

<b>Member</b>	Cindy McLeish	<b>Electorate</b>	Eildon
<b>Period</b>	01 January 2024 to 31 March 2024		

<b>Regulation 6 - Expense allowance and electorate allowance</b>	
Total amount paid to member for electorate allowance	\$12,403.50
Total amount paid to member for expense allowance	\$2,863.68

<b>Regulation 7 - Motor vehicle allowance</b>	
Total amount paid to member for motor vehicle allowance	\$0.00
Member did not receive the motor vehicle allowance in the previous quarter and member has elected to receive the motor vehicle allowance for this quarter	No

<b>Regulation 9 - Parliamentary accommodation sitting allowance</b>	
Total amount paid to member for parliamentary accommodation sitting allowance	\$6,119.52
Suburb in which the member's parliamentary accommodation is located	Southbank

<b>Regulation 10 - Travel allowance claims</b>					
Date from	Date until	Reason for travel	Total amount paid	Town or city in which accommodation was located	Value of the accommodation
Total number of nights for travel allowance claims			0		
Total amount paid to member for travel allowance			\$0.00		

<b>Regulation 11 - Commercial transport allowance claims</b>					
Date from	Date until	Reason for travel	Total amount paid	Mode of transport	Value of transport
Total number of nights for commercial transport allowance claims			0		
Total amount paid to member for commercial transport allowance			\$0.00		

<b>Regulation 12 - International travel allowance claims</b>			
Date from	Date until	Reason for travel	Total amount paid
Total number of nights for international travel allowance claims			0
Total amount paid to member for international travel allowance			\$0.00
See attached travel report for further details			

Travel Report:

Lucinda McLeish Feb 2024  
Member for Eildon

## Commonwealth Women Parliamentarians (CWP) Workshop

Champions for gender equality: achieving equal participation in Commonwealth parliaments.

As an executive member of the Commonwealth Parliamentary Association (CPA), Victoria branch I was privileged to attend the 'Champions for gender equality: achieving equal participation in Commonwealth parliaments' workshop in December 2023.

Also in attendance was the CPA Vic Branch CWP Representative, Juliana Addison, Member for Wendouree. The only other Australian representatives were Deb Frecklington, Member for Nanango and Corinne McMillan, Member for Mansfield from the Queensland parliament.

The CWP is a network of women Members of the Commonwealth Parliamentary Associations Parliament and Legislatures. The network extends to 180 Commonwealth national and sub-national parliaments and represents some 3,000 women MPs.

The Champions for gender equality workshop was held at the Serena Hotel, in Dar Es Salaam, Tanzania 6-8 December 2023.

African countries were well represented with women attending from Botswana, Eastern Cape (South African province), Kenya, Mozambique, Namibia, Nigeria, Rwanda, Sierra Leone, South Africa, Tanzania, and Zambia. Other attendees were from Belize, Canada, Jersey and Kerala (India).

Whilst a detailed workshop program is available, I will highlight a couple of areas.

The role of men as gender champions got some airtime. There were also a number of men in attendance from Eastern Cape, Kerala, Namibia, Tanzania, South Africa & Zambia. For women to press forward with equal representation, it is important that there are male champions in each parliament to help push the cause. Nevertheless men are needed to be on board to make a difference.

In Botswana although they have some female representation it was discussed that the 'men in power' don't have confidence in women, which was unfounded. It was noted that Tanzania is led by a woman (not elected, the President died 3 months into his term and as VP she is the constitutional successor).

There was strong encouragement for parliaments to establish a 'women's caucus' across all parties to raise issues, support each other and discuss ideas to increase representation. Violence against MPs was a concern and in Africa it appears smear campaigns were more often against women.

Different approaches to gender quotas were noted. Of particular interest was the differing constitutions across countries to increase women's representation. Some countries have designated seats that can only be contested by women. In Kenya for example, there are 7 seats that can only be contested by women. Whilst this guarantees some level of female representation, women who want to contest other seats are strongly discouraged to do so and instead suggested to go for the women only seats which limits the overall penetration of women across the country. Sierra Leone also have women only seats.

Publications prepared by CPA/CWA and made available relevant to the workshop were 'Gender sensitising parliaments guidelines: standards and a checklist for parliamentary change' and Gender sensitising parliaments: a seven-step field guide.

My trip was funded by CPA Vic branch, with assistance from Parliament of Tanzania for airport transfers in Africa. I upgraded to Premium economy on the Melbourne to Dubai leg using my parliamentary travel allowance.



**COMMONWEALTH WOMEN  
PARLIAMENTARIANS**

**CHAMPIONS FOR GENDER  
EQUALITY: ACHIEVING  
EQUAL PARTICIPATION  
IN COMMONWEALTH  
PARLIAMENTS**

**DAR ES SALAAM, TANZANIA  
SERENA HOTEL**

**6 - 8 DECEMBER 2023**

**PROGRAMME BOOKLET**







## CHAMPIONS FOR GENDER EQUALITY: ACHIEVING EQUAL PARTICIPATION IN COMMONWEALTH PARLIAMENTS

SERENA HOTEL, DAR ES SALAAM, TANZANIA  
6 - 8 DECEMBER 2023

On behalf of the CPA Headquarters Secretariat, welcome to the Champions for Gender Equality Workshop hosted by the CPA Commonwealth Women Parliamentarians (CWP) Network in Dar es Salaam, Tanzania from 6 - 8 December 2023, exclusive of arrival and departure dates.

This workshop will be held at the Serena Hotel, Dar Es Salaam, where members will also be accommodated during their stay. Transfers to and from the airport to the Serena Hotel have been kindly provided by the Tanzania Branch.

It is important to highlight that this programme will be an intensive undertaking and so it is essential that all participants are prepared to commit to the full programme and engage in all agenda items. Our sincerest thanks in advance for your engagement and enthusiasm.

This programme has been designed to ensure participants are not restricted to a listening role and there will be ample opportunities to engage with expert speakers, undertake group exercises, complete a practice communication and advocacy campaign and to network with a number of actors engaged in advancing gender equality. At the CPA, we believe that the best learning environments for our membership prioritise dynamic engagement and focus on participation across all attendees. This is particularly in keeping with our dedication to the peer-to-peer learning that makes the CPA such a special body.

In addition to the above, participants will have the opportunity to establish a lasting network of like-minded peers from across the Commonwealth who can provide long-term support and guidance. By attending this programme participants will get an opportunity for international inter-parliamentary engagement. I strongly encourage all participants to use the opportunity to engage and network with their colleagues and perhaps even choose to connect via a WhatsApp group, which my team can help to facilitate.

The CPA Headquarters Secretariat is keen to always engage in monitoring and evaluation across our programmes offerings and we are keen to continuously improve and evolve how we deliver programmes to our membership. Therefore, please do take the time to share feedback at the conclusion of the programme, and/or once you have had further time to reflect.

The Commonwealth Women Parliamentarians (CWP) was founded in 1989 to increase the number of female elected representatives in parliaments and legislatures across the Commonwealth and to ensure that women's issues are brought to the fore in parliamentary debate and legislation. The network provides a means of building the capacity of women elected to parliament to be more effective in their roles, improving the awareness and ability of all Parliamentarians, male and female, and encouraging them to include a gender perspective in all aspects of their role and helping parliaments to become gender-sensitive institutions. This Workshop has been designed to help deliver on these commitments.

The CPA Headquarters Secretariat wish to express thanks for the support and hospitality provided by the Parliament of the Republic of Tanzania and for their generous hosting of the Workshop.

Yours sincerely



**Stephen Twigg**  
**Secretary-General**  
**Commonwealth Parliamentary Association**

## OUTLINE PROGRAMME

### DAY 1

Location of the Workshop: Serena Hotel, Room Kivukoni 1

By the end of Day 1 you will have:

- Been introduced to the concept of a Commonwealth gender sensitive parliament
- Understood the importance of the role and function of a gender champion
- Explored the challenges of harassment and violence in parliament
- Heard from experts about gender-based violence occurring in the online space

08:50-09:00 **Arrival and Registration - Kivukoni 1**

09:00-10:00 **Opening of the Workshop**

Opening Remarks will include:

- Tanzania National Anthem and CWP Anthem
  - Hon. Dr. Zainab Gimba, Chairperson of CWP
  - Stephen Twigg, CPA Secretary-General (video remarks)
  - Hon. Madina Ndangiza, CWP Chairperson of Africa Region
  - Hon. Tulia Ackson, Speaker of the National Assembly of Tanzania and IPU President
- Participants will receive an overview of the Workshop and complete a pre-workshop survey.

10:00-10:15 **Group Photo**

10:15-11:30 **Introduction to the concept of a Commonwealth Gender Sensitive Parliament**

This session will introduce participants to the work the CPA Headquarters Secretariat has been conducting through the CWP network on Gender Sensitive Parliaments (GSP). Participants will explore the four dimensions of a CPA GSP and engage in group discussions about experiences and gender sensitive practices in their respective jurisdictions.

#### **Speaker**

Bénite Dibateza, Programmes Manager and CWP Network Coordinator

11:30-11:45 **Refreshment Break**

11:45-13:00 **Institutionalisation and the importance of Gender Champions in Parliament**

***“Successful institutionalisation involves not only determining necessary reforms relevant to a particular parliament and its circumstances but in identifying the actors and means through which reforms are implemented, and GSP Standards maintained”***  
***– CPA Gender Sensitising Parliaments Guidelines: Standards And A Checklist For Parliamentary Change***

This session will look at institutionalisation as a crucial principle of a GSP and offer participants guidance on how to engage and ensure buy-in from those in leadership positions within their respective parliaments.

#### **Speakers**

Bénite Dibateza, Programmes Manager and CWP Network Coordinator  
Hon. Lechesa Tsenoli MP, South Africa  
Hon. Cecil David Mwambe MP, Tanzania TBC

# DAY 1 – 6 DECEMBER 2023

13:00-14:00

## Lunch Break

14:00-15:15

## Combatting Harassment and Violence in Parliament and Navigating Mental Health of Parliamentarians

In this session, participants consider the various forms of harassment parliamentarians experience during their term, referring to the [CPA Anti-Harassment Policy Guidelines](#), and touch on the mental health of parliamentarians referring to the [CPA Mental Health Toolkit](#). Participants will engage in Think – Pair – Share discussions where they will engage in peer-to-peer mutual learning of their experiences and consider how their parliaments provide support to tackle this and recommend other forms of support.

### Speakers

Dr Lulu Mahai, Director, Institute of Gender Studies, University of Dar Es Salaam  
Kimberly McArthur, Chief Operating Officer, Apolitical Foundation  
Hon. Marie-Hélène Gaudreau MP, Canada Federal  
CPA Headquarters Secretariat

15:15-15:30

## Refreshment Break

15:30-16:45

## Deepfakes: A New Online Gender-Based Violence? (Virtual Session)

This session will provide attendees with a foundational knowledge of Tech Facilitated Gender-Based Violence (TFGBV) including awareness raising for those in public office. It will also outline the challenges in detection and regulation for policy makers and offer a gendered approach to research and project design which targets the negative effects Online Gender-Based Violence (OGBV) in an increasingly tech-centred environment.

### Speakers

Suzie Dunn, Senior Fellow at CIGI, Ph.D. candidate, University of Ottawa and Assistant Professor of Law & Technology, Dalhousie University  
Dr. Kiran Hassan, Coordinator of Freedom of Expression and Digital Rights, Institute of Commonwealth Studies  
Varaidzo Faith Magodo-Matimba, Grants and Growth Coordinator Policy, POLLICY  
Sophie Compton, Director of 'Another Body'

## Free Evening



## DAY 2

Location: Serena Hotel - Kuvikoni 1

By the end of Day 2 you will have:

- Networked with local organisations working towards promoting gender equality in parliament and beyond
- Understood the use of quotas as a strategy to promote women's representation in parliament
- Developed strategic communication skills to engage effectively with various media forms

09:00-09:15 **Recap of Day 2**

This session will begin with reflections of discussions and activities that were held in Day 1.

### Facilitator

CPA Headquarters Secretariat

09:15-11:30 **Support and Action: Parliamentary Networking Session**

Participants will interact and learn from stakeholders and organisations engaged in promoting gender equality.

### Attendees

Stella Manda, Senior Gender Advisor, UN Women  
Dr. Lulu Mahai, Director, Institute of Gender Studies  
Dr. Rose Reuben, Executive Director, Tanzania Media Women Association  
Tike Mwambipile, Executive Director, Tanzania Women Lawyers Association (TAWLA)  
Hon. Neema Lugangira, Omuka Hub / Agri Thamani Foundation TBC  
Lilian Luindi, Executive Director, Tanzania Gender Networking Programme TBC  
Mary Rusimbi and Marije te Riele, The Women Fund Tanzania Trust TBC  
Jane Magigita, Executive Director, Equality for Growth Tanzania  
Godfrida Magubo, United Nations Association of Tanzania TBC

10:30-10:45 **Refreshment Break**

11:30-13:00 **Gender Quotas**

The session will continue the conversations undertaken during the 66th Commonwealth Parliamentary Conference and offer participants the opportunity to have an open discussion about the effectiveness and desirability of quotas. The session will allow participants to learn from the experiences and success stories from parliaments across the Commonwealth whilst also gaining knowledge of alternative strategies for further promoting women's representation in parliaments.

### Speakers

Hon. Rosemarie Bangura MP, Sierra Leone  
Hon. Talita Monnakgotla MP, Botswana TBC  
Stella Manda, Senior Gender Advisor, UN Women

13:00-14:00 **Lunch**

# DAY 2 – 7 DECEMBER 2023

14:00-15:00

## **Strategic Media Communications Part 1**

*This session will allow participants to hear from expert presentations on how to engage with local and national media to most effectively advocate for gender equality and greater women's representation. The session is timed to provide ample time for questions to be put to the experts in attendance.*

### **Speakers**

Dr. Dotto Paul Kuhenga – Lecturer, University of Dar es Salaam  
Dr. Rose Reuben, Executive Director, Tanzania Media Women Association  
Deputy Inna Gardiner, Jersey

15:00-15:15

## **Refreshment Break**

15:15-16:45

## **Strategic Media Communications Part 2**

Continuing from the previous session, participants will apply practical knowledge learnt from the experts in an interactive exercise in a collaborative role-play exercise, either presenting or fielding questions pertaining to specific topics.

### **Faciliators**

CPA Headquarters Secretariat

## **Free evening**

## DAY 3

Location: Serena Hotel - Kuvikoni 1

By the end of Day 3 you will have:

- Been able to identify attributes of a successful women's parliamentary caucus
- Understood the concept of gender mainstreaming
- Engaged in a practical activity on gender mainstreaming and develop tangible skills

09:00-09:15

### Recap of Day 2

This session will begin with reflections of discussions and activities that were held in Day 2.

#### Facilitator

CPA Headquarters Secretariat

09:15-10:30

### Establishing a successful Women's Parliamentary Caucus

Participants will hear from colleagues who have been active members of their women's caucus and understand the importance of women's caucuses, their function, impact and how they can feed into the parliamentary agenda.

#### Speakers

Hon. Dr Zainab Gimba, CWP Chairperson, Nigeria

Senator Hon. Elena Smith, Belize TBC

Hon. Virginia Alice Camealio-Benjamin, Eastern Cape TBC

CPA Secretariat Headquarters

10:30-10:45

### Refreshment Break

10:45-12:45

### Interactive Exercise session on Women's Parliamentary Caucus

A fictional scenario-based exercise in which participants assume the role as Members of a women's cross-party caucus and identify, discuss, negotiate and work together to decide on one new initiative the caucus that will improve the impact and reach of the caucus.

#### Facilitators

CPA Headquarters Secretariat

12:45-14:00

### Lunch

14:00-15:00

### Gender Mainstreaming

Participants will gain an understanding of gender mainstreaming and it being a core element of a gender sensitive parliament. Participants will understand how it is implemented and what it means in practice within the parliament.

#### Speaker

Stella Manda, Senior Gender Advisor, UN Women

# DAY 3 – 8 DECEMBER 2023

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15:00-15:15 **Refreshment Break**

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15:15-16:30 **Interactive Exercise session on Gender Mainstreaming**

Following the previous session, participants will engage in Think-Pair-Share discussions where they will engage in peer-to-peer mutual learning of experiences from their jurisdictions. They will also create an information poster detailing avenues of gender mainstreaming in parliaments.

**Facilitators**

*CPA Headquarters Secretariat*

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16:30-17:00 **End of Workshop**

Participants will feedback on the workshop and complete a post-workshop survey.

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**Free Evening**

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# ATTENDEE BIOGRAPHIES

## BELIZE

**Senator Hon. Elena Smith**

**Current Position held in Parliament/Government:** Member of Parliament

**Year of Election/Appointment:** 2016

**Government/Opposition:** Independent

**Political Party:** n/a



**Biography of Career in Parliament:**

Senator Elena Smith is an educator by profession. In 2020, Senator Smith was reappointed as Senator for the National Trade Union Congress of Belize and Civil Society Steering Committee and continues to serve in this capacity up to date.

From October 2016 to November 2017, Senator Smith was a member of the Senate Special Select Committee which was established to inquire into and report on the findings of a special audit report prepared by the Auditor General in relation to the Immigration and Nationality Department.

In 2016, Senator Smith was first appointed to Parliament as Senator for the National Trade Unions Congress of Belize and Civil Society Steering Committee.

## BOTSWANA

**Hon. Talita Monnakgotla MP**

**Current Position held in Parliament/Government:**

Vice Chairperson of CWP Africa Region, Member of Parliament

**Year of Election/Appointment:** 2019

**Government/Opposition:** Government

**Political Party:** Botswana Democratic Party



**Biography of Career in Parliament:**

2021 - Present: Assistant Minister of Local government and Rural Development

2019: Member of Parliament

2002 - 2019: Managing Director at AT & T Travel and Tours

1994 : Technician/Inspector Forensic Laboratory

1994 - 2002: Diploma in Laboratory Technology - HIS May



## BOTSWANA

### Hon. Wilhemina Tebogo Makwinja MP

**Current Position held in Parliament/Government:**

Chairperson of Botswana Parliamentary Caucus on Women

**Year of Election/Appointment:** 2019**Government/Opposition:** Government**Political Party:** Botswana Democratic Party**Biography of Career in Parliament:**

2019 - Present: Assistant Minister for Basic Education

2014 - 2019: Human Resources Consultant at Leadex Consulting

2012 - 2014: Head of Human Resources at Botswana Investment and Trade Centre

1990 - 2012: Human Resources Officer at Debswana Mining Company

1986 Bachelor's degree in Sociology and Social Policy, University of Essex, England

## CANADA FEDERAL

### Hon. Marie-Hélène Gaudreau MP

**Current Position held in Parliament/Government:**

Bloc Québécois Caucus Chair; Vice-Chair Standing Committee on Procedure and House Affairs

**Year of Election/Appointment:** 2019**Government/Opposition:** Opposition**Political Party:** Bloc Québécois**Biography of Career in Parliament:**

2022 - Present : Vice-Chair Standing Committee on Procedure and House Affairs

2021 - Present : Caucus Chair

2019 – 2021 : Spokesperson for Access to Information, Ethics and Privacy

2019 – 2021 : Vice-chair Standing committee on Access to Information, Ethics and Privacy

2019 – 2021 : Spokesperson for Living Together

2019 – 2021 : Deputy Caucus Chair

2020 – 2021 : Member, Special Committee of the Covid-19 Pandemic





## EASTERN CAPE

### Hon. Virginia Alice Camealio-Benjamin MPL

**Current Position held in Parliament/Government:**

Chairperson of the Standing Committee on Women's Caucus

**Year of Election/Appointment:** 2019

**Government/Opposition:** Government

**Political Party:** African National Congress

**Biography of Career in Parliament:**

Chairperson of the Standing Committee on Women's Caucus

Member of the Rules Committee

Member of the Portfolio Committee on Rural Development and Agrarian Reform

Member of the Portfolio Committee on Sport, Recreation, Arts and Culture

Member of the Portfolio Committee on Cooperative Governance and Traditional Affairs

Member of the Standing Committee on Money Bills

Member of the Public Participation, Petitions & Education Standing Committee

Member of the Programming Committee Member of the Multi-Party Whips Committee

Member of the Portfolio Committee on Community Safety

Member of the Portfolio Committee on Roads and Transport

## EASTERN CAPE

### Hon. Marshall von Buchenroder MPL

**Current Position held in Parliament/Government:**

Whip of the Opposition

**Year of Election/Appointment:** 2014

**Government/Opposition:** Opposition

**Political Party:** Democratic Alliance

**Biography of Career in Parliament:**

Hon Von Buchenroder has been a member of the Legislature since 2014.

He currently serves as member of the official opposition, the Democratic Alliance.

He has also served as Chief Whip of the Opposition and leading opposition parties in the Whips Committees.

Hon. Von Buchenroder has served in the following committees in the Legislature:

Rules Committee; Portfolio Committee on Roads and Transport (Shadow MEC); Portfolio Committee on Safety and Liaison; Multi-Party Whips Committee; Programming Committee; and Sub-Committee on the Internal Arrangements.





## JERSEY

### Deputy Inna Gardiner

**Current Position held in Parliament/Government:**  
Minister for Children and Education

**Year of Election/Appointment:** 2022  
**Government/Opposition:** Government  
**Political Party:** Independent

#### **Biography of Career in Parliament:**

2022 : Re-elected as a Deputy in St Helier North on 27th June 2022  
2020 : Elected as Chair of the Public Accounts Committee on 20th October 2020  
2019: Elected as a Deputy in St. Helier No. 3/4 and sworn in to office

Minister for Children and Education  
Member of the Diversity Forum  
Record of service to the States Council of Ministers  
Diversity Forum (PPC Sub-Committee)  
Political Awareness and Education Sub-Committee  
Constituency Offices (PPC Sub-Committee)



## KENYA

### Hon. Beatrice Adagala MP

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2022  
**Government/Opposition:** Government  
**Political Party:** Amani National Congress

#### **Biography of Career in Parliament:**

Hon. Beatrice Adagala was first elected to Parliament in 2017 as a county women representative for Vihiga County.

During her previous term, she served in the Committees on Justice and Legal Affairs; Health and the Procedure and House Rules Committee.

She is currently a member of the Public Investments Committee on Commercial Affairs and Energy. Hon. Adagala holds a Bachelor of Arts degree in International Studies, and MA in Theology.





## KENYA

### Hon. Christine Ombaka MP

**Current Position held in Parliament/Government:**

Member of the National Assembly

**Year of Election/Appointment:** 2017

**Government/Opposition:** Opposition

**Political Party:** Orange Democratic Movement



**Biography of Career in Parliament:**

Hon. Dr. Christine Oduor Ombaka was first elected to parliament in 2017 as a county women representative for Siaya County.

She is a member of the departmental Committee on Education and Research. She holds a PhD in Applied Linguistics from the Irish International University.

## KERALA

### Hon. Kanathil Jameela MLA

**Current Position held in Parliament/Government:**

Member of Legislative Assembly

**Year of Election/Appointment:** 2021

**Government/Opposition:** Government

**Political Party:** Communist Party Of India



**Biography of Career in Parliament:**

Hon. Kanathil Jameela was President of Thalakkulathoor Grama Panchayath (1995), President of Chelannur Block Panchayath (2005), President of Kozhikode District Panchayath (2010-2015 & 2019-2021).

She is presently the Member of CPI(M) Kozhikode District Committee and of Committee on Welfare of Women, Children, Transgenders & Differently Abled.



## KERALA

**Hon. K Babu (Nenmara) MLA**

**Current Position held in Parliament/Government:**

Member of the Legislative Assembly

**Year of Election/Appointment:** 2016

**Government/Opposition:** Government

**Political Party:** Communist Party of India



**Biography of Career in Parliament:**

Mr. K. Babu (Nenmara) was President of Nenmara Block Panchayath (1995), Member of Palakkad District Panchayath (2000), President of Nenmara Grama Panchayath (2005).

He is presently the Chairman of Museum Advisory Committee of Kerala Legislative Assembly and member of Committee on Other Backward Classes.

## MOZAMBIQUE

**Hon. Ana Antonia Henrique Dimitri MP**

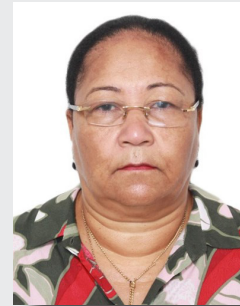
**Current Position held in Parliament/Government:**

Member of Administrative Council within the Parliament and Member of Permanent Committee (Executive Body)

**Year of Election/Appointment:** 2009

**Government/Opposition:** Government

**Political Party:** Frelimo



**Biography of Career in Parliament:**

2020 Member of Permanent Committee and CPA Branch of Mozambique

2015 Member of Administrative Council and CPA Branch of Mozambique

2009 Member of Administrative Council

## MOZAMBIQUE

**Hon. Felizarda Clara de Castro MP**

**Current Position held in Parliament/Government:**

Member of Parliament

**Year of Election/Appointment:** 2019

**Government/Opposition:** Opposition

**Political Party:** Renamo



**Biography of Career in Parliament:**

Member of Planning and Budget Committee

2020 - Present: Member of Defense Committee





**NAMIBIA**

**Hon. Melanie Ndjago MP**

**Current Position held in Parliament/Government:**

Member of Parliament: National Council

**Year of Election/Appointment:** 2015

**Government/Opposition:** Government

**Political Party:** SWAPO Party

**Biography of Career in Parliament:**

2015 - 2025 : Member of the Fifth and Sixth National Council for Erongo Region

1996 - 2004: Swapo District Coordinator

1996 - 2004 : Local Authority Councilor



**NAMIBIA**

**Hon. Edson Isaaks MP**

**Current Position held in Parliament/Government:**

Member of Parliament

**Year of Election/Appointment:** 2020

**Government/Opposition:** Opposition

**Political Party:** Landless People's Movement

**Biography of Career in Parliament:**

- Member of Parliament

- Member of the Parliamentary Standing Committee on Constitutional and Legal Affairs

- Member of the Parliamentary Standing Committee on Human Resources and Community Development



**NIGERIA**

**Hon. Peter O. Nwaebonyi MP**

**Current Position held in Parliament/Government:**

Deputy Minority Whip

**Year of Election/Appointment:** 2023

**Government/Opposition:** Opposition

**Political Party:** Peoples Democratic Party

**Biography of Career in Parliament:**

Lawyer and former Chairman of Peoples Democratic Party in Ebonyi State



## NIGERIA

### Hon. Dr Zainab Gimba MP

#### Current Position held in Parliament/Government:

Member of various Committees and Commonwealth Women Parliamentarian Chairperson

**Year of Election/Appointment:** 2019

**Government/Opposition:** Government

**Political Party:** All Progressives Congress (APC)



#### Biography of Career in Parliament:

Hon. Dr. Zainab Gimba was a Lecturer at the Department of Public Administration, University of Maiduguri, Commissioner for Poverty Alleviation and Youth Empowerment from 2011-2014, Honourable Commissioner, Universal Basic Education Board from 2014-2015, Honourable Commissioner, Ministry of Water Resources from 2015 - October 2018, House of Representative Member to represent Ngala, Bama and Kala Balge constituency.

Fellow, Chartered Institute of Public Diplomacy and Management, Nigeria; Fellow, Institute of Management Consultants; Fellow, Certified Institute of Management and Member, International Research and Development Institute, as well as Fellow institute of Management specialist all in Nigeria. Hon. Gimba is a member of Development Studies Association (DSA), United Kingdom.

University of Maiduguri, University of Abuja

## QUEENSLAND

### Hon. Corrine McMillian MLA

#### Current Position held in Parliament/Government:

Chair, Community Support and Services Committee

**Year of Election/Appointment:** 2017

**Government/Opposition:** Government

**Political Party:** Australian Labor Party



#### Biography of Career in Parliament:

2020 - Present : Chair, Community Support and Services Committee

2017 - Present: Member for Mansfield

Past:

Member, Parliamentary Crime and Corruption Committee: 4 Mar 2019 - 25 Nov 2020

Member, Legal Affairs and Community Safety Committee: 15 Feb 2018 - 6 Oct 2020

Temporary Speaker: 15 Feb 2018 - 6 Oct 2020



## QUEENSLAND

### Hon. Deborah Frecklington MLA

**Current Position held in Parliament/Government:**

Member for Nanango; Shadow Minister for Water and the Construction of Dams;  
Shadow Minister for Regional Development and Manufacturing

**Year of Election/Appointment:** 2012

**Government/Opposition:** Opposition

**Political Party:** Liberal National Party



**Biography of Career in Parliament:**

Parliamentary Service Current: Shadow Minister for Water and the Construction of Dams: 16 Nov 2020; Shadow Minister for Regional Development and Manufacturing: 16 Nov 2020.

Past: Shadow Minister for Trade: 15 Dec 2017 - 15 Nov 2020; Leader of the Opposition: 12 Dec 2017 - 11 Nov 2020; Deputy Leader of the Opposition and Shadow Minister for Infrastructure, State Development, Trade and Investment: 10 May 2016 - 11 Dec 2017; Deputy Leader of the Opposition: 6 May 2016 - 10 May 2016; Shadow Minister for Agriculture, Fisheries and Forestry: 20 Feb 2015 - 10 May 2016; Assistant Minister to the Premier: 28 May 2014 - 30 Jan 2015; Assistant Minister for Finance, Administration and Regulatory Reform : 18 May 2012 - 28 May 2014; Parliamentary Secretary for Finance, Administration and Regulatory Reform : 12 Apr 2012 - 18 May 2012

## RWANDA

### Hon. Madina Ndagiza MP

**Current Position held in Parliament/Government:** Chairperson of CWP Africa Region

**Year of Election/Appointment:** 2018

**Government/Opposition:** Government

**Political Party:** Parti Democratic Ideal



**Biography of Career in Parliament:**

Parti Democratic Ideal, Secretary-General

Chairperson of CWP Africa Region

Chairperson of the CPA Rwanda Branch CWP Steering Committee

Hon. Ndagiza is a Attorney and Gender Specialist with 16 years of experience supporting internationally-funded programs. She has expertise in provision of legal advice to projects; drafting cooperation agreements between the government and international partners, and national government and international organizations; and advising institutions on both domestic and international legal instruments. She possesses excellent networking skills with government entities and its partners and further skills in capacity building, qualitative research and advising on gender and women's rights.



**SIERRA LEONE**

**Hon. Adama Bangura MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2023  
**Government/Opposition:** Government  
**Political Party:** Sierra Leone People's Party

**Biography of Career in Parliament:**  
She is a member of the following Committees:  
- Trade and Industry  
- Transparency and Accountability  
- Planning and Economic Development



**SIERRA LEONE**

**Hon. Rosemarie Bangura MP**

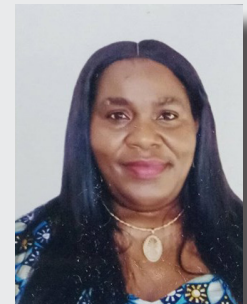
**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2012  
**Government/Opposition:** Opposition  
**Political Party:** All Peoples Congress

**Biography of Career in Parliament:**  
Hon. Bangura graduated with a Higher National Diploma and National Diploma awards in Business Management respectively and she follows the trend of her education to become a business entrepreneur by profession.

She was elected in Tonkolili District, North of Sierra Leone, in 2016 and was again re-elected in 2018.

Hon. Rosemarie Bangura is the Deputy Chairman for the Tourism Committee, a Member of the Finance Committee and Youth Affairs Committee.





## SOUTH AFRICA

### Hon. Solomon Lechesa Tsenoli MP

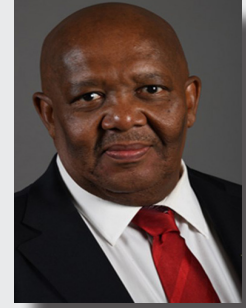
#### **Current Position held in Parliament/Government:**

Deputy Speaker of the National Assembly

**Year of Election/Appointment:** 1999

**Government/Opposition:** Government

**Political Party:** African National Congress



#### **Biography of Career in Parliament:**

Hon. Lechesa Tsenoli was re-elected the Deputy Speaker of the National Assembly in the 6th Parliament of the Republic of South Africa in 2019, his second term as Deputy Speaker of the National Assembly. He has more than 25 years as a public representative, including roles in both Legislative sector and the Executive.

Born at Bultfontein in the Free State province, Mr. Tsenoli completed high school education at Bodibeng High School in Kroonstad. Over the years he acquired the following qualifications; certificates in adult education, public policy and facilitation. He is a graduate of the International Program of the Gestalt Institute of Cleveland on Organisation and Systems Development. He is currently a student in leadership, organisational and executive coaching. He is a level 2 Trauma Release Exercise (TRE) Practitioner.

Mr. Tsenoli is the founding National Deputy President and later President of the South African National Civics Organisation (SANCO). He served as UDF's Publicity Secretary in Natal and was an active member of the ANC underground. He is a member of the ANC and a member of the Central Committee of the South African Communist Party (SACP) following his re-election in its 14th congress in 2017.

A Member of Parliament since 1994, Mr. Tsenoli served in the following committees: Portfolio Committee on Constitutional Development and Local Government, the Portfolio Committee on Housing, the Ad Hoc Committee in Represented Political Parties, the Special Ministerial Committee on the Transformation of the Independent Development Trust (IDT), the Special Ministerial Committee on Removing Obstacles to Housing Delivery, the Special Ministerial Political Committee on the White Paper on Local Government and the Inter-Ministerial Committee on HIV/AIDS.

\*The following is a chronology of the roles he played in both the Executive and Legislative arms of State:

Deputy Speaker, National Assembly, 6th Parliament - 2019 - current

Deputy Speaker, National Assembly, 5th Parliament - 2014 - 2019

Minister for Cooperative Governance and Traditional Affairs - 2013 - 2014

Deputy Minister of Rural Development and Land Reform - 2011 - 2013

Member of Parliament, National Assembly: Portfolio Committee chair: - 2004 - 2011

Arts and Culture and Provincial and Local Government

(now Cooperative Governance and Traditional Affairs)

Member of Executive Council Free State Provincial Government - 1999 – 2004

Local Government and Housing

\*\*Other roles:

Member of board of directors of the Isandla Institute (a public interest think tank concerned with democratic urban settlements and convenor of a number of dialogue initiatives, such as, the Good Governance Learning Network) 2009 to 2013

Chairperson of the Khanya African Institute for Community-Driven Development – 2001 - 2009.





**SOUTH AFRICA**

**Hon. Winnie Ngwenya MP**

**Current Position held in Parliament/Government:**  
House Chairperson: International Relations

**Year of Election/Appointment:** 2019  
**Government/Opposition:** Government  
**Political Party:** African National Congress



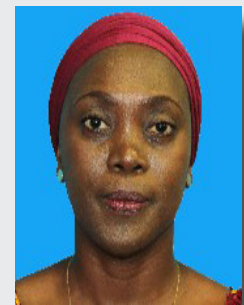
**Biography of Career in Parliament:**  
House Chairperson: International Relations & Members Support  
CWP Rep of the South African Parliament  
Member of the Communications Committee  
Member of the Ethics Committee  
Member of the Multiparty Women Caucus

**TANZANIA**

**Hon. Alice Karungi Kaijage MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2015  
**Government/Opposition:** Government  
**Political Party:** Chama Cha Mapinduzi



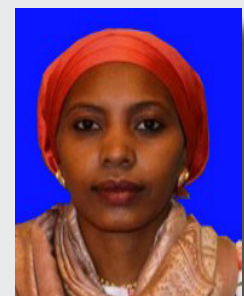
**Biography of Career in Parliament:**  
2020 - Present : Member of Parliamentary Standing Committee on Administration, Constitution and Law  
  
2015 to 2020 : Member of Parliamentary Standing Committee on HIV/AIDS, Tuberculosis and non-Communicable Diseases ; Member of Parliamentary Standing Committee on Administration and Local Governments

**TANZANIA**

**Hon. Aysharose Ndogholi Mattembe MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2015  
**Government/Opposition:** Government  
**Political Party:** Chama Cha Mapinduzi



**Biography of Career in Parliament:**  
2015 - Present : Member of Budget, Industries and Commerce Committee  
- Member of Public Accounts Committee  
- Member of Local Accounts Authorities Committee







**TANZANIA**

**Hon. Cecil David Mwambe MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2015  
**Government/Opposition:** Government  
**Political Party:** Chama Cha Mapinduzi

**Biography of Career in Parliament:**

2015 to 2020: Member of Parliamentary Standing Committee on HIV/AIDS, Tuberculosis and non-Communicable Diseases and Member of Budget, Industries and Commerce Committee



**TANZANIA**

**Hon. Rose Cyprian Tweve MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2015  
**Government/Opposition:** Government  
**Political Party:** Chama Cha Mapinduzi

**Biography of Career in Parliament:**

2015 - Present : Member of Health Committee  
Member of Education Committee  
Member of HIV/AIDS Committee  
Member of Foreign Affairs Committee



**TANZANIA**

**Hon. Salome Wycliffe Makamba MP**

**Current Position held in Parliament/Government:**  
Member of Parliament

**Year of Election/Appointment:** 2015  
**Government/Opposition:** Opposition  
**Political Party:** Chadema

**Biography of Career in Parliament:**

2015 - Present: Member of Constitutional And Legal Affairs Committee  
Member of Standing Order Committee  
Member Regional Administration and Local Government Committee  
Member of Subsidiary Legislation Committee





## VICTORIA

### Hon. Lucinda McLiesh MLA

**Current Position held in Parliament/Government:**

Shadow Minister for Women

**Year of Election/Appointment:** 2010

**Government/Opposition:** Opposition

**Political Party:** Liberal Party



**Biography of Career in Parliament:**

2022 - Present : Shadow Minister for Women, Prevention of Family Violence, Small Business, Workcover and the TAC

2018 - 2022 : Shadow Minister for various portfolios

2018 - 2021 : Deputy Leader of the Liberal Party

2010 - : Member of various Parliamentary Committees

## VICTORIA

### Hon. Juliana Addison MLA

**Current Position held in Parliament/Government:**

Committee Chair; CWP representative on Region's CWP Steering Committee

**Year of Election/Appointment:** 2018

**Government/Opposition:** Government

**Political Party:** Australian Labor Party



**Biography of Career in Parliament:**

2023 - Present : Chair, LA Environment and Planning Committee

2023 : Acting Speaker

2019 - 2022 : Member, LA Economy and Infrastructure Committee





**ZAMBIA**

**Hon. Allen Banda MP**

**Current Position held in Parliament/Government:**

Backbencher

**Year of Election/Appointment:** 2021

**Government/Opposition:** Opposition

**Political Party:** Patriotic Front Party

**Biography of Career in Parliament:**

Member of Parliament

Profession: Business Administrator / Computer Programmer

Educational Qualification: Certificate in Computer Programming

Grade 12 Certificate

MBA



**ZAMBIA**

**Hon. Emelda Munashabantu MP**

**Current Position held in Parliament/Government:**

Vice Chairperson of the Committee on Local Governance, Housing and Chiefs Affairs

**Year of Election/Appointment:** 2021

**Government/Opposition:** Government

**Political Party:** United Party for National Development

**Biography of Career in Parliament:**

Vice Chairperson of the Committee on Local Governance, Housing and Chiefs Affairs

Vice Chairperson of the Committee on Youth, Sport and Child Matters

Member of Parliament





# CPA TEAM BIOGRAPHIES

## **BÉNITE DIBATEZA** **PROGRAMMES MANAGER & COORDINATOR, CPA COMMONWEALTH WOMEN** **PARLIAMENTARIANS NETWORK**

Bénite joined the Commonwealth Parliamentary Association in 2017 and is currently the lead coordinator of the CPA Commonwealth Women Parliamentarians (CWP) Network. She has published the CPA Anti-Harassment Policy Guidelines: A Toolkit for Commonwealth Parliaments. In December 2022, Bénite supported the delivery of the CPA's first Gender Sensitive Review for the Australian Capital Territory Legislative Assembly.

Bénite holds a BA Hons. in French and International Relations from Coventry University including a certificate in Applied Foreign Languages from La Sorbonne Nouvelle Paris 3, 2016 and a MA in International Studies and Diplomacy from the School of Oriental and African Studies (SOAS). Bénite also holds a Project Management for Development (PMD Pro) certification.



## **AVNI KONDHIA** **PROGRAMMES OFFICER**

Avni joined the Commonwealth Parliamentary Association in 2020 and is currently a Programmes Officer leading and supporting on a variety of roles. She was previously the Strategy, Engagement and Governance Officer at CPA. Former roles include Project Coordinator, Global Forum for Women Political Leaders, Reykjavik, Iceland.

Education - 2020 : Global Diplomacy Diplomacy in the Modern World, Coursera - School of Oriental and African Studies

2020 : The Modern Commonwealth, Institute of Commonwealth Studies

2018 - 2019 : International Politics MSc, School of Oriental and African Studies, 2018 – 2019;

2012 - 2015 : Law and Sociology BA, Keele University



## **CHARLOTTE CORBY** **RESEARCH INTERN**

Charlotte joined the CPA in July 2023, as a Research Intern.

Her previous roles include Executive Assistant at Quality Fire Safety Management, West Malling; Team Manager and Chef at Farm & Harper Ltd, Whitstable; Facilities Manager at Faversham Cottage Hospital, Kent; Voluntary Development Officer for International Citizen's Service, Ouagadougou, Burkina Faso; Au Pair in Madrid, Spain.

Education: 2018 - 2020 : MSc Conflict and Development Studies, School of Oriental and African Studies, University of London

2014 - 2017 : BA International Relations, Queen Mary University of London



## ABOUT THE CPA

The Commonwealth Parliamentary Association (CPA) connects, develops, promotes and supports parliamentarians and their staff to identify benchmarks of good governance and the implementation of the enduring values of the Commonwealth. The CPA collaborates with parliaments and other organisations, including the intergovernmental community, to achieve its statement of purpose. It brings parliamentarians and parliamentary staff together to exchange ideas among themselves and with experts in various fields, to identify benchmarks of good practices and new policy options they can adopt or adapt in the governance of their societies.

To learn more, visit our website here. [www.cpahq.org](http://www.cpahq.org)

## THE CPA NETWORKS

### Commonwealth Women Parliamentarians

The CWP) was founded in 1989 to increase the number of female elected representatives in Parliaments and legislatures across the Commonwealth and to ensure that women's issues are brought to the fore in parliamentary debate and legislation. The network provides a means of building the capacity of women elected to parliament to be more effective in their roles; improving the awareness and ability of all Parliamentarians, male and female, and encouraging them to include a gender perspective in all aspects of their role - legislation, oversight and representation and helping parliaments to become gender-sensitive institutions. Find out more here: <https://www.cpahq.org/our-networks/commonwealth-women-parliamentarians/>

### CPA Small Branches

Established in 1981, the network represents Commonwealth jurisdictions with populations under 500,000 and operates within the framework of the CPA. The CPA Small Branches network seeks to “empower small parliaments to overcome national and global challenges through cooperation, advocacy and the strengthening of parliamentary democracy and good governance”. Find out more here: <https://www.cpahq.org/our-networks/cpa-small-branches/>

### Commonwealth Parliamentarians with Disabilities

Recognising the need to increase representation of persons with disabilities in political institutions, the Commonwealth Parliamentarians with Disabilities (CPwD) network has been established to facilitate activities and programmes to champion and increase representation of persons with disabilities in Commonwealth parliaments and to work towards the mainstreaming of disability considerations in all CPA activities and programmes. Find out more here: <https://www.cpahq.org/our-networks/commonwealth-parliamentarians-with-disabilities/>





# NOTES

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Lined area for taking notes during the workshop.











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**Commonwealth Parliamentary Association (CPA)**

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LONDON, SW1A 0AA, UNITED KINGDOM

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