



# ACTIVITY REPORT 2022

**First Debate:** The Career Integration of African Women and their Importance to their Communities

**Second Debate:** The Violence Against Women in The Workplace and How To Report It



Save The Rights (STR)

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## **EXECUTIVE SUMMARY**

This report covers the mini forum activities of Save the Rights conducted on 3<sup>rd</sup> July 2022 in Kampala – Uganda. The mini forum included group discussion and two debates aimed at raising the awareness of young people, especially women and girls, in order to protect them from all sorts of violence in the workplaces. The training sessions and discussions were chaired by human rights activists from various countries such as the UK and North America and even other African countries.

Most of the participants of this mini forum were of different nationalities such as Nigeria, Ghana, Kenya, Uganda, and Somalia. There were approximately 100 participants including the facilitators, trainers, and panelists. The forum mainly focused on the integration of women and girls in Africa and discussed three main issues namely; the career integration of women in Africa and their importance to their communities, violence against women in the workplace and how to report it and finally performing their duties and in general to develop their careers. The majority of the women and girls who participated in this forum were so delighted with the activities and future prospects of Save The Rights as an organization.

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## **Introduction**

This is the Save the Rights activity report for the mini forum held on 3<sup>rd</sup> July 2022 at SojoValo Hotel in Kampala. Save the Rights, is an advocacy organization for the rights of women and girls in education and in the workplace. The organization advocates for the rights of workers, especially women, and campaigns to raise the level of professionalism of Somali women and to prevent all forms of violence against women in the workplace as well as abuse of young girls in the workplace and education.

Save The Rights (STR) is to save women and girls' rights in the workplace and in education. Women's career development to advocate for change, safe places to study and work, equal rights, effective decision-making, provide networking and capacity-building opportunities and highlight the socio-economic challenges facing women, girls, and vulnerable groups through justice and career development with better education, by advocating, networking, capacity building, and awareness.

## **Description of Activities**

### **Session One: The importance of African Women in Entrepreneurship**

John Bosco who was the trainer of this session told the youth about the benefit of a girl who has her own idea to work or have a skill, that skill or that idea helps her to create an opportunity for herself to win in the field. Culture, harsh circumstances and she being under an unkind manager who takes advantage of her femininity or in other ways wrongfully harms and abuses her. Not all of us can't get a job in an office, even if we do, we can't find find places and leaders who are good at recruiting workers, especially girls, so you must have the inner potential to help you do things and think independently. Every woman in this world has the power to improve herself and her community. Aside from the African community still does not seem to appreciate or value the role of professional women in African communities and this is a major challenge they face. African women are the majority. If the African society really understood the importance of their

professional, there would not be many housewives or surrendered women, we would see the society that depends on women as much as it depends on men.

The training topics given by the trainer were: **Introduction of entrepreneurship, who is an entrepreneur, super sales people, real managers, characteristic of successful entrepreneur** etc.

### **First Debate: The Career Integration of African Women and their Importance to their Communities**

This discussion focused on the interaction of African women and their importance in order to analyze and show their importance in general. It can lead to a great development for African women because they will share ideas, views, knowledge and experiences that they have encountered in their different African communities which will enable them to have close relations and cooperate in this common challenge culture and the communities they meet and can help each other through integration: economic, entrepreneurial, capacity buildings and social integration.

There are many benefits for women who interact with each other that lead to women being mentally strong, being first, and being mediators and to play a part in the fate of African countries which increases their importance.

**Nasteha, an DRC worker** opened up Session One by first of all; introducing all the participants to the mini forum and she also articulated how the forum was to be conducted. She informed the participants that there was going to be a group discussion that was and then two debates that were all held.

**Professor John Bosco** took on the stage and he emphasized that every woman had a unique nature, interests, and abilities, therefore, she can be able to create her own ideas. He later asked, “What is your talent? What are your interests? What are your abilities?”

He furthermore elaborated on reasons why girls should not wait for government jobs since they no longer exist but instead to create their own.

*“You are waiting for a government job, there are no more government jobs for you girls, you have to create your own” - **Professor John Bosco, a senior lecturer***

### **Panelist Comments**

**Ms. Ruth Komuntale Akiiki**, the Managing Director, ECOCA East Africa noted that teaching everyone on this planet is the woman’s job which is priceless. She also furthermore stressed the point of why women are a nation. Ms. Ruth furthermore revealed that without women, we would not have children, we would not have enough support and therefore all of us need women since women are everything. In addition to that, she later added that time is life, and everything is a part of your life.

Another panelist was **Koojo Ablode**, the Director of Strategy, OWC Office of the President of Uganda suggested that to grow the career path, three things are needed; a sound mind to make a choice, 24 hours, and lastly someone to support you. He also revealed that without any career, you can't do anything for yourself, for your family and for your society, so maintain your career path.

*“What you think is exactly what you are. If you are thinking you are poor and you are stupid, that is exactly what you are”, - **Koojo Ablode, Director Strategy at OWC Office of the President.***

Jackie Eli Batamuliza, Research Associate, Great Lakes Institute for Strategic Studies was also another panelist who suggested that mothers do everything for love but forget to do things for themselves. She went on asked, “What are the sustainable things that you never loose like your career?”. She later added that she goes and does research every day and publish what she thinks is correct because as a woman, she feels that our country depends on women in Africa like her.

## **Session Two: Women's Career Development**

It is often difficult for women in Africa, especially in Somalia, to think about their career development. It is difficult to convince a girl who grew up in Somalia that her career is the most important thing in her life. It is difficult to convince her to be self-dependent or financially dependent, the reason is that she thinks that the man she will marry in the future is the one who will give everything and she will be completely dependent on him, and it is a challenge inherited from the culture and everything related to it. It is necessary for women to develop their careers, and it helps them to be financially independent at all times, to be able to survive every obstacle they face, to be a changer and the change comes from her by nature. According to these we train them such important topics of women's career development: ***Career women and work life balance, women empowerment, women safety in workplace, individual career development plan, Career development plan goals and objectives, steps process for career development, developing strategic vision for your career plan*** and so on.

### **Second Debate: The Violence Against Women in The Workplace and How To Report It**

This discussion facilitated the mention of all types of violence and harassment women face in the workplace and how they can be reported. It is easy for the people in various institutions in Somalia to violate the rights of workers in general and especially the rights of girls, it is easy for them to do harassment or sexual violence because the government does not know anything about it, the factors helping them: The culture prevents the women and girls from talking about the abuse is also a social obstacle for the women and puts a stigma on the women or girl who speaks about what is being done to her. These reasons enable the perpetrator to do whatever he wants without showing any fear of prosecution or law enforcement, fear to lose job is also a huge factor.

The panelists informed the participants that they should not look at the perpetrators or abusers as their superiors or coworkers and urged them to immediately report the problem while they are not be afraid of anyone. Laws should be made to protect the rights



of workers in general, that the laws should be enforced and every institutions should have policies that work for the issues they face, the ways they can report.

### **Guests' comments**

A'isha Keyf narrated that while working as a junior nurse at a certain hospital, she was frequently abused and humiliated by the doctors in the same ward. She furthermore noted that a doctor would force her to operate on a patient and warn her that if that patient dies, she would be fired.

Farhiya Farah, another nurse working in Somalia revealed that she also met a lot of challenges such as working long hours while she was still in Somalia. Fortunately, she fled and came to Uganda but still, she sees the same change in Ugandan hospitals too.

Another junior nurse Hamdi Gob said that women do not report such cases because they fear social stigma therefore instead, they keep quiet and ignore them as they continue being abused and mistreated at the workplace.

### **Recommendations**

There is need to ensure that all women especially those facing intersecting forms of discrimination have equal access to employment free from gender discrimination, including discrimination based on sex stereotypes, pregnancy, and parenting; discrimination in the form of barriers to working in fields from which women have traditionally been excluded; and the systemic undervaluing of work traditionally performed by women.

Although pregnancy discrimination has long been illegal, workers who are pregnant or breastfeeding are often fired or pushed out of the workplace. This practice is rooted in the stereotype that women should be mothers, not workers, and it is reinforced by workplace policies modeled on traditional male norms.



There is need to end wage discrimination in the workplace and ensure that all workers—regardless of sex, race, national origin, age, or disability—are able to bring home every dollar they rightfully earn. As a result of discrimination, including employers’ reliance on gender stereotypes, women lack parity with men in earnings.

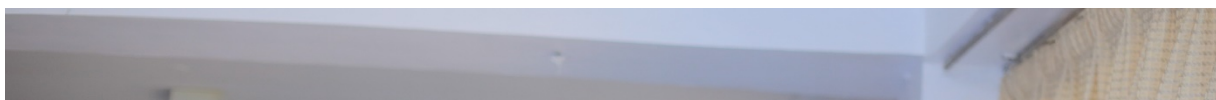
A range of barriers prevents women from having an equal opportunity to succeed in jobs from which they have traditionally been excluded. These can include formal barriers, such as physical ability tests unrelated to job performance or bans on their ability to serve in combat units, but they can also include other forms of discrimination and unconscious bias, including policies that force women out of non-traditional sectors like shipping and factory work when they become pregnant or return to work after having a baby.

Finally, the work of caring for children, sick family members, and elderly parents has traditionally been assumed to be, and often is, “women’s work.” This caregiving work, although essential to society, tends to be undervalued and is often either unpaid (when women combine care for their own families with paid work) or underpaid (when they work in caregiving occupations, such as in nursing homes). Workplace policies still fail to account for these obligations, and workers with child or elder care responsibilities often face sex discrimination and harassment, which inhibits their advancement in the workforce.

## Pictures Taken During the Mini Forum















### **Our Vision**

“Women’s career development to make a change through mediation, integration, and peace”

### **Our Mission**

“To ensure their safety in education and workplaces, ensure women’s rights are being protected using monitoring skills, justice advocacy, research, raising awareness, capacity building, integration, and special coaching for their career”

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