



The Future of Work: Digital Safety for Women in the Workplace Harnessing Multimedia to Promote Digital Resilience for Women.

Over the last two years, Pollicy has worked with the Uganda Media Women's Association (UMWA), the Association of Media Women in Kenya (AMWIK), and the International Association of Women in Radio and Television (IAWRT) Kenya to implement the **Future of Work** programme in Uganda and Kenya with support from the Urgent Action Fund, Meedan, and the Association for Progressive Communication (APC). Through this initiative, we have directly and indirectly engaged with 763 women media practitioners across legacy and alternative media with the aim of enabling these women media practitioners to better comprehend and leverage the opportunities that technology presents while bolstering their digital resilience to confront associated challenges.

The programme is now expanding to include the Democratic Republic of the Congo (DRC), Tanzania, Cameroon, Senegal, and Mozambique, on top of the pioneering countries of Uganda and Kenya. Pollicy for the next three years (23-25) will work with partners through the Future of Work programme to build a critical mass of African women able to promote a feminist internet, digital resilience, and online safety through media engagement and shaping policy and legal frameworks.

While the internet has been lauded for advancing access to information and exercising freedoms of expression, it has also been plagued by issues like online violence, misinformation, hate speech which are gender discriminatory tendencies mirroring offline societal structures, as evidenced by our research on **FemTech**, Amplified abuse in **Uganda** and **Kenya**, and **Alternate Realities and Internets**.

Pollicy and Partners will work primarily with women journalists and media practitioners, both in legacy and alternative media, and secondarily with women leaders, activists, educators, technologists, creatives, and community organizers in all their different capacities, using data and inventive interventions to influence good ICT policies and regulations, shape positive narratives online, hold perpetrators of online violence accountable, raise awareness, equip fellow women with skills and knowledge, and design and build platforms that prioritize safety and privacy, ultimately changing women's experiences in the digital realm and bridging the digital divide.

Together with the in-country partners, we will conduct comprehensive consultative meetings with organizations and individuals working towards an equitable internet and conduct multi-country research assessing various aspects of the digital landscapes through a gender lens to draft an annual Afrofeminist internet scorecard, a tool to evaluate the progress and challenges related to achieving an equitable internet in each of the seven countries, after which we will establish multi-sectoral Communities of Practice (CoPs) with individuals and organizations working towards achieving an equitable internet and digital justice.

These CoPs will use the scorecard and their in-country experience to identify and design interventions that will bring their countries and communities closer to achieving an equitable internet. These could be short-term creative and digital media, regulatory body engagements, training, and product development, among others.

We will organise the first ever African Feminist Internet Awards to recognise and celebrate the individuals, communities of practice, and organisations that are making significant contributions to promoting an equitable internet. It should be noted that the voice of this programme will always be positive, focusing on people's needs rather than criticising governments for inadequacy in order to create an atmosphere of problem-solving rather than blame.

These works are supported by a grant from Open Society Foundations.