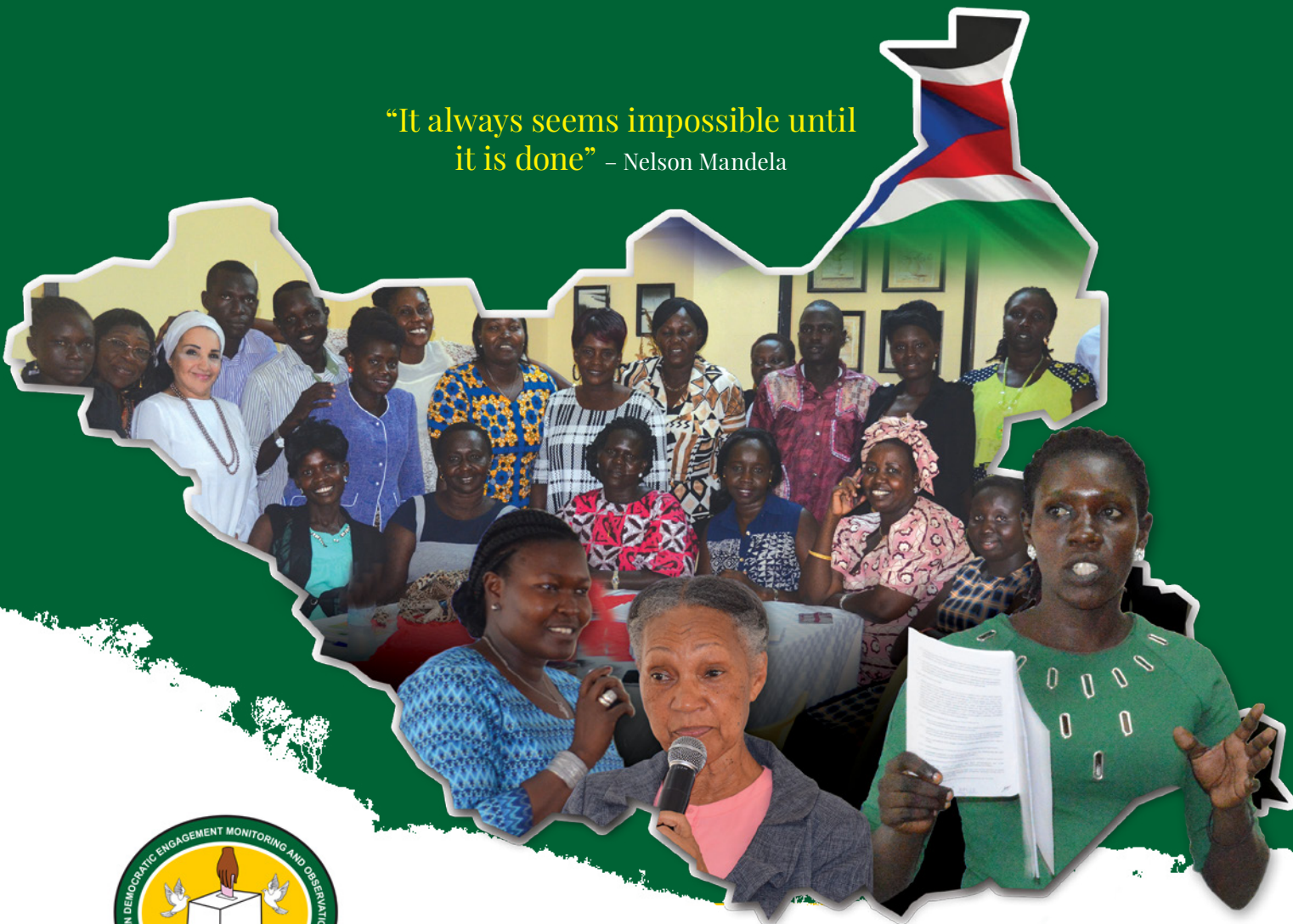


# SOUTH SUDAN NATIONAL WOMEN'S STRATEGY

ENHANCING WOMEN'S PARTICIPATION IN VARIOUS  
DECISION-MAKING STRUCTURES DURING AND AFTER THE  
TRANSITIONAL PERIOD

“It always seems impossible until  
it is done” – Nelson Mandela



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South Sudan Democratic Engagement, Monitoring and Observation Programme (SSuDEMOP)

LAUNCHED IN SEPTEMBER 2016



**URGENT  
ACTION  
FUND +  
AFRICA**

FOR WOMEN'S HUMAN RIGHTS



**Konrad  
Adenauer  
Stiftung**

This partnership has produced meaning and value.

# Acknowledgment

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South Sudan Democratic Engagement, Monitoring and Observation Programme (SSuDEMOP) wish to thank all those who participated and contributed in the processes that led to the development of the South Sudan National Women's Strategy. While this strategy document will go a long way to articulate the aspirations and priorities of South Sudanese women in their endeavor to enhance women's participation in decision making, SSuDEMOP and the women of South Sudan will always be grateful and appreciative of the efforts and contribution of women and men who spared their time to be part of the long but rather rewarding journey of developing the South Sudanese National Women's Strategy for Enhancing women's Participation in Various Decision Making Structures During and After the Transitional Period.

As the facilitators of this process, SSuDEMOP sincerely appreciate the financial and technical contribution that was rendered to this process by all the participants whose names are mentioned on page 56 of this document, Urgent Action Fund-Africa (UAF-A) and Konrad Adenauer Stiftung (KAS). On behalf of the Women of South Sudan who will benefit from this document, allow us to sincerely thank you and assure you that your contribution will go a long way to boost efforts intended to enhance women participation in decision-making in South Sudan.

*“If you want to go fast, go alone and if you want to go far, go with others.”*  
– An African Proverb

## Dedication

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This strategy document is dedicated to the South Sudanese women whose great efforts are often not recognized by the society, the victims and fallen heroines and heroes of the fight for equal women participation in decision making and the women and men who continue to amplify and represent the voices of South Sudanese women in different institutions and sectors of the society.

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## Executive Summary

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The South Sudan National Women's Strategy document is a tool that is designed to be used by women and men from different sector, institutions and organizations, which are committed to mainstream gender and provide for gender equality in different sectors of the society. Through this document, the women of South Sudan seek to emphasize and shed more light on the existing opportunity for women based on the gender competence among the women and women's rights as equal citizens of South Sudan. The objective of this strategy document is to ensure that women participation and contribution in decision making at national level is seen beyond the limitation of the 25% threshold of gender quota which is enshrined in the Transitional Constitution of Republic of South Sudan (TCRSS) 2011 amended 2015 as an Affirmative Action for women. Therefore, with the signing of the Agreement on the Resolution of the Conflict in the Republic of South Sudan (ARCRSS) - 2015, South Sudanese women were presented with yet another challenge of having to strive and emphasize their right to participate beyond the brackets of the 25% Affirmative Action for Women and based on their competence and rights as equal citizens.

The thinking behind development of this strategy document is based on the need for South Sudanese women to take up their rightful positions in the society and meaningfully contribute in making decisions of national importance which ultimately affect the lives of both women and men in the society on equal bases. Women too have technical expertise in different sectors of the society hence the importance to harness these skills and competences that exist among women for the benefit of all. Women in other parts of the world today are serving in different decision-making positions yet in South Sudanese women are still not fully recognized by the national decision making authorities as equal and able citizens that can contribute in making critical national decision. This is evident in the appointments of governors for the 28 states and other national appointments. On many occasions, women have been referred to as 25% with the assumption that once women representation is at 25% of the team then all is fine. However, it is important to recognize that this is a mis-perception, South Sudanese women too have specific qualifications and experience that the country needs, this goes beyond the provisions of minimum threshold of 25% Affirmative Action for women.

Women appreciate and recognize the existence and the role of institutions such as Ministries of Gender at national and state levels and other gender advisory structures. Yet more opportunities are needed alongside capacity strengthening of gender machineries in terms of technical and financial resources for the full realization of women's potential in South Sudan. The strategy outlines major aspirations of women in particular sectors, major gaps and areas of interventions whilst stressing the significance of joint initiatives from actors in various sectors and institutions- government, NGOs, CSOs, FBOs, Donors, Academia and Researchers towards enhancing women's participation in various decision-making structures during and after the Transitional Period. The quest for full recognition of women efforts meaningful participation in various decision making structures is essential for the development of South Sudan.

# List of Acronyms and Abbreviations

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<b>AMDISS</b>	Association for Media Development in South Sudan
<b>AMWISS</b>	Association for Media Women in South Sudan
<b>CEDAW</b>	Convention on Elimination of Discrimination Against Women
<b>CSO</b>	Civil Society Organization
<b>FIDA</b>	Federation of Female Lawyers
<b>IGAD</b>	Inter- Governmental Authority for Development
<b>INGOs</b>	International Non-Governmental organizations
<b>KAS</b>	Konrad Adenaur Stiftung
<b>LC</b>	Letters of Credit
<b>SGBV</b>	Sexual and Gender Base Violence
<b>SSuDEMOP</b>	South Sudan Democratic Engagement Monitoring and Observation Programme
<b>TCRSS</b>	Transitional Constitution of Republic of South Sudan
<b>TGoNU</b>	Transitional Government of National Unity
<b>UAF-A</b>	Urgent Action Fund-Africa
<b>UJOSS</b>	Union of Journalists in South Sudan
<b>UN</b>	United Nation
<b>UNSCR</b>	United Nation Security Council Resolutions
<b>UNMISS</b>	United Nation Mission in South Sudan
<b>WPC</b>	Women Parliamentary Caucus

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SSuDEMOP secretary general; **Merekaje Lorna** speaking during a public dialogue on the role of women in democracy and democratization processes held at the University of Juba. Panelists on her left.

# CHAPTER ONE

## 1.0 Introduction

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The South Sudan National Women's Strategy for enhancing women's participation in decision-making during and after the Transitional Period is developed as a result of a lengthy rigorous consultative process with South Sudanese women from different sectors mentioned below. This strategy document is designed to serve as a comprehensive blue print to aid the efforts of women and different institution that seek to amplify the voices of women from different sector. The document goes a long way to articulate the aspirations and priorities of women working within different sectors of society and together realizes meaningful participation of women in national decision-making at various levels and across different sectors and institutions.

This strategy document will serves as a tool for guiding women's efforts and that of partners who are willing to support women from different sectors to continuously work towards supporting other women and achieving gender balance at different decision-making levels. The document reflects on nine (10) different sectors namely, Civil Society, Parliament (National and State Legislative Assemblies including Council of States) Media, Academia, Organized Forces (Police Service, Army, Prison Service, National Security and fire Brigade) the Private Sector (Entrepreneurs), Independent Commissions and the Executive (National and State levels), the Legal Sector, General Employments and Women in the Informal Sector

This document was developed based on the aspirations and concerns raised by women representatives from the above-mentioned sectors through a consultation process. This begun with series of sector specific strategic convening meetings which were designed to created space for women from different sectors to freely brainstorm and identify challenges encountered in their daily lives and work routine. During the meetings sector specific aspirations, priorities and strategies were recommended in order to address the earmarked challenges. The concerns were compiled and further discussed in a three-day strategy development workshop that brought together women from various sectors. The three-day strategy development workshop helped the participants to exchange information, share experiences and get an in-depth understanding of sector-specific

This strategy document is designed to serve as a comprehensive blue print to aid the efforts of women and different institutions that seek to amplify the voices of women from different sectors.

challenges, redesign the strategies and identify areas of joint collaboration. The workshop too, identified strategic partners and structures necessary for future engagement and success of this process.

Subsequently, SSuDEMOP organized a validation meeting that brought women from various sectors to build consensus on what were identified by other women as challenges and strategies on the way forward. For wide coverage and more contribution from men and women of South Sudan, SSuDEMOP organized more workshops on the role of women in consolidating good governance and democracy as well as a public lecture on the role of women in nurturing democracy and democratization processes. These activities contributed significantly in enriching the content of the entire process, which saw the contribution of 89 South Sudanese women and 27 men in developing South Sudan National Women's Strategy. The names of the contributors are reflected in Annex 1, on page 56 of this strategy document.

## 1.1 Background

Women account for over 60 per cent of the population in South.<sup>1</sup> However, since 15th December 2013, when violent conflict erupted in the country, women have witnessed regression in the progress made so far in harnessing women participation in national decision-making. This regression has been evident in constituting delegations to participate in several efforts and interventions made by friends of South Sudan and the international community to restore peace and stability in the country e.g the intervention led by Inter-Governmental Authority for Development (IGAD) and later IGAD-Plus and many more. These interventions have been instrumental in facilitating processes intended to develop possible avenues for restoring peace and stability in the country and establishing the basis for fundamental reforms in different sectors. Though these processes did seem to have knowledge of the importance of women participation, it fell short of recognizing the role and participation of women in making national decisions beyond the language of 25% Affirmative action.

During these interventions, not many women were involved hence not much women participation was realized. Majority of women in South Sudan regardless of their level of education or social status, still feel disconnected from national decision-making processes. The warring parties (SPLM in Government and SPLM in Opposition) tried to bring women on their negotiation teams but the number was not significant enough to meaningfully articulate the interest of women to be reflected in the Agreement. Other South Sudanese stakeholders in the process such as civil society did attempt to bring women voices to the table however; this did not ultimately represent the voices of the majority of South Sudan women including those in political parties. Therefore, the final product of the process (The Agreement on the Resolution of the Conflict in the Republic of South Sudan 2015) did not reflect gender equality but rather treated women as a second thought and in the context of 25% Affirmative Action, which in some instances has been misunderstood and used to restrict women participation to the margin of 25% only.

...women have witnessed regression in the progress made so far in harnessing women's Participation in national decision-making. This regression has been evident in constituting delegations to participate in several efforts and interventions...

<sup>1</sup> <http://www.genderconcerns.org/images/gal/Women%20in%20South%20Sudan.pdf>

After the signing of the Peace Agreement in August 2015, the immediate major national decision taken was the Presidential Order number 36 in October 2015, which created 28 states in the country as opposed to the original 10 states. This order led to the appointment of new Governors to all the 28 states. To the dismay of South Sudanese women, when the president appoints the 28 Governors, all were men. The August 2015 Peace Agreement<sup>2</sup> treated participation of women in the Transitional Government of National Unity (TGoNU) and the expansion of the National Legislative Assembly within the margins of 25% Affirmative Action. Therefore, women wish to ensure that the establishment of new commissions, other institutions and review of several national legislations does not continue to treat women as second class citizens in the country. The tendency to treat women participation as an afterthought was evident in the formation of the executive for TGoNU in April 2016. Women were even denied a seat from the specified margin of 25% Affirmative Action. Therefore, with such clear disregard to enhance women participation, it is important for women to identify existing opportunities and better position themselves to demand for their right to participate in decision-making during and after the Transitional Period.

In light of all the above-mentioned facts, it is important for women to take up leadership positions as a result of the 25% Affirmative Action but also most importantly as competent and qualified citizens of the country. This is the only way to enhance women participation in decision-making in different sectors. Therefore, this strategy document will go a long way to shape the aspirations and priorities of the women of South Sudan in different sectors and enhance their participation in making major national decisions.

Therefore women wish to ensure that the establishment of new commissions, other institutions and review of several national legislations does not continue to treat women as second class citizens in the country.”

“....at such critical moments, it is important that women endeavor to realize both gender balance and gender competence by positioning best qualified candidates for a particular available opportunity.”

<sup>2</sup> Agreement on the Resolution of the Conflict in the Republic of South Sudan- August 2015

## 1.2 Context

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South Sudan is currently governed by a Transitional Government of National Unity (TGoNU) which is expected to oversee several reform and transformation processes in different sectors as stipulated in the Agreement on Resolution of Conflict in the Republic of South Sudan (ARCSS) 2015. The TGoNU is to facilitate reforms and transformation processes in the security sector, judiciary, public/civil service, private sector, etc. In such a dynamic and fast changing environment, decisions are often taken in a fast tracked manner where by in most cases only those around the table at that particular time get to adequately shape and influence the direction of such decision. Therefore, at this rate, women as was the case in the past will often be excluded either deliberately or by omission. To mitigate the eminent omission, it is important for women to be adequately included in the reform and transformation processes being undertaken by the TGoNU. Hence the importance for women to endeavour to realize both gender balance and gender competence by positioning best-qualified candidates for available opportunity.

Certainly there are South Sudanese women who have attained a reasonable level of empowerment and particular skills and competencies required to lead and meaningfully participate in decision-making at national level. However, the systems, institutional norms and attitude of some men in some institutions still present obstacles for the progress of these women to hold higher positions and utilize their skills and intellect in providing services to the nation. Therefore, clear articulation of aspirations, setting priorities and laying strategies on how to utilize the existing opportunities is key to provide for meaningful participation of women in decision-making during and after the transitional period hence the need for this strategy document.

Yet in some institutions women are yet to attain the required experience and rise to ranks that will enable them participate in major decision-making processes in the sector, but in other sectors there already exists competent and capable women to strike the equilibrium of gender balance. Therefore, it is imperative that South Sudanese women focus on ensuring that they too are treated as equal citizens of this country and not always perceived as 25% Affirmative Action as is the case at the moment. The skills and potentials of South Sudanese women if well utilized will be of great benefit to the nation. E.g. Women as University

professors, legal practitioners, those who have been heading and serving in independent commissions, media, organize forces, civil society and the private sectors (Banking and other commercial sectors) just to mention a few. These are women who have the technical expertise and necessary competencies therefore they deserve to serve the nation in the best of their capacities and not to be treated as an affirmative action in the sector.

Despite the fact that in South Sudan the adult literacy rate stands at a mere 27 per cent,<sup>3</sup> and women comprise 16 per cent<sup>4</sup> of the 27 per cent overall adult literacy. Among the 16 per cent there exists women who have the required knowledge, skills and competencies to meaningfully contribute in national decision making yet they are not fully being engaged. It is therefore unfortunate to mention that these few women who could qualify to participate in various decision making processes still don't get to adequately involved to participate in national decision-making processes and shape the national agenda that impacts their lives and that of their fellow citizens. Due to this reason, a strategy document such as this is necessary to highlight the aspirations and priorities of the women in specific sectors and enhance their participation in national decision-making across different sector and political divide. While all the political developments in the country seem not to fully recognize the potentials of women, for a long time, women too seem not to have a clear and formidable strategy that communicate their concerns and link women's aspirations and priorities to different opportunities.

Therefore, this strategy document serves as a mechanism to inform specific steps and interventions designed by and for South Sudanese women from different sector. With the visible presence of development partners who are here to work with women, its imperative that they direct their interventions and efforts towards the identified and set priorities and strategies of South Sudanese women which responds directly to the aspirations of the women. This will go a long way in ensuring ownership of different initiatives and processes by South Sudanese women hence sustainability of the interventions and meaningful participation of women in decision making and building solidarity among themselves as women with common interest.

The skills and potentials of South Sudanese women if well utilized will be of great benefit to the nation... Despite the wealth of knowledge, skills and competencies that South Sudanese women have, it is unfortunate to mention that they still don't get to adequately participate in national decision-making and shape the national agenda that impacts the lives of all citizens.

<sup>3</sup> <http://www.unicef.org/southsudan/education.html>

<sup>4</sup> [http://www.indexmundi.com/south\\_sudan/literacy.html](http://www.indexmundi.com/south_sudan/literacy.html)

## 1.3 Some Impediments to the Women's Progress and Meaningful Participation in National Decision Making

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- Inadequate knowledge among most women on the existence of the opportunities for women through the Peace Agreement 2015, Transitional Constitution of Republic of South Sudan 2011 amended 2015 and other national and international legal frameworks such as the Maputo Protocol, CEDAW, UNSCR 1325 etc;
- Limited knowledge among women on the general achievements of South Sudanese women since the struggle for independence and efforts/contributions made by other women in the past hence duplication of effort stagnation on same or similar initiatives that have been done by other women in the past;
- Wider intergenerational gap and disunity among women;
- Inadequate confidence among most women coupled with male chauvinism that women encounter in all spheres of life;
- Class differences among women (“elite” “urban wealthy” and the “grass root” women) hence the perceived “arrogance” of the elite women that seem to widen the gap between them and the other women and block access to many opportunities;
- Instigation of women against fellow women by both men and other women. This is because large proportion of women have not identified common interest to enable them forge a common front in addressing their common interest as women;
- Most men perceive women as sex objects hence women in traditionally male dominated environments are often perceived as interested candidates in developing “special” relationship with their male colleagues which may in most cases lead to sexual harassment which in return then impairs confidence of these women to effectively contribute to the contents of the decisions being made;



- Inadequate economic empowerment knowledge and use of technology or ICT in general among many women;
- Lack of a comprehensive women's database that outlines various qualifications and specific competencies that exist among women and can be used to enhance their participation in decision making;
- Institutional norms that promote patriarchy and are restrictive to career growth and development opportunities for women;
- The lack/limited formal education among many women reduces their chances to participate fully in socio-economic and political debates therefore making it hard for these women to bring the change they want to see and understand the perception of their sisters who have benefit of formal education;
- High bride price which gives room for entitlement from members of extended family hence increased burden of service to all by the bride for their entire marriage life hence some women can be referred to as living in "modern day enslavement"
- Polygamy; women in polygamous marriage are often not valued by their husbands as women in monogamous relationship and with the current economic constraints polygamy has become very expensive hence low quality of life by the family members and in most cases women and children are most affected.



*Public dialogue on the role of women in nurturing democracy and democratization processes in South Sudan held at the University of Juba under the auspices of SSuDEMOP, KAS and the University of Juba's National Transformational Leadership Institute (NTLI).*

# CHAPTER TWO

## 2.1 Leadership Statement

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“South Sudanese women aspire for leadership that is dynamic but non-opportunistic, supportive of each other’s efforts, confident, fair and just, responsive, transformative, devoted to mentor others, embrace constructive criticism, driven by passion to provide service for the benefit of the society and guided by the set values and principles ultimately leading to women emancipation.”

## 2.2 Leadership Values and Principles

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- Transparent, accountable and trust worthy;
- Committed to give service back to the community with honesty and integrity;
- Guided by gender equality, equity and acknowledging diverse opinions;
- Teamwork and selfless service
- God fearing and with humility

## 2.3 Aspirations

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South Sudanese women aspire to forge a united front in ensuring that women’s representation and participation in decision-making is mainstreamed and recognized across different sectors in society regardless of their ethnicity, physical ability, age, marital status, religion or political affiliation.

## 2.4 Vision

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Visionary and responsive women’s leadership for enhanced and meaningful women participation in national decision-making across different sectors for a peaceful and prosperous South Sudan

## 2.5 Mission

Committed and enhanced women participation in national decision-making across different sector of the society through continuous and carefully designed education, advocacy and lobbying processes.

## 2.6 Goals

- i. To increase women's representation and participation in decision-making in all sectors nationwide;
- ii. To improve women's livelihood and socio-economic status;
- iii. To build coalition and strong networking among women for better recognition of women in the society.



Ms. Akwera Lilian explaining aspects of the Agreement on the Resolution of Conflict in the Republic of South Sudan -2015 held in her hand.

# CHAPTER THREE

## 3.1 Strategies on how to overcome the Impediments

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This section seeks to give summary/categories of the strategies required to realize the aspirations and priorities of the women as indicated in the sector specific strategy tables outlined in subsequent pages of this document.

- 1. Immediate Strategies** – This section refers to those strategies that can start immediately after this document is launched or even before the official launch of the document.
- 2. Mid-term Strategies** – This section refers to those strategies that will require at least three months to effectively start and in some cases requires extra resources than what is already available through existing structures and institutions
- 3. Long-term Strategies** – This section refers to those strategies that require more than three months' preparation for effectively starting it and requires more efforts from other institutions)

### 3.1.2 Immediate Strategies

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- Develop, produce copies of this Strategy document in a portable format/size and disseminate to all the actors and institutions mentioned in the document and others;
- Prepare to participate in a more robust manner in national processes designed to draft legislations and also initiate drafts for model legislations e.g the Family Law, contribute to the review process of different institutions and mechanisms that will provide for establishment of new institutions that will contribute in protecting rights of women;
- Establishing working relationship with female faculty members from universities in the region and beyond carrying out more research and publish more articles in academic and other journals, media outlets, organize/participate in public lectures on women and other issues of concern to the society;

- Schedule regular meetings between the different women groups
  - Share women concerns with a view to soliciting solutions or way forward
  - Collectively agree on how best to promote women interests. etc
- 
- Profile and create linkages between institutions that are offering mentorship for women, encourage more women to apply for positions, scholarship and volunteer opportunities, and internship programmes advertised in civil society organizations, other institutions in and out of the country;
  - Organize and encourage women to participate in platforms or fora that bring together senior female practitioners from different sectors to brainstorm and engage in professional and intellectual debate;
  - Organizing discussions sessions that enable women to appreciate and make efforts to realizing opportunities that the Peace Agreement has for women
  - Understanding the Agreement and be able to appreciate the legislations and entry points for women legislators to leverage on.

### 3.1.3 Mid-Term Strategies

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- Organizing tailored training, leadership conferences and host motivational talks for women leaders in different sectors and encourage women to take up scholarship opportunities;
- Initiation of lobbying and advocating initiatives and efforts for the benefit of women across different sector and at all levels and establish a working relationship with women from different sectors involved/ participating in discussions on security sector reform, legislative review and women peace and security;
- Enlightening women from other sectors on how best to engage with the security sector reform process and women from the organized forces;
- Involve women from different sectors in the dissemination of aspects of the South Sudan National Women's Strategy document through media, word of mouth, church, public discussion, radio talk shows etc;
- Develop specific programmes designed to help women at all levels understand the peace agreement, the opportunities it presents to the

women and information on the existence of other legal instruments (national, regional and international);

- Highlighting documenting and celebrating achievements and success stories of women and women efforts and build database for women from different sector;
- Advocate for legislative reform, adequate inclusion of women in national appointments and promotions in different sectors, lobby development partners to train women at the grassroots, identify scholarship opportunities for women, subsidized interest rates for women in banks and commercial sectors and link women to the existing regional and international opportunities;
- Organizing/supporting periodic meeting with women from different sectors to discuss women concerns in different sectors and within the framework of their institutions;
- Designing internship programmes/training/initiatives that give opportunity for younger women to gain experience and build their leadership skills
- Develop more cross sector proposals and conducting activities that bring women from different sectors together to share ideas as partners on equal footing,

### 3.1.4 Long Term Strategies

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- Women in civil society organization to take lead in designing projects and programmes for their organizations other than just working on women related projects and utilize expertise of different CSO personnel through consortia;
- Develop an information hub for purpose of information sharing among women;
- Establish South Sudan National Women's strategy Foundations that will continue to generate strategies and ideas necessary to enhance the status of women in the country in all sectors and spheres of life;
- Organize award giving ceremonies for the women who have made specific contributions to the nation, towards women emancipation and in some cases men who have contributed immensely for the benefit of women and common good of the society;
- Periodic stocktaking and evaluation events for the available opportunities for women in various sectors;

- Develop a database of women that will serve as an advocacy and lobby tool and also inform the younger women on who are the women in different institutions;
- Design a mentorship programme that is intended to foster learning from both the young and the old, female scholars and non-scholars and encourage more women to join institutions of higher learning as full time and part time faculty members;
- Strengthening and establishing trade unions and professional associations that look into the welfare of women from different sectors and organizing opportunities for benchmarks with other women from different sectors in South Sudan and other countries;
- Building political syndicate, network for solidarity among women, track and document the progress of women from different sectors at all levels and form a strong and proactive Women's Parliamentary Caucus that enjoys strong relationship with women from other sectors of the society to push for enactment and ratification of gender sensitive laws at national and state levels in collaboration with institutions such as Federation of Women Lawyers or Women Lawyers and other professional association;
- Organizing and hosting trade fairs and conferences/symposium for women entrepreneurs from the region, establish revolving loan schemes, functional forum for women from different sectors to enable South Sudanese women learn new skills from women in different countries who will participate in the events;
- Women in civil society organizations to participate more in fundraising for the organizations they work for, planning joint initiatives that bring together women from different sectors and champion common agenda for women in reform and transformation processes;
- Establishing women-owned media houses and other media outlets that focus on highlighting women achievements Set up and manage social media platforms and pages for women events create opportunities for young female journalists to practice and take up leadership of particular initiatives, programmes and media houses;
- Grooming more women to be appointed in the Executive, Independent Commissions and Authorities to be established under the framework of the Peace Agreement.



## 3.2 Key Components of the Matrix for Involvement and Enhancement of Women Participation in National Decision-making

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### 1. Sector Specific Aspirations

This refers to the aspirations set for a particular sector as outlined in this document. The sector specific aspirations reflect some of the key aspirations that cut across the sector and women reached consensus on them as the primary aspirations of the women in that particular sector.

### 2. Sector Specific Priorities

This refers to the key actions necessary for realization of the aspirations agreed upon by women in that particular sector. The priorities in this case refer to few specific activities/actions that if invested in, will go a long way to contribute to the realization of the sector specific aspirations.

### 3. Opportunities

This refers to possible opportunities available to provide for implementation of the priorities and any other efforts toward realization of the aspirations outlined in the strategy tables. In this case the opportunities are linked to the peace agreement and other legal frame work and institutions available. This column also seeks to highlight possible existing support mechanism that women in that sector can use to facilitate their efforts towards realization of their aspirations.

### 4. Strategies

This column mainly seeks to address the question of “how” and “what” means can women use to reach the set aspirations. This breaks down the priorities into specific way in which they can be made relevant to facilitate achievement of the aspirations.

## 5. Structures/Institutions

This column seeks to outline institutions and structures that are very important for the women to engage with in order to achieve their priorities and realize the sector specific aspirations. This includes government institutions, development partners, embassies, civil society organizations etc. The more the institution the better for the women because this is an indication that there is possibly more resources (Technical and financial) that can be invested in the efforts being made towards realization of a specific aspirations in a sector.

## 6. Actors

This refers to the groups and institutions that have the primary responsibility to initiate a process of working towards realization of a specific aspiration in a particular sector. Mainly they are formations from within the particular sector. Therefore, it is the primary responsibility of the women in that sector to initiate processes designed to help them realize their aspirations and enhance their participation in decision-making in that particular sector at national level. Once this is achieved, then it will trickle down to the lower levels of that sector and build more women to follow and benefit from the progress made so far.





Participants during the women's strategy development workshop discussing the opportunities for women within the Peace Agreement; ARCSS-2015

# Strategy Table for Women Parliamentarians

*(National and State Parliaments)*

**More skilled, confident, competent and assertive women legislators**

**Having more women legislators at state, national and international level taking leadership in parliamentary committees and at state councils**



**A female Speaker at National legislature (Legislative Assembly and council of state)**

**Rotational Speakership for gender representation (men and women) at the level of national legislature, state assemblies and county councils**

**Table 1: Strategy Table for Women Parliamentarians (National and State Parliaments)**

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures /Institutions	Actors
1	More skilled, confident, competent and assertive women legislators	<ul style="list-style-type: none"> <li>• Training women legislators and aspirants to have relevant skills required (long term, short term or tailored trainings)</li> </ul>	<ul style="list-style-type: none"> <li>• Good number of women legislators and aspirants are willing to utilize the potential training opportunities available</li> <li>• Many institutions are willing to train and educate women legislators and aspirants</li> <li>• Existence of goodwill and Donor support for women in parliament</li> </ul>	<ul style="list-style-type: none"> <li>• Tailored training</li> <li>• Organizing leadership conferences and hosting motivational talks for upcoming women legislators</li> <li>• Organizing opportunities for benchmarks with legislators from other countries</li> </ul>	<ul style="list-style-type: none"> <li>• National Legislature</li> <li>• International Partners (UN Women, UNMISS Gender Desk, Embassies and INGOs)</li> <li>• Political Parties</li> <li>• Civil Society Organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Women Parliamentary Caucus</li> <li>• Civil Society Organizations</li> <li>• Political Parties</li> </ul>
2	Having more women legislators at state, national and international level taking leadership in parliamentary committees and at state councils	<ul style="list-style-type: none"> <li>• Encouraging more women to contest for various elective position</li> <li>• Advocate for internal mechanisms in Parliament to provide for a gender rule beyond 25% Affirmative Action</li> </ul>	<ul style="list-style-type: none"> <li>• South Sudan has joined number of regional and international blocs and institutions that women can benefit and participate in its management and represent the country</li> <li>• Review and reconstitution process of the Electoral Act to reflect formidable commitment to women representation apart from the 25% Affirmative Action</li> </ul>	<ul style="list-style-type: none"> <li>• Build Political syndicate among women politicians</li> <li>• Track and document the progress of female legislators at all levels.</li> <li>• Enact gender sensitive laws and engender those that are earmarked for review.</li> <li>• Strengthen women's caucus in the parliament at all levels</li> <li>• Building a network for solidarity among women parliamentarians and politicians</li> <li>• Building a strong coalition within Woman Parliamentary Caucus (WPC) and between the WPC and other institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Electoral Commission.</li> <li>• National/state Legislative Assembly.</li> <li>• Political Parties.</li> <li>• Embassies and INGOs</li> <li>• Civil Society Organizations.</li> <li>• Women from academic institutions.</li> <li>• The Reconstituted National Constitution Review Commission.</li> <li>• The Political Parties</li> </ul>	<ul style="list-style-type: none"> <li>• Women Parliamentary Caucus and the entire leadership of the parliament</li> <li>• Senior gender advisor at JMEC</li> <li>• Civil Society Organizations</li> <li>• Women in political parties</li> <li>• Women Organizations</li> </ul>
3	A female Speaker at National legislature (Legislative Assembly and council of state)	<ul style="list-style-type: none"> <li>• Continuous awareness for women on existing opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• The Agreement on the Resolution of Conflict in the Republic of South Sudan</li> <li>• The Transitional Constitution and the Constitution review process.</li> </ul>	<ul style="list-style-type: none"> <li>• Building a strong coalition within Woman Parliamentary Caucus (WPC) and between the WPC and other institutions</li> </ul>	<ul style="list-style-type: none"> <li>• The Political Parties</li> </ul>	
4	Rotational Speakership for gender representation (men and women) at the level of national legislature, state assemblies and county councils	<ul style="list-style-type: none"> <li>• Development of a database to profile women's capabilities and achievements</li> </ul>		<ul style="list-style-type: none"> <li>• Advocacy and lobbying for the idea of rotational speakership to be included in the national constitution</li> </ul>	<ul style="list-style-type: none"> <li>• The national constitutional review process</li> </ul>	

## Strategy Table for Women Entrepreneurs

**Women-owned Banks, companies, industries and other businesses and increased access to credit facilities for individual women through Savings and Credit Cooperatives (SACCOs).**

**Women taking high managerial positions like Governorship of Bank of South Sudan and Chief Executive Officers (CEOs) in various banks and companies**

**More women participating in the East African Common Market and other international economic blocks**

**To be treated in respectful and dignified manner and compete favorably with other women entrepreneurs from the region and the continent**



*Ms. Beina Eveline of Chamber of Women Entrepreneurs (COWE) highlighting the plight of women in private sector.*

## Table 2: Strategy Table for Women Entrepreneurs

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/Institutions	Actors
1	Women-owned Banks, companies, industries and other businesses and increased access to credit facilities for individual women through Savings and Credit Cooperatives (SACCOs).	<ul style="list-style-type: none"> <li>• Have women entrepreneurs access letters of credit (LCs) and credit facilities as much as men do.</li> <li>• Having a comprehensive mapping to develop a database for women entrepreneurs and women economists.</li> <li>• Link successful women entrepreneurs with grassroots small scale entrepreneurs.</li> </ul>	<ul style="list-style-type: none"> <li>• The reforms that are anticipated during the Transitional Period.</li> <li>• There is no law limiting women from accessing Letters of Credit (LCs) and credit facilities.</li> <li>• Local resources among women entrepreneurs themselves.</li> <li>• Partners and women organizations are willing to support women initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen and establish trade unions that look into the welfare of women entrepreneurs.</li> <li>• Lobby and advocate for legislative reform.</li> <li>• Establish a functional forum for women entrepreneurs that will periodically meet to discuss their concerns.</li> <li>• Lobby and advocate for less interest rates for South Sudanese women entrepreneurs.</li> <li>• Establish revolving fund/ credit schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Bank of South Sudan and other Commercial Banks.</li> <li>• Registrar of Companies and Ministry Justice.</li> <li>• Association of women entrepreneurs.</li> <li>• Savings and Credit Cooperatives.</li> <li>• Women from academia and other sectors.</li> <li>• Ministry of Gender, Child and Social Welfare</li> </ul>	<ul style="list-style-type: none"> <li>• Association of Women Entrepreneurs.</li> <li>• Trade Unions.</li> <li>• Chamber of Commerce</li> </ul>
2	Women taking high managerial positions like Governorship of Bank of South Sudan and Chief Executive Officers (CEOs) in various banks and companies	<ul style="list-style-type: none"> <li>• Training of women in technical financial management and entrepreneurial skills (long term, short term or tailored trainings)</li> </ul>		<ul style="list-style-type: none"> <li>• Lobby the appointing authority</li> <li>• Identify and lobby for scholarship opportunities for women entrepreneurs</li> <li>• Organize tailored trainings for women entrepreneurs and women economists</li> <li>• Lobby for partners to train women at the grassroots</li> </ul>	<ul style="list-style-type: none"> <li>• Presidency</li> <li>• Parliament</li> <li>• Development partners and Embassies.</li> <li>• Association of women entrepreneurs</li> <li>• The Banks and companies</li> <li>• Women from the other sectors</li> </ul>	<ul style="list-style-type: none"> <li>• Women from all walks of life</li> <li>• Women Entrepreneurs and their Associations</li> <li>• Civil Society/women Organizations.</li> </ul>
3	More women participating in the East African Common Market and other international economic blocs	<ul style="list-style-type: none"> <li>• Exchange programs for purposes of benchmarking with other women from the region and the continent</li> </ul>	<ul style="list-style-type: none"> <li>• South Sudan has joined number of regional and international blocs and institutions that women can benefit from</li> <li>• Anticipated Review of legislations that guide trade and economic sector</li> </ul>	<ul style="list-style-type: none"> <li>• Organize and host trade fairs for women entrepreneurs from the region to enable South Sudanese women learn new skills from women entrepreneur from the other countries who will participate in the trade fare</li> <li>• Lobby the ministry of Foreign Affairs to link women to the existing regional and international opportunities</li> <li>• Develop model legislations to shape and contribute to the review process</li> <li>• Linking women in mainstream business sector to support grassroots women for micro financing</li> <li>• Laws regulate the private sector including financial institutions like banks</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Foreign Affairs.</li> <li>• The Embassies</li> <li>• Trade Unions from the region.</li> <li>• Association of Women Entrepreneurs from the region.</li> <li>• Parliamentarians</li> <li>• Chamber of women entrepreneurs.</li> <li>• Investment authority</li> <li>• Chamber of commerce.</li> </ul>	<ul style="list-style-type: none"> <li>• Women Entrepreneurs.</li> <li>• The Chamber of Commerce.</li> <li>• Civil Society Organizations</li> </ul>
4	To be treated in respectful and dignified manner and compete favorably with other women entrepreneurs from the region and the continent	<ul style="list-style-type: none"> <li>• Organize Trade shows/fairs organized by women entrepreneurs</li> <li>• Capacity enhancement</li> </ul>				

## Strategy Table for Women in Organized Forces

**More women promoted to higher ranks and based on merit (academic qualification and performance)**



**Discussions on national security and “Women Peace and Security” should include women from the organized forces**

*1st Lieutenant Ajak Makur Nguet sharing the challenges among women in organized forces regarding bridging the gap there is with civilian women.*



### Table 3: Strategy Table for Women in Organized Forces

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/ Institutions	Actors
1	More women promoted to higher ranks and based on merit (academic qualification and performance)	<ul style="list-style-type: none"> <li>• Encourage more women to join the organized forces</li> <li>• Profile, and highlighting achievements of women in the organized forces</li> <li>• Develop a database for women in the organized forces.</li> </ul>	<ul style="list-style-type: none"> <li>• Existence of long-serving women and veterans in the sector</li> <li>• Presence of women with academic qualifications of different disciplines in the organized forces.</li> <li>• Willingness of South Sudanese women from other sectors to work with women from the organized forces.</li> </ul>	<ul style="list-style-type: none"> <li>• Lobby and advocate for promotion and participation of women in the organized forces at different levels</li> <li>• Celebrating the achievements of female officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Presidency</li> <li>• The office of Chief of Staff for different institutions of the organized forces</li> <li>• Women organizations and women from Academic institutions and other sectors.</li> </ul>	<ul style="list-style-type: none"> <li>• Civil Society/ women Organizations.</li> <li>• Media.</li> <li>• Women in the Organized Forces.</li> </ul>
2	Discussions on national security and “Women Peace and Security” should include women from the organized forces	<ul style="list-style-type: none"> <li>• Capacity enhancement (long term and short term trainings) e.g computer skills, English, French, Arabic languages, legislation review and policy analysis</li> <li>• Participate in the review of the security related legislations</li> </ul>	<ul style="list-style-type: none"> <li>• The Peace Agreement (Security Sector Reform and transformation process)</li> <li>• Willingness of partners to support women peace and security initiatives</li> <li>• Existence of other South Sudanese women who have been involved in the discussion around women peace and security and UNSCR1325.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a working relationship with women from the other sectors involved in discussions on security sector reform, transformation and women peace and security</li> <li>• Participate in security sector reform process (Discussions and Legislative Review processes) e.g police Act and military law.</li> <li>• Enlighten women from other sectors on how best to engage with the security sector reform process and women from the organized forces</li> </ul>	<ul style="list-style-type: none"> <li>• The office of Chief of Staff for the organized forces.</li> <li>• Development partners and embassies.</li> <li>• The institutions involved in the security sector reform/transformation process.</li> <li>• Academic institutions</li> <li>• Civil Society Organizations.</li> <li>• National Legislature</li> <li>• National Security Services</li> <li>• Office of the Inspector General of Police</li> </ul>	<ul style="list-style-type: none"> <li>• Women in the Organized Forces.</li> <li>• Civil Society/ women Organizations</li> </ul>

# Strategy Table for Academia (Universities)

**Female Faculty members having the cutting edge of shaping national agenda and other social issues.**

**More Female staff members appointed in various leadership and decision making positions in the Universities (Vice Chancellors, Deans, Head of Departments and administrators).**



**Table 4: Strategy Table for Academia (Universities)**

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/ Institutions	Actors
1	Female Faculty members having the cutting edge of shaping national agenda and other social issues.	<ul style="list-style-type: none"> <li>• Establishment of women only scholarships</li> <li>• Establishment of women focused research and resource centers</li> </ul>	<ul style="list-style-type: none"> <li>• The Peace Agreement – involvement of the academia in all aspects of the TGoNU through research, analysis, consultancies and advisory services.</li> <li>• Many institutions and partners are willing to support education of women and initiatives designed to enhance women participation in academic ventures</li> <li>• Availability of platforms to host public lectures, dialogues etc. to demonstrate leadership among Female Faculty Staff and to take lead in Academic discourse.</li> <li>• Availability of airtime/ space on different media for women</li> <li>• The legal environment in the country does not restrict the establishment of women focused research and resource centers</li> </ul>	<ul style="list-style-type: none"> <li>• Carrying out more research and publications</li> <li>• Publishing more articles in academic journals.</li> <li>• Establish working relationship with female faculty members from universities in the region and beyond</li> <li>• Taking up scholarship opportunities</li> <li>• Organizing/participating in public lectures on women and other issues of important to the society</li> <li>• Drafting model legislations that when adopted will provide for the establishment of the new institutions necessary for the country</li> <li>• Advocate for school of journalist to be established in institutions of higher learning</li> </ul>	<ul style="list-style-type: none"> <li>• Parliament.</li> <li>• Academic Council.</li> <li>• University administration.</li> <li>• Universities from the region and beyond</li> <li>• Embassies and development partners.</li> <li>• Ministry of Foreign Affairs.</li> <li>• Civil Society Organizations.</li> </ul>	<ul style="list-style-type: none"> <li>• University Administration/ leadership.</li> <li>• Female Faculty members</li> </ul>
2	More Female staff members appointed in various leadership and decision making positions in the Universities (Vice Chancellors, Deans, Head of Departments and administrators).	<ul style="list-style-type: none"> <li>• Development of database to profile women, their capabilities and achievements</li> <li>• Establishment of forum for experience sharing and mentorship.</li> </ul>	<ul style="list-style-type: none"> <li>• The Peace Agreement and return of many academic institutions from Sudan to their original locations in the country</li> <li>• More qualifies female academic staff join the institutions of higher learning</li> <li>• More institutes being established within the universities</li> </ul>	<ul style="list-style-type: none"> <li>• Mentoring more female scholars to join the institutions of higher learning as full time and part time faculty members.</li> <li>• Lobby and advocacy for creation of more departments and appointment of women as the heads</li> </ul>	<ul style="list-style-type: none"> <li>• Presidency</li> <li>• Parliament.</li> <li>• University Leadership.</li> <li>• Civil Society Organizations.</li> </ul>	

# Strategy Table for Women in Civil Society Organizations

**To have more women actively engaged in civil society work and leadership.**

**More women in the civil society sector supportive of each other and women from other sectors.**



**Realize financial independence for sustainable existence of women/civil society and women organizations**

**To have mentorship programs for younger women**



## Table 5: Strategy Table for Women in Civil Society Organizations

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures /Institutions	Actors
1	To have more women actively engaged in civil society work and leadership.	<ul style="list-style-type: none"> <li>• Develop a mechanism that encourages entry and participation of more women in civil society</li> <li>• Create a database for women in Civil society</li> <li>• Adequate dissemination of the peace agreement throughout society.</li> </ul>	<ul style="list-style-type: none"> <li>• There is willingness in some civil society organizations for women to take up decision making positions and take lead in implementation of different projects.</li> <li>• Many development partners are willing to work with women in the civil society.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage more women to apply for positions advertised in civil society organizations.</li> <li>• Women in civil society organization to take lead in designing projects and programmes for their organizations other than just working on women related projects.</li> <li>• Women in civil society organizations to participate more in fundraising for the organizations they are serving.</li> </ul>	<ul style="list-style-type: none"> <li>• Government institutions (parliament and executive)</li> <li>• Embassies and development partners</li> <li>• Organized Forces.</li> <li>• Private/cooperate sector institutions</li> <li>• Institutions of Higher Learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Civil society/ Women organizations.</li> <li>• Women in civil society.</li> </ul>
2	More women in the civil society sector supportive of each other and women from other sectors.	<ul style="list-style-type: none"> <li>• Build a Comprehensive database of South Sudanese women in Leadership positions across different sectors.</li> <li>• Documentation, follow-up and establishment of an information hub for women activities and achievements in civil society.</li> </ul>	<ul style="list-style-type: none"> <li>• Most women face similar challenges of exclusion, therefore it is important for women to work together to overcome the challenges they face.</li> <li>• Existence of several reform opportunities for women in the agreement that require women to work together in solidarity across different sectors</li> <li>• There is room for women to work together and participate in the constitution review and other reform processes during the transitional period.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan joint initiatives that bring together women from different sectors for common agenda.</li> <li>• Initiate programmes intended/ designed to champion women agenda in the reform/transformation process across different sector.</li> <li>• Develop model legislations to be incorporated in the reform/transformation process that will mainstream participation of women and women agenda.</li> <li>• Utilize expertise of different CSO personnel through consortia.</li> </ul>	<ul style="list-style-type: none"> <li>• Development partners and Embassies.</li> <li>• Women from the other sectors.</li> <li>• Women General association.</li> <li>• Women Parliamentary Caucus.</li> <li>• Institutions of Higher Learning (Academia).</li> <li>• Women from the organized forces.</li> <li>• Women coalitions and consortia.</li> </ul>	<ul style="list-style-type: none"> <li>• Civil society organizations.</li> <li>• Women Parliamentary Caucus.</li> <li>• Women from Institutions of Higher Learning.</li> <li>• Civil society/ women organizations.</li> <li>• Women from the other sectors (Academia, media, entrepreneurs etc.</li> <li>• Ministry of Gender, Child and Social Welfare.</li> </ul>
3	To have mentorship programs for younger women	<ul style="list-style-type: none"> <li>• Design and develop initiatives and programs that are intended to enhance participation of younger women in the Civil Society Sector</li> <li>• Trainings for younger women and men in the civil society (short term and medium term or Tailored Trainings)</li> </ul>	<ul style="list-style-type: none"> <li>• Already existing institutions and organizations that create mentorship opportunity for younger women within the civil society sector.</li> <li>• Many development partners are willing to work with women in the civil society.</li> </ul>	<ul style="list-style-type: none"> <li>• Profile the institutions that are offering mentorship and/ or internship for younger women in the sector and creating linkages among the institutions</li> <li>• Design internship programs/ training/ initiatives that give opportunity for younger women to gain experience and build their leadership skills</li> </ul>	<ul style="list-style-type: none"> <li>• Institutions of Higher Learning.</li> <li>• Development partners and Embassies.</li> <li>• Government institutions.</li> <li>• The cooperative sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Civil Society/ women Organizations.</li> <li>• Women in Academia.</li> <li>• Women in all the other sectors</li> <li>• Development partners</li> </ul>
4	Realize financial independence for sustainable existence of women/civil society and women organizations	<ul style="list-style-type: none"> <li>• Design programs and initiatives that are designed to inform women about the opportunities that the agreement presents to them and their roles and responsibilities is realizing the opportunities.</li> <li>• To have a mechanism for generation local resources</li> </ul>	<ul style="list-style-type: none"> <li>• The Peace Agreement provides a lot of entry points for civil society engagement and the specific opportunities for women participations and engagement and economic empowerment.</li> <li>• There is room for investment and local fundraising from South Sudanese philanthropists and cooperate sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing discussions sessions that enable women to appreciate the opportunities that the Peace Agreement has for them.</li> <li>• Engaging women in the discussions on the reform/transformation processes in the country.</li> <li>• Lobby and advocate for more long term funding from Foundations</li> </ul>	<ul style="list-style-type: none"> <li>• Parliament and all institutions involved in the review process.</li> <li>• Development partners and Embassies.</li> <li>• Cooperative Sector.</li> <li>• Media and women from all the other sectors including the independent commissions.</li> <li>• Ministry of Gender both at national and state level.</li> <li>• Local authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Civil Society organizations.</li> <li>• Media.</li> <li>• Women Parliamentarians.</li> <li>• Women from the Academia.</li> <li>• Ministry of Gender at national level and all states</li> <li>• Women groups at local levels</li> </ul>

# Strategy Table for Women in Media



## Table 6: Strategy Table for Women in Media

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/Institutions	Actors
1	More female journalists joining the media sector	<ul style="list-style-type: none"> <li>• Creation of Conducive work environment for female journalists within media houses.</li> <li>• Attractive salaries for female journalists.</li> <li>• Appropriate working hours for female journalists</li> </ul>	<ul style="list-style-type: none"> <li>• There are many training opportunities (both long term and short term) or tailored trainings</li> <li>• Senior female journalists willing to serve as mentors and role models</li> <li>• Female journalists participating in international forum and other national fora</li> </ul>	<ul style="list-style-type: none"> <li>• Design tailored trainings for female journalist.</li> <li>• Advocating and lobbying for inclusion of female journalist in all available opportunities for training of South Sudanese Journalists local, regional and international.</li> <li>• Creating platforms or fora that bring together senior female journalists and the younger ones to brainstorm and engage in professional debate</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of information.</li> <li>• Ministry of Foreign Affairs.</li> <li>• Development partners and Embassies.</li> <li>• AMWISS, AMDISS, UJOSS.</li> <li>• Civil Society/women Organizations.</li> <li>• Institutions of Higher Learning (Faculty of Journalism).</li> <li>• Media Houses.</li> <li>• Media Authority.</li> </ul>	<ul style="list-style-type: none"> <li>• Association of Media Women in South Sudan (AMWSS).</li> <li>• Senior Female Journalists</li> <li>• Managing Directors of Media Houses.</li> <li>• Individual female journalists.</li> <li>• Association of media development in south sedan.</li> <li>• Union of journalist in South Sudan</li> </ul>
2	More women taking up managerial positions in the media sector and being deployed in the foreign services	<ul style="list-style-type: none"> <li>• Create a database of female journalists.</li> <li>• Create more job opportunities, promotions and recognition of ability of female journalists to undertake assignments as their male counterparts.</li> <li>• Dignified treatment and respect for women in media by both senior and junior male colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• More qualified, young and trained female journalists in the job market compared to before.</li> <li>• Existence of organizations that seek to protect welfare of journalists (female Journalists AMWISS)</li> </ul>	<ul style="list-style-type: none"> <li>• Create opportunities for young female journalists to practice and take up leadership of particular initiatives and programmes.</li> <li>• Highlighting success and achievements of senior female journalists.</li> <li>• Establish more associations based on specialization in the media sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Media Houses</li> <li>• AMWISS, AMDISS, UJOSS.</li> <li>• Ministry of Foreign Affairs.</li> <li>• Ministry of Information.</li> <li>• Development partners and Embassies.</li> <li>• Civil Society/women Organizations.</li> <li>• Institutions of higher learning</li> </ul>	
3	To see independence of media houses, journalists and have women-owned media houses/enterprises	<ul style="list-style-type: none"> <li>• Freedom of access to information by female journalists.</li> <li>• Freedom of expression and information dissemination by media houses.</li> </ul>	<ul style="list-style-type: none"> <li>• Access, use and availability of social media and technology.</li> <li>• There is no law limiting women from owning media houses, newspapers and magazines.</li> </ul>	<ul style="list-style-type: none"> <li>• Set up and manage social media pages and handles for women events.</li> <li>• Establishing media outlets that focus on highlighting women achievements.</li> <li>• Planning for establishment of women-owned media houses</li> </ul>	<ul style="list-style-type: none"> <li>• Media Houses.</li> <li>• Civil Society Organizations.</li> <li>• Cooperate Sector.</li> <li>• Development partners and Embassies.</li> <li>• Institutions of higher learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Association of Media Women in South Sudan (AMWSS).</li> <li>• Senior Female Journalists.</li> <li>• Managing Directors of Media Houses.</li> <li>• Individual female journalists</li> </ul>

## Strategy Table for Women in the Legal Sector





**Table 7: Strategy Table for Women in the Legal Sector**

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/Institutions	Actors
1	More female judges appointed to serve in the law courts at different levels	<ul style="list-style-type: none"> <li>• Develop a database of female lawyers and judges in the country</li> </ul>	<ul style="list-style-type: none"> <li>• Existence of Association of Women Lawyers and other similar Unions.</li> <li>• Willingness of individual female lawyers to develop such a database.</li> </ul>	<ul style="list-style-type: none"> <li>• Building a database for female judges and prosecution attorneys.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Justice.</li> <li>• Development partners and Embassies.</li> <li>• Judiciary.</li> <li>• Ministry of Gender, Child and Social Welfare.</li> <li>• Civil Society Organizations.</li> <li>• Associations of women Lawyers from the region.</li> <li>• Women legislator.</li> <li>• Institutions of higher learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Women Lawyers Association.</li> <li>• Women in the Judiciary.</li> <li>• Female legal professionals.</li> </ul>
2	More women serving as prosecution attorneys.	<ul style="list-style-type: none"> <li>• Train more female legal practitioner as prosecution attorneys .</li> <li>• Tailored long term and short term training for female lowers.</li> </ul>	<ul style="list-style-type: none"> <li>• The judicial reform process provided for within the framework of the peace agreement.</li> <li>• Willingness of development partners to support such trainings.</li> </ul>	<ul style="list-style-type: none"> <li>• Planning/organizing tailored training for female lawyers.</li> <li>• Organizing internship for female lawyers with the regional institutions.</li> </ul>		
3	More female legal practitioners participating in the reform and legislative review process in the country	<ul style="list-style-type: none"> <li>• Development of model legislations to be used for reviewing the ear marked legislations for review within the framework of the Peace agreement.</li> <li>• Develop model legislations that are designed to safeguard interests of women of South Sudan.</li> </ul>	<ul style="list-style-type: none"> <li>• The Peace Agreement and the legislative review processes provided form within the framework of the Agreement.</li> <li>• Willingness of female legislators to engage with female professionals from all the sectors to technical support.</li> </ul>	<ul style="list-style-type: none"> <li>• Training more female lawyers on legislation drafting .</li> <li>• Engaging women legislators and share the draft legislations with the women legislators.</li> <li>• Understanding the Agreement and be able to appreciate the legislations and entry points for women legislators to leverage on.</li> </ul>		
4	Stronger Association of Women Lawyers/ Federation of Women Lawyers that looks into welfare of female Lawyers and general legal concerns of women	<ul style="list-style-type: none"> <li>• Establish connection with similar associations from the region eg. FIDA.</li> </ul>	<ul style="list-style-type: none"> <li>• South Sudan has joined number of Regional and International blocs and institutions that will make it easy for South Sudanese women benefit from the experience and knowledge of the colleagues from the other countries.</li> </ul>	<ul style="list-style-type: none"> <li>• Identifying strong and active individuals among the female lawyers to be groomed to take lead in Establishing Federation of Women Lawyers in South Sudan.</li> <li>• Organizing Tailored trainings for women lawyers on specific issues of concern to strengthen their participation.</li> </ul>	<ul style="list-style-type: none"> <li>• Women in the Judiciary.</li> <li>• Development partners and Embassies.</li> <li>• Civil Society Organizations.</li> <li>• Institutions of Higher Learning.</li> </ul>	

# Strategy Table for Women in the Executive, Independent Commissions and Authorities

**More women ministers,  
Head of independent  
commissions and  
authorities beyond  
limits of 25%  
Affirmative Action but  
rather equal to men and  
all based on merit**



**Women from the  
Executive, Independent  
Commissions and  
Authorities supportive  
or each other and  
women from the other  
sectors**

**Table 8: Strategy Table for Women in the Executive, Independent Commissions and Authorities**

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures /Institutions	Actors
1	More women ministers, Head of independent commissions and authorities beyond limits of 25% Affirmative Action but rather equal to men and all based on merit	<ul style="list-style-type: none"> <li>As many women as men appointed as ministers in sovereign and economic cluster ministries.</li> <li>More women appointed as Chairpersons of independent commissions and Authorities</li> </ul>	<ul style="list-style-type: none"> <li>The Peace Agreement and the reform/Transformation process</li> <li>Creation of more Independent Commissions and Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Lobby and advocate for appointment of more women in the Cabinet and Independent Commissions and Authorities</li> <li>Grooming more women to be appointed in the executive, Independent Commissions and Authorities to be established under the framework of the Peace Agreement</li> <li>Advocate for a gender rule that governs appointments in national institutions and high profile portfolios</li> </ul>	<ul style="list-style-type: none"> <li>Presidency</li> <li>Ministry of Gender, Child and Social Welfare.</li> <li>Other women lead Ministries.</li> <li>Development partners and Embassies.</li> <li>Civil Society Organizations.</li> <li>Institutions of Higher Learning.</li> <li>Association of Media Women.</li> </ul>	<ul style="list-style-type: none"> <li>Women from the Executive,</li> <li>Independent Commissions</li> <li>Authorities</li> <li>Civil Society</li> <li>Female Faculty Members</li> <li>Women Parliamentarians.</li> <li>Women in Media and all other sectors</li> </ul>
2	Women from the Executive, Independent Commissions and Authorities supportive or each other and women from the other sectors	<ul style="list-style-type: none"> <li>Stronger connection and solidarity between women from Executive, independent Commissions, Authorities and women from the other sectors of the society</li> </ul>	<ul style="list-style-type: none"> <li>The Peace Agreement and Reform/transformation processes provided for within the agreement.</li> <li>The Constitution Review process and review of other legislations</li> </ul>	<ul style="list-style-type: none"> <li>Organize/support periodic meeting with women from the other sectors to discuss women concerns in different sectors within the framework of their institutions</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Gender, Child and Social Welfare.</li> <li>Other women lead Ministries.</li> <li>Development partners and Embassies</li> <li>Civil Society Organizations.</li> <li>Institutions of Higher Learning.</li> <li>Association of Media Women.</li> <li>Women from the other sectors.</li> </ul>	

## Table 9: Strategy Table for Involvement of Women Employed at Different Levels in all Sectors

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures /Institutions	Actors
1	Confident and articulate in defending their rights using the available legal framework and mechanisms	<ul style="list-style-type: none"> <li>To fully understand the legislations and other relevant legal instruments for the protection of women in employment sector.</li> <li>Establish internal support mechanisms for women in different sectors/ employment environment.</li> </ul>	<ul style="list-style-type: none"> <li>Availability of development partners and national institutions that are willing to enhance confidence of women and protect their rights.</li> <li>The Transitional Constitution of South Sudan and other national and international legal legislations.</li> <li>The Peace Agreements - 2015</li> </ul>	<ul style="list-style-type: none"> <li>Trainings (series of tailored trainings).</li> <li>Formation of associations and union of women working in different sectors.</li> <li>Continuous engagement and interaction with women from other sectors and institutions</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Labor,</li> <li>Ministry of Gender, Child and Social Welfare.</li> <li>Employees Grievances Commission.</li> <li>Ministry of Justice.</li> <li>Institutions of Higher Learning.</li> <li>Civil Society Organizations.</li> <li>Development Partners .</li> </ul>	<ul style="list-style-type: none"> <li>Women within the institutions/different sectors.</li> <li>Women organizations and other relevant Civil Society Organizations .</li> <li>Ministry of Gender, Child and Social Welfare</li> </ul>
2	Equal recognition and promotion of female employees like male counterparts	<ul style="list-style-type: none"> <li>Continuous upgrading of professional credentials through professional trainings and on-job trainings where necessary</li> <li>Taking the initiative to lead programmes/ projects within the institution and equally participate in handling difficult ventures with male counterparts</li> </ul>	<ul style="list-style-type: none"> <li>Existence of competent and qualified women with different skills in various sectors.</li> <li>Existence of gender policy in most institutions.</li> </ul>	<ul style="list-style-type: none"> <li>Take lead in initiating/designing projects and programs for the institutions they work for.</li> <li>Embrace challenges whenever they arise and win confidence of the employers based in performance</li> </ul>	<ul style="list-style-type: none"> <li>Employees Grievances Commission.</li> <li>Ministry of Labor,</li> </ul>	<ul style="list-style-type: none"> <li>Women within the institutions/different sector.</li> <li>Ministry of Gender, Child and Social Welfare</li> </ul>

**Table 10: Strategy Table for Involvement of Unemployed Women**

S/N	Aspiration	Priorities	Opportunities	Strategies	Structures/ Institutions	Actors
1	Understand their rights and existing mechanisms for protection of women's rights	<ul style="list-style-type: none"> <li>Tailored and context specific awareness creation workshops and dialogue.</li> <li>Programs that bring together service providers and the beneficiaries so to understand the needs.</li> <li>Assessment of the level of understanding on current political trends and existing legal framework necessary for protecting rights of women in the informal sector.</li> </ul>	<ul style="list-style-type: none"> <li>Availability of women's organizations that are founded to champion women's empowerment.</li> <li>Availability of Development partners who are willing to support awareness creations and programs designed to protect women's rights.</li> </ul>	<ul style="list-style-type: none"> <li>By engaging women from the informal sector in structured discussions on the challenges they face and gather their thoughts on how they think it can be mitigated using the existing mechanisms.</li> <li>Facilitate the women in this sector to build their own internal protection mechanism.</li> <li>Extract and simplify key provisions of the legal framework that directly affect the women and enhance their knowledge on how these provisions relate to them</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Gender, Child and Social Welfare.</li> <li>Ministry of Justice.</li> <li>Institutions of Higher Learning.</li> <li>Civil Society Organizations.</li> <li>Development Partners.</li> <li>Media Houses</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Gender, Child and Social Welfare.</li> <li>Civil Society Organizations e.g. Women Organizations and women General Association.</li> <li>Association Of Women in Media</li> </ul>
2	Understand basic political and development trends in the country e.g. the Peace process, provisions of the Agreement, the Constitution and other legal framework and infrastructure that they can run to for support or legal aid		<ul style="list-style-type: none"> <li>Availability of civil society groups and women groups that are doing extensive work on analyzing and monitoring the implementation of the Peace Agreement and other legal framework and political trends in the country</li> </ul>			

## Table 11: Matrix of Possible Opportunities in the Peace Agreement of 2015

The Relationship between Peace Agreement of 2015 and the Women Strategic

<b>Institutional Opportunities</b>	<b>Legislative Opportunities</b>	<b>Reform and Transformational Opportunities</b>	<b>Economic Opportunities</b>	<b>Economic Opportunities</b>
Chapter One Articles 1.6, 2.1.12, 3.1, 5.2.4, 5.2.5, 5.2.14, 8.1.1, 8.1.2, 8.1.3, 10.5.2, 10.5.4, 10.6.1, 10.6.2, 10.6.3, 11.1 a and c, 11.4, 14.1, 16.4 and 16.7	Chapter One Articles 8.3.3, 10.3.2, 11.6, 16.1, 16.3, 16.4	Chapter One Articles 12.2, 14.1	Chapter One Articles	Chapter One Article 3.1.4, 15.1, 15.2, 15.4, 16.1, 16.2,
Chapter Two Articles 4.3, 6.1, 6.2,	Chapter Two Articles 6.3, 6.5, 6.6	Chapter Two Articles 6.4, 6.5,6.6	Chapter Two Articles	Chapter Two Articles
Chapter Three Articles 2.2, 2.4	Chapter Three Articles 1.2.5	Chapter Three Articles	Chapter Three Articles	Chapter Three Articles
Chapter Four Articles 2.1.3.5, 2.1.4, 2.3.2, 2.4.4,2.5, 7.1.8, 8.3	Chapter Four Articles 2.1.1, 2.2.1.5, 2.3.1.1, 2.4.1, 3.1, 4.1.4, 4.1.11, 4.1.13.6, 4.2.1.1, 4.3, 4.4, 5.1,	Chapter Four Articles 2.3.1.5, 6.5.10	Chapter Four Articles 4.1.6, 7.1.1, 7.1.2, 7.1.4, 7.1.5, 7.1.8	Chapter Four Articles
Chapter Five Articles 2.2.2.11, 2.3.2, 4.1, 4.2.a,b,	Chapter Five Articles 1.1, 2.1.3, 4.2.c	Chapter Five Articles	Chapter Five Articles	Chapter Five Articles
Chapter Six Articles 5, 8,	Chapter Six Articles 1.4, 2, 5.5	Chapter Six Articles	Chapter Six Articles 1.6	Chapter Six Articles
Chapter Seven Articles 2, 3,	Chapter Seven Articles 5	Chapter Seven Articles	Chapter Seven Articles	Chapter Seven Articles
Chapter Eight				

# CHAPTER FOUR

## 4.0 Monitoring

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Monitoring the implementation and progress of this strategy document will be done on continuous basis and as a process that commences as soon as the South Sudanese National Women's Strategy document is launched. After the Launch of the Strategy document, various stakeholders mentioned in the document as the primary actors shall be inherently tasked to track progress in their workplaces and prepare to monitor the progress efforts made towards realization of the aspirations and prepare reports in anticipation of the periodic evaluation session that will be held after every six months. Women subscribing to the aspirations stipulated in the document shall individually monitor their personal progress towards personal goal and objectives set in regard to the South Sudanese National Women's Strategy. SSuDEMOP and other implementing partners shall do overall monitoring. Therefore, SSuDEMOP will continue to receive comments and further information to be included in the subsequent versions of the strategy document.

## 4.1 Evaluation Plan

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The South Sudanese Women Strategy will be evaluated after every six (6) month. The evaluation exercise shall be a voluntary exercise where participants will all be informed of the date and how the evaluation shall be conducted. Participants will be expected to register a month in advance before the evaluation date.

An institution, organization or group of institutions will communicate their offer to host the evaluation session to all the other stakeholders at least two months before the evaluation period. This shall be communicated through the information hub and focal persons/lead organization for each sector.

Evaluation sessions will take at least three days where by day one is dedicated for sharing sector specific reports of progress and challenges, day two will focus on understanding new opportunities/political trends in the country and taking account of the achievements made by women. Day three will focus on discussions around new strategies to be adopted and what strategies need to be changed or modified.

The first evaluation meeting will be organized and hosted by SSuDEMOP and other partners who are willing contribute for in the planning of the three-day meeting. This evaluation meeting will be conducted after six (6) from the launch of the South Sudanese National Women's Strategy document. The subsequent evaluation meetings will be hosted by other organizations/institutions who will be identified during the first evaluation meeting but closely supervised by SSuDEMOP.

## 4.2 Important Definitions in the Context of this document

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### **Affirmative Action**

This is an effort, policy or legislation that is adopted in favor of those who tend to suffer from a form of discrimination in terms of race, color, religion, gender, sexual orientation or national origin. Affirmative action is introduced as a special consideration in order to benefit an under-represented group of people in different areas e.g. employment, education, political participation, provision of health services etc. In the case of South Sudan, Affirmative action is introduced to set minimum threshold for women participation in different sectors of the society and it is enshrined in the Transitional Constitution of South Sudan (TCRSS) 2011 amended 2015.

### **Gender Quota**

This refers to a legal provision or measure that is enshrined either in the constitution or other legal framework to ensure that at no one time representation from a particular gender does not dominates in an institution or a group that is intended to serve the wider society.

### **Gender**

The term "gender" refers to the social construction of female and male identity. It means more than just bio-logical differences between men and women. Gender includes the ways in which those differences, whether real or perceived, have been valued, used and relied upon to classify women and men as well as the significance of these perceived differences in assigning roles and setting expectations of women and men. The concept of gender needs to be understood clearly as a cross-cutting socio-cultural concern of the entire society. The word Gender **MUST** not replace the words 'men' or 'women', or be specifically misunderstood to mean women. Gender refers to both women and men.

### **Gender Analysis**

This is the study which provides an avenue for further understanding of the differences between women and men, their actual roles and perceived roles in



the society and how these impact on their lives. It also mitigates the possibility of any incorrect yet biased perceptions as well as assumptions that might have existed under a particular circumstance. Gender analysis is usually a tool employed to evaluate a situation and how it impacts on men and women alike. E.g. one can talk of gender analysis of a particular legislation before it is passed for implementation or do gender analysis of a public statement etc.

## **Gender Balance**

This is the equilibrium which is inclined towards ensuring that both men and women have equal opportunities and are able to meaningfully contribute to all aspects of life without any prejudice as to whether one is male or female. This is a concept adopted to help alienate the tradition that women can't do what men can do and vice versa, as well as myths created by the pre-perceived gender roles for males and females in the society. However, care should be taken not to conceive it in such a way that any man or woman can do what the other person of the same sex is doing. For example, it is obvious that one can't bring a man or woman who has never been trained in Computer Engineering to be able to do the technical work that is relative to the profession just because another woman or man who is trained can do it. Caution must be applied when advocating for "gender balance" while considering merit and specific technical qualification - "Technical tasks be given to technically qualified women or men" without prejudice.

## **Gender Budgeting**

This is the term used to describe the methods of examining resource allocation e.g. budgetary distribution in a bid to determine how it impacts on women and men, girls and boys of different socio-political and economic groups. It is an essential tool for analyzing a budget that is intended to benefit the society as a whole.

## **Gender Equity**

This is a concept which seeks to highlight the differences in women's and men's lives, physical ability and the need for employing different approaches in dealing/handling issues relating to women or men so as to produce fair and objective outcomes.

## **Gender Competence**

This is the concept used to emphasize that qualification and competence of a candidate is key especially if its correlative gender balance is to be achieved. Gender competence is therefore a very important factor to be considered in advocating for gender balance in relation to work, jobs and any other sphere

of life where results are expected. Gender balance does not have any meaning if we just have equal numbers of women and men in institutions but with only the women or men displaying meaningful contributions. This is not gender balance!

## **Gender Equality**

This is the term used to emphasize equal opportunity for both men and women. It is meant not be misun-derstood that females and males are biologically equal and men can be able to take up women's reproduc-tive roles or vise versa. Gender equality is used to bring to table the discourse that women besides being female species of the human race, they can equally go to school, be taught the same subjects as their male counterparts and excel, can become heads of state and commanders-in-chief of the armed forces when trained or be qualified and competent enough to do a job. This applies to both men and women. Gender equality is the preferred terminology within the United Nations (UN), rather than gender equity. Gender equity denotes an element of interpretation of social justice, usually based on tradition, custom, religion or culture, which is most often detrimental to women. There is a dual rationale for promoting gender equality. Equality between women and men – equal rights, opportunities and responsibilities – is a matter of human rights and social justice.

## **Gender Mainstreaming**

Gender Mainstreaming is a globally accepted strategy for pro-moting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gen-der equality. Mainstreaming involves ensuring that gender per-spectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/ dia-logue, legislation, resource allocation and planning, implemen-tation, monitoring and evaluation.

## **Women Empowerment**

Women being able to voice their concerns and those of the society, concerns of women gaining power and control over their own lives, developing self-esteem, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality results in “Women empowerment”. The process of empowerment is as important as the goal. Empowerment comes from within; women empower themselves. No one can in-form the other that you are empowered but one must be able to feel that they have the internal confidence and ability to articulate their concerns.

## **Women Emancipation**

This term refers to the efforts made to secure equal rights for women and to remove gender discrimination from laws, institution and behavioral pattern.

## **Sexual and Gender Based Violence (SGBV)**

This refers to violence perpetuated against a person based on their sexual or gender orientation. Meaning violations of fundamental human rights that perpetuate sex-stereotyped roles and deny human dignity of the victim and self-determination. It can be physical, sexual, and or psychological harm that perpetuates male power and control.

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## 4.4 About SSuDEMOP

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South Sudan Democratic Engagement, Monitoring and Observation Programme (SSuDEMOP) is a consortium of civil society organizations drawing its membership from Faith Based Organizations (FBOs), Non Governmental Organizations (NGOs), Community Based Organizations (CBOs) Youth groups, individual activists and Churches. SSuDEMOP is registered under the South Sudan NGO Act of 2008 and has been in operation since 2009. SSuDEMOP can broadly be categorized as an advocacy and lobby organization for civil rights. We strive to Mobilize Citizens, Empower Voices and Shape South Sudan. Our activities are usually designed to fall under each or either of the following thematic focus areas of the organization;

1. Governance and Democracy
2. Conflict Mitigation
3. Gender mainstreaming

## 4.5 Urgent Action Fund-Africa (UAF-Africa)

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Urgent Action Fund-Africa (UAF-Africa) is a pan-African and feminist Fund, established in 2001 in Nairobi, Kenya. Using a rapid response grant making (RRG) model, the Fund supports unanticipated, time-sensitive, innovative, and bold initiatives. The financial and technical resources the Fund provides enable African feminists and women's rights organisations to seize windows of opportunity, fracture patriarchy, amplify their voices, enhance their visibility, and become significant actors who can influence policy and law while shaping discourse. This way, UAF-Africa fills a unique grant making niche within the African feminist movement, providing stepping stones to activists as they use their agency and resilience to achieve social, economic, political and environmental justice.

## 4.6 KAS, Uganda and South Sudan

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The Konrad-Adenauer-Stiftung (KAS) is a German political foundation with presence in over 120 countries world over. Being at the forefront of promoting democracy, good governance and rule of law, KAS has impacted the development process in Uganda through the partnerships with government, local organizations, the academia, media and the different local communities. In Uganda, KAS has over the years championed women issues through supporting the initiatives of KAS's long term partner Acfode. This has seen the empowerment of many women leaders as well recognizing their contribution to development and democracy promotion. KAS has worked in South Sudan with different partners until 2009 when the office was moved to Kampala in a bid to rethink the best way to make an impact in the development of South Sudan. KAS has a scholarship programme that targets students from Uganda and South Sudan as one of the strategies of creating multipliers for development in the respective countries.

# SOUTH SUDAN NATIONAL WOMEN'S STRATEGY

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ENHANCING WOMEN'S PARTICIPATION IN VARIOUS DECISION-MAKING STRUCTURES DURING AND AFTER THE TRANSITIONAL PERIOD

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