

## Foreword

The articles presented in this volume are the results of the “Leaders for Justice Workshop” which took place in Dar es Salaam, Tanzania, from 28th to 29th July 2023. The workshop which was organised by the Rule of Law Program for Anglophone Sub-Saharan Africa of Konrad Adenauer Stiftung, brought together highly qualified and experienced lawyers from DR Congo, Kenya, Nigeria, Rwanda, South Africa, Tanzania and Uganda to discuss current issues of gender equality in Africa.

The workshop focused on the “Legal issues/legal framework of gender equality in Africa”. In a bid to actively involve the next generation of lawyers in these discourses, four post-graduate students from the Tanzanian-German Centre for Eastern African Legal Studies participated and shared their thoughts in this workshop.

Equality of fundamental rights between women and men is not yet a reality, regardless of the region. Various African countries are no exception and are still largely affected by gender inequalities in the social, economic, legal and political spheres. Holistic approach of involving and engaging both men and women in the search for the desired equality is of paramount importance. Equality between women and men is therefore seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

The discussion that was based on presentations by all the participants and which subsequently enriched the articles herein, sought *inter alia*,

- identify best practices and to learn from different national experiences towards the realisation of gender equality in Africa.
- encourage the search for African solutions and to profit from lessons learnt in different African regions towards the attainment of gender equality.
- strengthen a network which facilitates mutual engagement towards the realisation of the Rule of Law in Africa both now and in the years to come.

This volume presents the participants’ insights in written form either as articles or as reports.

*Pie Habimana*, gave a detailed description of “Gender equality and taxation from the Rwandan perspective”. He shows that Rwanda, like other modern and democratic States, has taken an important step towards eliminating explicit tax gender discrimination.

*Jackline Asiimwe*, presented on “Gender equity: Examination of the law relating to employment of women in Uganda”. The main aim of this paper is to find out how the existing legislation can adequately address the challenge of gender inequality in employment of women in Uganda.

*Bernard Kengni*, from South Africa shared insights on “Gender Equality in the Just Energy Transition Agenda for the African Extractives Context: The Rule of Law”. His paper focuses on the benefits of the “just transition”, including gender equality. Specifically,

the paper highlights how gender equality in Africa's extractives sector can be enhanced through the just transition agenda.

*Adolphe Kilomba Sumaili*, presented on "Gender equality in the context of transitional justice in DRC: State of play of legal reforms". He gives recommendations on how to improve gender mainstreaming in public affairs in the DR Congo.

*Violla Nabawanda*, Uganda, shares insights on two aspects. One article examines "Co-habitation and the law relating to property sharing in Uganda", and the other, focuses on the challenges faced by women serving in the police force and gives recommendations that can be put in place to ensure and enable women play a more efficient role while serving in the Ugandan police force.

*Nyalen Ninette Ninyio*, presented on "Women's representation in politics and leadership positions in Nigeria". She concludes that laws, judgements and determinations tend to become more inclusive and representative, incorporating a diverse range of perspectives when women play a meaningful and active role in leadership positions within institutions like the legislature, judiciary and executive boards.

*Irene Joshua Ndossy*, highlighted the "Transition to gender equality in Tanzania". The study concludes that governments and civil society should tackle the root causes that lead to gender inequality, and national resources should be used to improve human capital including women and girls.

*Naomi Gichuki*, presented on "Affirmative action in Kenya: Setting standards or missing the mark?" The paper shows lessons on best practices and makes proposals that are useful towards promoting affirmative action and gender equality in Kenya.

The article by *George Ocen*, titled "Religion, collectivism and homophobia in Uganda" notes that Ugandans need time and a mindset change to adapt to the global tolerance of persons that are different.

*Rosette Umutohiwase*, gave her presentation on "Examination of gender equality compliance under the Rwandan legal framework." The objective of her study is to identify the challenges that impede the effective implementation of the principle of Gender Equality in Rwanda.

In his article "Challenges facing protection of female-child from early marriages in Tanzania", *Nicodemus Uswege Msika* analyses the current situation, the challenges and solutions with regard to female-child marriages.

*Wilfrida Akinyi Odhiambo*, whose article is titled "Fighting for gender equality: Matrimonial property division in Kenya's legal landscape upon marriage dissolution", outlines the trajectory taken in the pursuit of gender equality concerning the division of matrimonial property upon divorce in Kenya.

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