

BILL

A BILL ENTITLED

THE GENDER EQUALITY AND WOMEN'S EMPOWERMENT BILL, 2021

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Short title	THE GENDER EQUALITY AND WOMEN'S EMPOWERMENT BILL, 2021
	Being an Act to
Date of Commencement	
	ENACTED by the President and Members of Parliament in this present Parliament assembled.
	PART I - PRELIMINARY
Interpretation	<p>1. In this section, unless the context otherwise requires -</p> <p>"<i>access to finance</i>" means women's ability to obtain finance from financial institutions;</p> <p>"<i>appointive position</i>" means a position that is not obtained through elections;</p>

"*constituency*" means a constituency prescribed under subsection (1) of section 38 of the Constitution of Sierra Leone, 1991 (Act No.6 of 1991);

"Designated public or private bodies".....

"District" means a district established under the Provinces Act, 1960 (Cap. 60 of 1960);

"Electoral Commission" means the Electoral Commission referred to in section 32 of the Constitution of Sierra Leone, 1991 (Act No.6 of 1991);

"Gender" means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, girls and boys;

"Gender-based violence means" all acts perpetuated against women, girls, men and boys, on the basis of their gender or sex, which cause or could cause them physical, sexual, psychological, emotional, or economic harm, and includes any threat to cause such harm;

"Gender mainstreaming" mean the process of identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all sectors of life to ensure that they benefit equally;

" Gender Discrimination" means any distinction, exclusion or restriction or any differential treatment made on the basis of sex or marital status, with the purpose or effect of impairing the recognition, enjoyment or the exercise by a person, of his or her political, economic, social, physical, cultural or human rights and fundamental freedoms in all spheres of life;

"gender equality" means the full and equal enjoyment of rights and freedoms and equal access to resources, opportunities and outcomes, by women, men, girls and boys;

"gender parity" means the equal representation of men and women in appointive positions and as contestants in all elections including parliamentary elections, local government and Paramount Chieftaincy elections

"list" means the list of candidates for public elections submitted by a political party to the Electoral Commission;

"local council" means a local council established under paragraph (c) of subsection (2) of section 2 of the Local Government Act, 2004 (Act No. 1 of 2004);

"locality" means the administrative area of a local council and includes a district, town, city or metropolis;

"Member of Parliament" means a person elected as a Member of Parliament under subsection (1) of section 74 of the Constitution of Sierra Leone, 1991 (Act No.6 of 1991);

"Minister" means the Minister responsible for Gender and Children's Affairs and Ministry shall have corresponding meaning;

	<p>“private body” means—</p> <p>(a) a natural person who carries on any trade, business or profession, but only in such capacity;</p> <p>(b) a partnership which carries on any trade, business or profession;</p> <p>(c) any juristic person</p> <p>“public body” means</p> <p>(a) any department of state or administration in the central government or any municipality in the local sphere of government; or</p> <p>(b) any other functionary or institution when—</p> <p>(i) exercising a power or performing a duty in terms of the Constitution or</p> <p>(ii) exercising a public power or performing a public function in terms of any legislation;</p> <p>“political party” means an association of persons registered as a political party under the Political Parties Act, 2002 (Act No.3 of 2002);</p> <p>“public elections” means presidential, parliamentary, local government and paramount chieftaincy elections;</p> <p>“quota” means the minimum representation of female or male in elective and appointive governmental and public office positions;</p> <p>“reserved seat” means a seat reserved in each district exclusively for female candidates contesting parliamentary election and local council elections which shall rotate within that district or constituency, ward after every two terms;</p> <p>“ward” means an area within the locality which is delineated and designated by the National Electoral Commission for the purpose of electing a Councillor to a local council.</p> <p>“women empowerment” means the advancement of women in social, political and economic spheres to promote the realisation of gender equality.</p>
	<p>PART II – PROHIBITION FROM DISCRIMINATION</p>
<p>Prohibition from Discrimination</p>	<p>2. Subject to the provisions of section 27 of the Constitution of Sierra Leone, no person, organ or agency of government, public or private institution, commercial or corporate body, community, civil society organisation or other entity shall either through spoken words, acts, inactions, omissions, laws, regulations, administrative regulations, policies, guidelines, rules, customs or practices discriminate against any person on the basis of gender, sex, marital status, pregnancy or a combination of these factors.</p>
<p>Duty to promote</p>	<p>3. Every person, body, institution, community, authority or private enterprise whether public organ or body, public institution, individuals, communities or authority and</p>

gender equality	private enterprise in Sierra Leone shall take all appropriate measures, including regulatory policy, fiscal and administrative measures, to ensure the full development and advancement of all persons, especially young women, girl children and women with disability, for the purpose of guaranteeing to them the exercise and enjoyment of human rights and fundamental freedoms on a basis of non-discrimination and equality of all persons;
	PART III - RESERVED SEATS AND APPOINTMENT TO PUBLIC OFFICE
Reserved seats for elective offices	<p>4. (1) There shall be, in public elections, the following reserved seats-</p> <ul style="list-style-type: none"> a) 30 % constituency seat reserved for female candidates contesting parliamentary elections. b) 30% ward seat reserved for female candidates contesting a local council election. <p>2) Without prejudice to paragraph (a) of subsection (1) a reserved seat in a district or constituency shall rotate within the district after a minimum of two terms.</p> <p>3) A female candidate elected under a reserved seat during a public election shall be eligible for re-election for not more than one terms in reserved seat.</p> <p>4) Where a political party fails to comply with subsection (1) the Electoral Commission shall reject the party’s entire list of candidates.</p>
Procedure to determine reserved Seats	<p>5. For the next parliamentary elections, the reserved seats shall be determined.</p> <p>6. For the next ward elections, the reserved seats shall be determined as follows: (BOTH PROVISIONS TO BE DEBATED AND AGREED UPON BEFORE DRAFTING, SCHEDULES, IF NEEDED, WILL BE THEN UPDATED ACCORDINGLY)</p>
Quota not a bar to contest in public elections	7. Notwithstanding the provisions of section 4, a female candidate shall be eligible to contest in any other constituency, ward or chiefdom.
Capacity building and support mechanisms for women	8. Parliament and local councils and other designated public and private bodies to build women’s capacities to participate, train communities to accept the principles of gender equality and develop support mechanisms for women.
Women Paramount Chiefs as Members of Parliament	9. In districts with female Paramount Chiefs, the Ministers responsible for local government, gender affairs and internal affairs and the Council of Paramount Chiefs shall encourage and promote the election of both male and female Paramount Chiefs as Paramount Chief Members of Parliament and Paramount Chief Councillors on a rotational basis every two terms.

Appointment to Public Offices	10. Any person or body responsible for the appointment of persons under sections 151, 152, 153 and 157 of the Constitution shall ensure that not less than thirty percent of the persons appointed are women.
Other Elective and appointive positions	11. Civil society organisations, and other private entities shall be encouraged to have a minimum of 30% representation of any gender in elective and appointive decision-making positions within their organisations.
Appointive Positions in Public Office	<p>12. There shall be a minimum of 30% of each gender in appointive positions in public office, at each level or category of governance, including the following -</p> <ul style="list-style-type: none"> a) Government Ministers; b) Ambassadors and High Commissioners; c) Government Boards, Committees and Commissions d) Boards of government owned institutions e) Boards of independent government commissions f) Police Council established under section 156 of the 1991 constitution g) Defence Council under section 167 of the 1991 constitution h) fully or partially government funded institutions. <p>(2) Subsection (1) of this section shall not affect appointments to positions in public office made before the commencement of this Act.</p> <p>(3) Where there is less than 30% of any one gender appointed within the public service, respective authorities shall take appropriate steps to address the inequality and maintain gender parity.</p>
	PART IV – PROMOTION OF GENDER EQUALITY AND WOMEN’S EMPOWERMENT
Elimination of discrimination in Political and Public Life	<p>13. Designated public and private bodies shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men.</p> <p>This includes but is not limited to the right to:</p> <ul style="list-style-type: none"> a) participate fully in all political activities, including the right to vote and be voted for in all elections and public referenda, and to be eligible for election to all publicly elected offices and bodies without any restriction, limitation or barriers whatsoever; b) participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government; c) be given on equal terms with men and without any discrimination, the opportunity to represent such organ or agency of government, public or private institution, commercial or corporate body, community, or other entity, in any official capacity, or to represent Sierra Leone at the national, regional or international level, and to participate in the work of international organization without any restriction whatsoever.

<p>Equal Opportunity and Access to land</p>	<p>14. Notwithstanding any other law, women shall have equal opportunity and access to land and designated public and private bodies must develop and implement plans and as prescribed, to</p> <ul style="list-style-type: none"> a) facilitate sustainable livelihoods and decent work for women in rural areas, largely but not solely within agriculture; b) mainstream gender in land reform programme to ensure more land in the hands of women in rural areas, together with the skills and financial resources necessary for them to use the land productively; c) improve conditions for women on farms, women farm workers and women married to farm workers and to improve living conditions for women in rural areas; and d) ensure equal representation and meaningful participation of women in traditional councils.
<p>Elimination of Discrimination in Education</p>	<p>15. Designated public and private bodies shall take all appropriate measures to eliminate discrimination against women in the field of education.</p> <p>16. Designated public and private bodies shall take all appropriate measures to ensure equal access to quality education by girls, boys, men and women by providing guidelines to diminish GBV and other discriminatory practices and policies in schools and in education in general.</p> <p>Steps shall be taken to ensure the following:</p> <ul style="list-style-type: none"> a) Equal access to studies and for the achievement of certification in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general technical, professional and higher technical education, as well as in all types of vocational training; b) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim; c) The same and equal opportunities to benefit from scholarships, bursaries, and other study grants; d) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women and e) The same opportunities to participate actively in vocational, extra curriculum, and other non-academic activities of such school private or public educational institution including in sports and physical education. f) Adopt appropriate teaching methods and curriculum including provision of facilities that emphasise the promotion of equality of all sexes in all circumstances and for all purposes, including choice of career, equal participation and inclusion of all persons in all activities of the school or institution; g) Monitor the free and quality education programme from a gender perspective; h) Do robust awareness-raising about women's and girls' rights and the importance of education for women, men, boys and girls;

	<ul style="list-style-type: none"> i) Develop and support mechanisms to motivate girls and women including PWDs to study subjects like STEM and technical courses which are stereotypically considered male domains; j) Include comprehensive sexuality education and life skills in the primary and secondary school curricula; k) Include gender in the curricula of teacher Training Colleges and reinforce in-service training for teachers on gender, human rights, sexuality, Teachers' Code of Conduct, and guidance and counselling to strengthen teachers' abilities to support and protect children and adolescents in school; l) Provide more gender-sensitive learning materials and fully equip schools, especially in rural areas;
<p>Elimination of Discrimination in Employment</p>	<p>17. Designated public and private bodies shall employment take all appropriate measures to eliminate discrimination against women in the field of employment, occupation or profession, in order to ensure, on a basis of equality of men and women.</p> <p>This shall include but is not limited to the following:</p> <ul style="list-style-type: none"> a) The right to work commensurate with skill, competence, expertise and knowledge, as an inalienable right of all human beings; b) The right to equal employment opportunities, including the application of the same criteria for selection, promotion and assignment of responsibilities in employment; c) The right to free choice of profession and employment, and equal treatment and consideration in the areas of promotion, job security and all benefits and conditions of service including training and retraining opportunities; d) The right to equal remuneration of persons of equal skill, competence, expertise and knowledge, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work; e) The right to social security, particularly in cases of unemployment, sickness, physical challenges, old age and other incapacity to work, as well as the right to paid leave; f) The right of a woman in employment to maternity leave or any such leave or concession relating to her maternity needs, shall not limit or restrict her right to equal treatment as provided under this section; g) The right of everyone to the protection of the person's health including maternal health, and to the person's safety in workplace, including the safeguard if the function of, choices in, reproduction and or maternal or paternal responsibilities. h) Every public office, organ or agency of government, public or private institution, commercial or corporate body, community, or other entity shall limit or restrict or otherwise strictly regulate the period or conditions, an employee undertaking maternity leave or other advantages in the workplace relating thereto.
<p>Elimination of Discrimination</p>	<p>18. Designated public and private bodies shall prevent discrimination against women on the grounds of marriage, marital status, or maternity.</p> <p>Accordingly, they shall:</p>

<p>Based on Marital Status</p>	<ul style="list-style-type: none"> a) not dismiss, restrict or otherwise impose any disadvantage on any person in respect of employment, contract, or other occupational engagement, whether in the public or private sphere, on the grounds solely of the person's marital status, circumstances of birth, condition of pregnancy, maternity leave, or such other reasons relating to the person's maternal or paternal status; b) ensure enforcement of maternity leave with pay or with comparable social benefits without loss of former employment, promotion, advantage, or other allowances which otherwise are due to the person; c) provide necessary supporting social services to enable parents in employment to combine family obligations with work responsibilities and participation in public life, in particular through the establishment and development of child-care facilities in the work premises; d) Provide special protection to women during pregnancy in types of work and practices harmful to them.
<p>Eliminate obstacles that women and girls with disabilities and special needs face in achieving economic empowerment and social equality</p>	<p>19. Designated public and private bodies shall eliminate obstacles that women and girls with disabilities and special needs face in achieving economic empowerment and social equality by proposing practical transformative measures, by –</p> <ul style="list-style-type: none"> a. Review and enforce legislation, policies and programmes to remove barriers to the empowerment of women and children living with disabilities; b. Enforce laws to build ramps in all public places including offices, institutions of learning, hospitals, public toilets and places of worship to enable entrance by persons with special needs; c. Encourage public learning institutions to adapt learning materials/methods to improve accessibility by persons with special needs; d. Encourage media houses to make information more accessible to PWDs by adapting news to meet their special needs; e. Create and implement policies and programmes to cater to widows, older persons, orphans, women and children with disabilities and, especially, women affected by EVD; f. Implement and monitor the medical services policy for PWDs; g. Encourage media organizations and institutions to employ PWDs.
<p>Elimination of Discrimination in Health</p>	<p>20. Designated public and private bodies shall take all appropriate measures to eliminate discrimination against any person on any ground whatsoever, in the field of health care.</p> <p>21. Designated public and private bodies or other entity responsible for providing public health care services shall ensure that all women who are pregnant and within 2 years of delivery, and all children under the age of 12, are given free and quality health care services, including provision of all necessary medical, surgical, diagnostic, and pharmacological supplies;</p> <p>22. Designated public and private bodies shall ensure provision and access to appropriate services and information in connection with health status of the spouses, the pre-</p>

<p>Access to health including sexual and reproductive health, cancer and HIV/AIDS</p>	<p>natal, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation;</p> <p>23. Designated public and private bodies shall take the following measures:</p> <ul style="list-style-type: none"> a. Review all existing legislations and policies on health to integrate women's and girls' (including PWDs) needs and rights to sexual and reproductive health; b. Refurbish/build and equip more PHUs to include HIV/AIDS and hepatitis services; c. Provide gender-sensitive primary health care training for health personnel particularly on sexual and reproductive health and rights and HIV/AIDS; d. Design, develop and promote gender-responsive health care services focusing on sexual and reproductive health and rights including HIV/AIDS and cancer; e. Provide incentives including allowances for medical personnel working in remote areas; f. Provide training on ethics and integrity for health workers at all levels; g. Incorporate functional adolescent and youth-friendly services into all PHUs and other relevant locations; h. Organize community-based programmes to create awareness on the benefits of family <ul style="list-style-type: none"> i. planning and impacts of unsafe abortion and encourage active participation of traditional and religious leaders; j. Review, finalize and implement the draft National Strategy for the reduction of FGM/C; k. Develop and implement a free and quality health care policy to minimize maternal and child mortality; l. Implement the Abuja declaration of a 15 per cent budgetary allocation by the GoSL to the health sector; m. Implement and monitor health care provisions as articulated in the Domestic Violence, <ul style="list-style-type: none"> n. Sexual Offences, and Persons with Disability Acts and the Offences against the Persons act that criminalizes abortion of any kind; o. Revitalize and strengthen village welfare committees, community health units and gender alert groups to monitor GBV in communities; p. Domesticated and/or popularize CEDAW and the Maputo Protocol especially Article 14.2 on health and reproductive rights.
<p>Sexual and Gender-Based Violence</p>	<p>24. Designated public and private bodies shall take the following measures:</p> <ul style="list-style-type: none"> a. Examine relevant laws and policies to determine their appropriateness in eliminating GBV, and monitor the enforcement of all legislation and policies aimed at eradicating all forms of GBV in all spheres of society; b. Popularize all legislation and policies combating GBV through user-friendly manuals, radio programmes, religious gatherings, workshops, seminars, workplaces and learning institutions;

	<ul style="list-style-type: none"> c. Train all entities providing services to prevent or respond to SGBV such as medical personnel, security staff, law enforcement agencies and social workers; d. Enhance the capacity of the courts, FSUs and police prosecutors including by improving human resources and logistics to prevent and respond to SGBV; e. Monitor the adjudication of SGBV cases and produce an annual consolidated report for advocacy purposes; f. Enforce and monitor the implementation of free medical services for survivors of SGBV at GoSL health facilities especially in rural areas; g. Document and share successful community-based or self-protection methods/practices to enhance the skills of women, girls and PWDs to protect themselves from SGBV; h. Strengthen women's and girls' access to protection mechanisms, such as those that prevent and address GBV including sexual abuse and exploitation i. Undertake countrywide research or a desk review on root causes of GBV and prevalence, and the nature of violence against girls and PWDs; j. Establish at least one forensic laboratory in each region to enhance access for survivors of SGBV and enable accurate and timely documentation of forensic evidence; k. Support and promote the training of Sierra Leone Police in the collection of forensic evidence including from perpetrators of rape and other forms of sexual violence.
<p>Access before the law</p>	<p>25. Designated public and private bodies shall accord to women, children, and other persons equality before the law and be treated on the basis of equality.</p> <p>This includes but is not limited to:</p> <ul style="list-style-type: none"> a) giving women equal rights to conclude contracts and to administer property; b) treating women equally with men in all stages of procedure in courts and tribunals; c) ensuring that no rule, regulation, agreement, protocol, contract or any other public or private instruments of any kind with a legal effect shall restrict, limit or in any way discriminate against any person in terms of legal capacity; d) no practices of law enforcement agency or body shall restrict or limit the legal capacity of women to undertake surety or recognisance on behalf of any person; e) Desist from denying or limiting any privilege, respect, advantage or benefit due or accruable to women only on the basis that she is a woman.
<p>Elimination of Discrimination based on socio economic grounds</p>	<p>26. Designated public and private bodies shall eliminate discrimination against women in all areas of economic and social life in order to ensure, on the basis of equality between men and women, the same rights, in particular:</p> <ul style="list-style-type: none"> a) the right to family benefits; b) the right to equal access between men and women to capital, credit, including informal sector, small and medium scale loans, mortgages and other forms of financial credit; c) the right to participate in recreational activities, sports and all aspects of cultural life. <p>27. Designated public and private bodies shall take the following measures:</p>

	<ul style="list-style-type: none"> a. Build women’s capacity in business and life skills and link them to financial institutions; b. Review the National Financial Inclusion Strategy to be gender sensitive and implement it; c. Encourage banks to embark on countrywide financial literacy programmes in local languages through community radio and other technologies to improve women's empowerment chances for loan; d. Develop and review agricultural laws and policies including on land tenure, and programmes around rural development to incorporate gender perspectives; e. Provide gender training for agricultural extension service workers and increase their numbers especially, females and in rural areas; f. Promote soft loans for women in agriculture and other micro, small and medium enterprises (MSMEs) especially in rural areas; g. Strengthen women's skills in food processing and preservation to add value to their products and provide safe and secure community storage systems in rural areas; h. Organize regional events including agricultural trade fares to enhance experience sharing and showcasing; i. Provide security and promote more lumas or dowries (periodic markets) to enhance rural farmers' access to markets; j. Provide opportunities and enabling spaces for rural female farmers to acquire skills that can help them improve on their farming methods; k. Provide gender and human rights training for security personnel and ensure those deployed at border crossing points include senior female officers; l. Review and analyze key economic and trade laws and policies, including how they impact the economy and the attainment of GEWE in Sierra Leone; and m. Formulate and enforce affirmative gender-responsive procurement. <p>28. The Bank of Sierra Leone and the Ministry of responsible for Finance shall prescribe the procedures for improving access to finance for women in Sierra Leone.</p>
<p>Rights relating to matters relating to marriage and family life</p>	<p>29. Designated public and private bodies shall appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations.</p> <p>This includes but is not limited to the following:</p> <ul style="list-style-type: none"> a) The right to enter into marriage; b) The right to freely choose a spouse; c) The rights and responsibilities during marriage and at its dissolution including choosing whether to retain maiden name or adopting a family name; d) The rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children including decisions relating to welfare and upbringing of their children. e) Rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

	<p>f) Complimentary and corresponding rights and responsibilities with regard to custody, guardianship, ward ship, trusteeship and adoption of children.</p> <p>30. In all cases under this section and this Act, the best interests of the child or children concerned shall be paramount.</p> <p>31. Subject to the provisions of any other law,</p> <p>a) a woman and a man shall jointly contribute to safeguarding the interests of the family, protecting and educating their children;</p> <p>b) during her marriage, a woman shall have the right to acquire her own property and to administer and manage it freely.</p>
<p>Rights of Persons in Rural Communities</p>	<p>32. Designated public and private bodies shall:</p> <p>a) Take into account the particular problems faced by rural women and the significant roles which they play in the economic survival of their families, including their work in the informal non-monetized sectors of the economy, and shall ensure the application of the provisions of this law to women in rural areas;</p> <p>b) Take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on the basis of equality between men and women, that they participate in and benefit from rural development.</p> <p>33. Steps shall be taken to ensure that women in rural communities:</p> <p>a) participate in the identification, design and implementation of development projects at all levels;</p> <p>b) benefit directly from social security programmes;</p> <p>c) obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;</p> <p>d) organize self-help groups and co-operatives in order to obtain access to economic opportunities through employment or self-employment.</p> <p>e) have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes.</p>
<p>Elimination of Gender stereotyping and harmful customary practices</p>	<p>34. Designated public and private bodies shall have the responsibility to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of gender stereotyping, prejudices, and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes, the roles for men and women.</p> <p>This includes but is not limited to the following:</p> <p>a) Widows shall not be subjected to inhuman, humiliating or degrading treatment;</p> <p>b) A widow shall automatically become the guardian and custodian of her children, after the death of her husband, unless this is contrary to the interests and the welfare of the children;</p>

	<p>c) A widow shall have the right to remarry, and in that event, to marry the person of her choice;</p> <p>d) A widow shall have the right to an equitable share in the inheritance of the property of her husband and shall have the right to continue to live in the matrimonial house. In case of remarriage, she shall retain this right if the house belongs to her or she has inherited it;</p> <p>e) Women and men shall have the right to inherit, equitable shares, their parents' properties.</p>
	PART V – MONITORING, EVALUATION AND REPORTING
Monitoring and Evaluation Report	35. Every employer and appointing institution shall be responsible to monitor, audit, collect, analyse and report gender disaggregated data.
Annual Review	36. Every public or private institution to which this Act applies shall prepare and submit an annual report containing measures planned and implemented to promote gender equality to the Ministry in a template developed and published by the Ministry.
Periodic Review	37. The Ministry shall undertake a review of the implementation of this Act after every 3 (three) years and report the same to Parliament.
	PART VI- FAILURE TO COMPLY WITH THIS ACT
Sentencing, Damages, compensation and costs	<p>38. Any person, organ or agency of government, public or private institution, commercial or corporate body, community, or other entity, or any representative of such organ or agency of government, public or private institution, commercial or corporate body, community or other entity, who fails or neglects any of the duties imposed under this Bill shall be liable to an offence, and on conviction, to such term of imprisonment not less than one year, or such fine not less than Le 50,000,000.00 (Fifty Million Leones) or both imprisonment or fine as the court may impose considering the entire circumstances of the case;</p> <p>(b) Any person who suffers violation of his or her rights, or becomes victim of any action, omission, or inaction of any organ or agency of government, public or private institution, commercial or corporate body, community, or other entity, or any representative of such organ or agency of government, public or private institution, commercial or corporate body, community or other entity shall be entitled to fair and adequate compensation as may be determined by the court, taking into consideration the special damages suffered, as well as social, psychological, emotional and health related burden suffered by such person by reason of such action, omission or inaction aforesaid;</p> <p>39. Where a corporate body, agency, institution or community is liable under this Act, the chief executive, leader, or head of such corporate body, agency, institution or community shall have the primary responsibility of the punishment imposed by the</p>

	<p>court in accordance with the said section, and where there is continued failure or omission or neglect to comply with the duty imposed after the punishment prescribed in this section.</p> <p>40. Such chief executive, leader, or head of corporate body, agency, institution or community shall be personally liable for such punishment as may be imposed by the court.</p> <p>41. The court may in addition order such exemplary damages, public apology, or such redress or restitution as may be deemed appropriate in the circumstances by the court.</p>
	PART VII- MISCELLANEOUS
Implementation of Act	42. The Minister shall ensure that appropriate measures and mechanisms are put in place for the implementation of this Act.
Regulations	43. The Minister shall by statutory instrument, make regulations to give effect to this Act within 90 days of the enactment of this Act.

SCHEDULE IN BILL SUBMITTED TO PARLIAMENT**FIRST SCHEDULE****30% CONSTITUENCY RESERVED SEAT**

DISTRICT	NO. OF CONSTITUTENCIES	RESERVED SEAT (MEMBERS OF PARLIAMENT)
KAILAHUN	10	3
KENEMA	11	3
KONO	9	3
EAST	30	9
BOMBALI	8	2
FALABA	4	1
KOINADUGU	4	1
TONKOLILI	10	3
NORTH	26	8
KAMBIA	6	2
KARENE	5	2
PORT LOKO	10	3
NORTHWEST	21	6
BO	11	3
BONTHE	4	1
MOYAMBA	6	2
PUJEHUN	6	2
SOUTH	27	8
WESTERN RURAL	8	2
WESTERN URBAN	20	6
WEST	28	8
TOTAL	132	40

Methodology Applied

SECOND SCHEDULE

30% WARD RESERVED SEAT

DISTRICT	NO. OF WARDS	RESERVED SEAT (COUNCILLORS)
KAILAHUN	29	9
KENEMA	43	13
KONO	27	8
EAST	99	30
BOMBALI	24	7
FALABA	18	5
KOINADUGU	18	5
TONKOLILI	29	9
NORTH	89	27
KAMBIA	23	7
KARENE	21	6
PORT LOKO	31	9
NORTHWEST	75	23
BO	42	13
BONTHE	24	7
MOYAMBA	22	7
PUJEHUN	23	7
SOUTH	111	33
WESTERN RURAL	27	8
WESTERN URBAN	48	14
WEST	75	23
TOTAL	449	135

Methodology Applied

Procedure to Determine Reserved Seats – For Consideration

Scenario 1

The Electoral Commission in consultation with all registered political parties, Political Parties Registration Commission, 2 members of the Council of Paramount Chiefs (one of whom shall be a female), 2 representatives of the Bar Association, one of whom should be an Executive of LAWYERS; 2 representatives of civil society organisations (one of whom shall be a female-led CSO) working on gender parity and related issues, 2 representatives of youths (one of whom shall be a female) and 2 representatives of persons with disability (one of whom shall be a female) shall preside and supervised the process of selecting reserved seats under subsection (1) of section 2.”

Scenario 2

Every District shall be a reserved seat to be contested only by female Candidates in a general election (16 reserved seats). This will increase the number of MPs, with budgetary implications for government)
All constituencies currently occupied by female MPs shall be reserved seats (16 seats).
The remaining 17 seats can be achieved through safe seats to be determined by the political parties.
Term limit will only be for the 16 Constituencies and not for the District reserved seats.

Scenario 3

Every district shall be a reserved seat to be contested only by female candidates in a general election. (16 seats)
Every region will be a reserved seat to be contested only by female candidates in a general election (5 seats).

Scenario 4

For the next parliamentary elections, the reserved seats shall be determined in multiples of three to wit the following constituencies shall be reserved for the next elections – constituencies 3, 6, 9, 12, 15, 18, 21, 24, 27, 30, 33, 36, 39, 42, 45, 48, 51, 54, 57, 60, 63, 66, 69, 72, 75, 78, 81, 84, 87, 90, 93, 96, 99, 101, 104, 107, 110, 113, 116, 119, 122, 125, 128 and 131. A total of 44 seats.