



# Report on the SADC Consultative Conference on Gender and Development, Gaborone, December 2005

“Reflecting & Re-strategising for Gender  
Based Regional Integration”



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on Gender and Development, Gaborone, December 2005



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## FOREWORD

The SADC region has realised commendable achievements in gender equality and equity in the past decade. Policies, structures and resources have been put in place to ensure that gender is effectively mainstreamed in the SADC programme of action. However, a lot still needs to be done to fully address the critical areas of concern and uplift the special target groups such as the poorest of the poor, rural women, women with disabilities and the girl child. SADC is faced with increasing levels of poverty, heightening incidences of gender based violence against women and girls and immense challenges such as HIV/AIDS, and the emerging crises such as trafficking of women and children in the region that threaten the social, economic and political gains made by the region over the years.

It is therefore appropriate that the SADC Plan of Action for Gender was reviewed in Dec 2005, to capture the identified concerns. Over 100 delegates from twelve member states; non-governmental organizations and development partners gathered in Gaborone, Botswana in Dec 2005 for a regional conference on gender and development under a theme; 'reflecting and re-strategizing for a gender-based regional integration'. The conference successfully discussed and identified the successes, challenges over the years and agreed upon the regional gender priorities for the next 5 years in line with the RISDP. All that was consolidated in a plan of action named the Regional Strategic Implementation Framework on Gender and Development (2006- 2010). The framework is a broad guide for stakeholders to operationalize the SADC Gender commitments and the SADC Declaration on Gender and Development and its Addendum at member state level. The framework also leans very strongly upon the Beijing Platform for Action, AU Protocol to the African Charter on Human and People's rights of women in Africa, and the MDGs. The framework is to be operationalized within 2006-2010.

The Strategic Implementation Framework on Gender and Development represents collective decisions by the regional stakeholders, spelling out clearly the action areas, targets and responsible parties both at regional and national levels. The regional strategy was therefore informed by the member states, civil society and other stakeholders. The important step now is to implement the identified priorities at both national and regional levels. This should be linked with the achievements made so far in order to build from our investments and best practices. I am confident that resources provision will continue to be made to address and implement the regional implementation strategy on gender and development as SADC continues to monitor progress in that regard.

SADC values the collaboration and partnership with all the stakeholders to facilitate the advancement of the SADC gender agenda. We are grateful to all our member states and partners from the civil society and development partners for the contributions that they have made towards the development of the strategic implementation framework. It is without doubt that the road map that we have set out for ourselves will facilitate more coordinated efforts towards the intended goals.

Executive Secretary  
Dr Tomaz Augusto Salomao  
SADC Secretariat  
May 2006

# Acknowledgements

The SADC Gender and Development Conference 2005's success is attributed to the selfless efforts and contributions from various stakeholders in the SADC region at various stages. These include Government National Gender Mechanisms, Gender and Women's NGOs, ICPs, the team spirit and collaboration of the directorates and units in the SADC Secretariat and individuals. The collective and individual contribution of all these partners is acknowledged and appreciated.

We wish to acknowledge the technical and financial contribution of the Friedrich Ebert Stiftung (FES). Their financial support and technical engagements to conceptualize the review process over time became the seed through which other ICPs were able to come on board and support this initiative. We thank UNIFEM who supported the conference facilities and some delegates' participation, the UNDP country offices in the SADC region who supported the delegates' participation to the conference, UNDP Botswana, ILO Sub-regional office and GTZ.

Acknowledgements go to the Host Country and current SADC Chair, Botswana for Hosting and co-facilitating the conference. Botswana provided chairpersons with specific expertise in the thematic areas for each of the sessions. Many thanks go to our facilitators and speakers drawn from all over the region, our rapporteur team from ICRC who assisted in the production of the report and Dr. Violet B. Lunga for editing the final version. Sincere gratitude to Elizabeth Kekukuru and Lisa Faye for taking the process forward on editing. Special acknowledgements go to RMC Marketing for organizing all the conference logistics, providing conference staff and facilitating the printing of the report.

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Head of Gender Unit  
Ms. Magdeline Mathiba-Madibela  
SADC Secretariat  
May 2006



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# Acronyms

ACHPR	Protocol to the African Charter on Human and People's Rights
AGDI	African Gender and Development Index
ART	Anti Retroviral Treatment
BPFA	Beijing Platform for Action
CBO(s)	Community Based Organisations
CEDAW	Convention on the Elimination of Discrimination Against Women
CSO(s)	Civil Society Organisation (s)
FANR	Food Agriculture and Natural Resources
FES	Friedrich Ebert Stiftung
GMBS	Gender Media Base Study
GTZ	German Technical Cooperation
GU	Gender Unit
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
ICP (s)	International Cooperating Partners
ICRC	Integrated Consultancies and Resources Centre
ICT(S)	Information, Communication Technologies
ILO	International Labour Organisation
I & S	Infrastructure
MDG(s)	Millennium Development Goal (s)
NGO(s)	Non Governmental Organisation (s)
PMTCT	Prevention of Mother to Child Transmission
PS	Permanent Secretary
RISDP	Regional Indicative Strategic Development Plan
RMC	Real Marketing Concept
SADC	Southern African Development Community
SADCC	Southern African Development Coordinating Conference
SADC PF	Southern African Development Community Parliamentary Forum
SDGD SADC	Declaration on Gender and Development
SARO	Southern African Regional Office
SG	Secretary General
SHDSP	Social Human Development and Special Programmes (SHDSP)
TIFI	Trade, Industry, Finance and Investment
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Family Planning Agency
UNIFEM	United Nations Fund for the Equality of Women
VTC	Voluntary Testing and Counselling
WILDAF	Women in Law and Development in Africa

## Chapter 1

# The Regional Conference on Gender and Development

**T**he Regional Consultative Conference on Gender and Development was planned and organized by the SADC Secretariat. It was held in Gaborone, Botswana from the 6th to the 9th December 2005. 12 Member States attended namely; Angola, Botswana, Kingdom of Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania and Zimbabwe. Over 105 delegates from 12 Member States/Governments, Regional and National NGOs / Civil Society Organizations, International Cooperating Partners (ICPS) working in the field of gender and development and SADC structures attended the meeting. The conference was a technical level meeting that held in depth discussions on priorities, strategies, activities and time frames for the SADC Gender Program.

The conference was structured as follows;

- Official opening.
- Expert presentations on the thematic areas delivered during plenary sessions.
- Parallel seminar discussions on the thematic areas to develop action plans
- A final plenary session to consolidate the implementation framework and make final recommendations.
- Closing Ceremony.

### The theme of the conference

*Reflecting and Re-strategising for Gender Based Regional Integration.*

### Objectives of the Conference

The Objectives of the conference were among other things:-

- a) To reflect on progress/achievements made in the implementation of the SADC Declaration on Gender and Development and its Addendum, as well as challenges faced and lessons learnt in efforts to achieve gender equality and equity in the region. (*Where we come from, where we are and where we want to go*)
- b) To appraise and update participants on the

developments that have taken place at SADC highlighting the institutional and structural changes and how this has a bearing on the implementation of the regional and national plans on gender and development.

c) To discuss and unpack the pertinent gender issues/critical areas of concern and challenges in line with the priorities outlined in the Gender and Development section of the Regional Indicative Strategic Development Plan (RISDP); Beijing +10 outcome document and the MDGs goals and targets with a view to review, envision and re-strategize for future implementation;

d) To develop a regional implementation framework on gender and development taking into consideration the RISDP priorities, Beijing +10 outcomes and the MDGs targets with clear mandates for the various stakeholders at regional and national level implementation, indicators, and timeframes.

e) To develop, discuss and build consensus on strategies towards gender mainstreaming policies and programmes in SADC's directorates of TIFI, FANR, SHDSP, I&S and their clusters at national level including SADC national committees.

f) To initiate discussions on the processes to upgrade the SADC Declaration on Gender and Development into a Protocol.





### Conference Thematic Areas

The themes of the conference were based on the priorities in the SADC Declaration on Gender and Development and the RISDP. Each of the themes also focused on the cross-cutting issues identified in the RISDP which are Capacity Building and Training; Communication, Information Sharing and Dissemination; Networking and Monitoring and Evaluation.

The themes were:-

- a) Policy Development and Harmonisation;
- b) Gender Mainstreaming;
- c) Women's Human and Legal Rights;
- d) Women and Girls Education;
- e) Elimination of Violence Against Women and Children;
- f) Women's Sexual and Reproductive Health and Rights
- g) Women's access to , and control over productive resources; Economic Empowerment
- h) Women's Participation in Political and Decision-making Structures and Positions.
- i) Coordination, Collaboration and Networking.
- j) Communication and Information Sharing.
- k) Monitoring and evaluation

### Methodological Approach

The conference sought to ensure effective engagement,

extensive input and in-depth analysis by delegates during discussions on the various themes and issues emanating from the conference. It also intended to create adequate opportunity for delegates to craft a comprehensive action plan which could be adopted by the conference as part of operationalising the RISDP.

To facilitate this, experts on each of the themes were invited prior to the conference to prepare papers which were delivered during plenary sessions teasing out contemporary gender theory and practices in the context of the SADC region. After plenary sessions delegates went into seminars that were running concurrently to allow them to discuss progress made in each of the thematic areas, best practices, identify challenges that remain and develop strategies to tackle these challenges. To guide seminar discussions, delegates used a checklist of questions that were prepared prior to the conference.

- The checklist of questions used to guide the discussions pointed to the following aspects;
- the success factors and efforts made that can be documented in the different thematic areas,
- the major challenges that manifest and work against successful implementation and the strategies required to circumvent the challenges, how the efforts made in the various thematic areas have responded to the RISDP, Beijing + 10 outcome document, the relevant MDGs and targets on gender and development in general including HIV/ AIDS, issues on budgetary allocation processes to enhance the implementation of gender and development programmes, activities to be undertaken at



national and regional level to move the gender and development agenda effectively in the right direction, the relevant agencies / actors responsible for implementation, an indication of the resources required to implement the activities, attaching time frames and verifiable indicators.

During the conference discussions, rapporteurs captured and consolidated discussions and inputs into a template for the plan of action highlighting specific intervention areas, specific targets, responsible bodies etc. In addition, an open forum was organized at the end of the conference, to give the delegates an opportunity to reflect on draft plan of action developed.

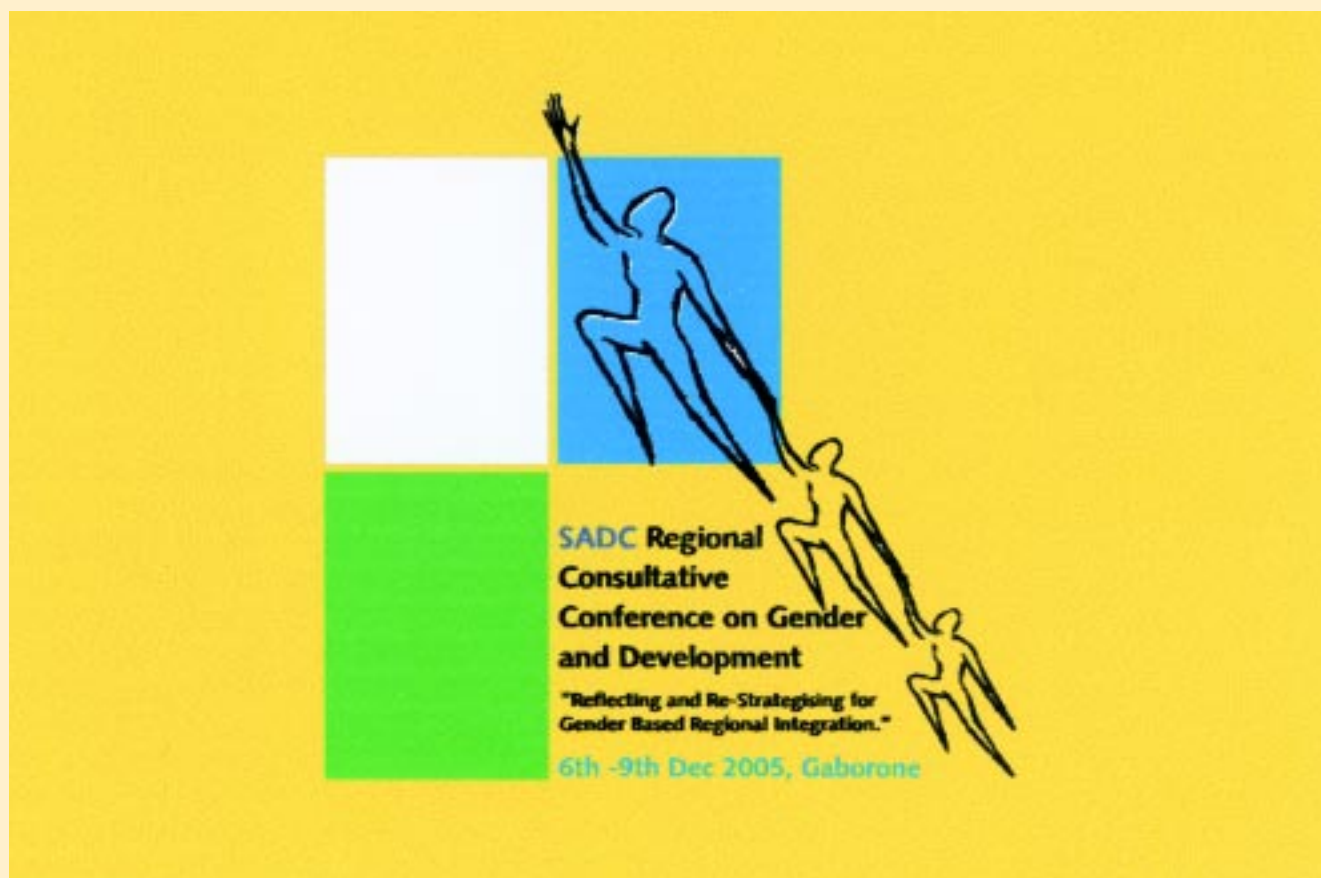
### The Conference Logo

The logo tells an inspirational story about regional integration that is gender-based for the benefit of all citizens of the SADC region. The four blocks represent the four directorates; Trade Industry, Finance and Investment (TIFI); Infrastructure and Services (I&S); Food Agriculture and Natural Resources (FANR) and Social and Human Development Programs and Special Programs (SHDSP). These blocks including other cross cutting priority areas such



as gender and development, statistics and environment are the core issues of SADC. The raised open hand symbolizes the advancing status of women, which is a result of raised awareness, capacity building and the institutionalization of gender.

The leaping represents the crosscutting nature of gender and development and the vision to engender the SADC program of action. The leaping forward also symbolizes celebration for improved quality of life for women, men, boys and girls due to equitable regional integration by SADC. The joining of hands reflects the connectedness/ cooperation that the citizens of SADC need to build to ensure that all citizens of this region benefit from the gains made by regional integration. The holding of hands also reflects the unity that we possess as nationals within the SADC region, the undisputable fact that our concerns are in so many ways similar; our vision is similar towards genuine and inclusive regional integration. The holding of hands also depicts the spirit of mentorship of younger generations by those who have had experience before them in order to facilitate capacity development of the younger women while ensuring continuity of the gender movement in the region. Unity is strategic for the gender agenda in the light of advocacy and lobbying; communication; information sharing, networking and partnerships among others. The togetherness is essential as we charter a clear framework and strategies that will address the gender disparities that continue to prevail in the region. Ownership of this process shall be realized as we reflect and re-strategize for a gender based regional Integration.



## Why the Conference

SADC recognizes that the integration and mainstreaming of gender into its Program of Action and Community Building Initiative is key if the goals of economic growth, sustainable development and regional integration are to be realized. The role of women in the social, economic and political development of the region cannot be overstated hence SADC came up with the Gender Programme so as to put in place strategies and co-ordinate activities which would address the concerns and needs of women and men in the region with the ultimate aim of eradicating poverty.

In 1990, the SADC Council of Ministers mandated SADC Secretariat to explore best ways to incorporate gender in the SADC Program of Action and Community Building Initiative. This culminated in the adoption of the SADC Gender Program in February 1997 by the Council of Ministers and the adoption of the Declaration on Gender and Development by Heads of State and Governments in September 1997 followed by the adoption of its Addendum on the Eradication of Violence Against Women and Children the following year. In 1999 a SADC Gender Plan of Action was approved by the Council of Ministers to operationalise the 1997 SADC Declaration and its addendum.

In 2001, SADC embarked on a restructuring process which resulted in the Regional Indicative Strategic Plan (RISDP). The RISDP provides strategic direction to SADC's programmes and activities and aligns the strategic objectives and priorities of SADC with the policies and strategies for achieving its long term goals. The RISDP states very clearly the importance of harmonisation of efforts for more coherent and coordinated interventions and it further emphasises the need for SADC to implement its programmes based on broad participation and consultation, engaging as many stakeholders as possible and creating stakeholder ownership of SADC processes and outputs. In order to re-align the SADC Gender Plan of Action to the RISDP the SADC Secretariat convened a regional consultative conference on gender and development. The Secretariat also noted that many developments had since taken place since the last adopted Gender Plan of Action of 1999 which impact the SADC Gender Programme both at national level and regional levels. Significant socio-economic as well as institutional changes had since emerged. It was therefore imperative for stakeholders to gather and reflect, take stock of the progress, consider challenges in order to review and re-align strategies for effective implementation of the Gender programme in the next five years.



## Chapter 2

### The Official Forums

To start off the conference, there was an official opening ceremony which was graced by the SADC Executive Secretary Dr. Tomaz Salomao, the Minister of Labour and Home Affairs in Botswana (Minister Responsible for Gender in Botswana), Honourable Major General Moeng Pheto, the SADC National Contact Point representative; Ministry of Finance and Development Planning; Mr A.Madikwe (Botswana), Deputy Permanent Secretary, Mr M. Theko Permanent Secretary, Ministry of Gender; Youth, Sports and Recreation (Lesotho) Ministry of Labour and Home Affairs Ms T. Pule (Botswana) and other dignitaries from the host country Botswana.

The official opening business included the following presentations;

- Welcome remarks by the Head of the Gender Unit of SADC.
- A statement presented by the Executive Secretary of SADC,
- A keynote address by the Minister of Labour and Home Affairs (Botswana),
- A vote of thanks by the Permanent Secretary Ministry of Gender, Youth, Sports and recreation (Lesotho),

### Welcome Remarks by Head of SADC Gender Unit

The welcome remarks presented by the Head of the Gender Unit Mrs. Magdeline Mathiba-Madibela drew on issues related to the conference agenda. In a brief summary she pointed out the following;

The conference provides a forum for reflection and discussion of the progress made so far in the area of gender and development including the lessons learned from the process of achieving gender equality. The region faces serious challenges which deter women from participating fully in the development process. In this respect the RISDP outlines the necessary conditions for the success of development goals and a need arises to develop a clear framework for implementation, an opportunity which this conference offers. SADC is committed to leading and improving the processes geared to gender and development in a consultative manner. The institution will ensure effective stakeholder enrolment and engagement, to enhance the participation of all those involved in the journey towards the achievement of gender equality. The hope is that the deliberations at this consultative conference will influence gender agenda at national and regional levels in a progressive manner.

### Statement by the Executive Secretary SADC

The Executive Secretary, Dr. Salomao emphasized the Commitment by Heads of States and Government to gender equality and equity which they demonstrated through the signing of the Declaration on Gender and Development and its Addendum. The conference presents an opportunity for stakeholders among other things

- to develop a regional framework, by taking into account the RISDP priorities, Beijing +10 outcomes, MDGs and targets for regional and national level implementation.
- to continue the debate on whether the declaration on gender and development should be upgraded to a protocol.
- to clarify roles and mandates, possible areas of collaboration and linkages.
- Strengthen partnerships among governments, national and regional NGOs / civil society, the private sector, development partners and ICPs.

Concluding his statement the executive secretary of SADC expressed sincere gratitude to the following development partners for supporting the conference event financially and with other inputs; UNDP, FES, GTZ, ILO, and UNIFEM. He wished the delegates fruitful deliberations as they take the journey towards an engendered regional integration for sustainable development.

### **The Keynote Address by Minister of Labour and Home Affairs (Botswana)**

The keynote address was presented by the Minister of Labour and Home Affairs (Botswana) Ministry responsible for Gender; Honourable Major General Moeng Pheto. In his key note speech the minister observed and recognized protocol and welcomed the SADC delegates to the City of Gaborone and to the significant event. He pointed to the following key aspects;

#### **Notable Milestones**

Most SADC countries have adopted an approach of promoting gender equality through the gender mainstreaming strategy and many governments and stakeholders continue to implement targeted policies and programmes for the advancement of women. Most SADC governments have revised and implemented policies, laws, legal frameworks and programmes, in the quest to provide equal opportunities for all. Evidence exists in the SADC region about women who occupy decision-making positions in the public and other socio-economic and legal sectors.

*“However it has taken many years for some countries to reach the stage of women visibility in critical positions of power and decision-making.”*

Most member states welcomed the increased participation of women in their economies. This has resulted in some gains being reported including a reduction in the poverty status of women. Improvements have been documented in the area of women’s health including their reproductive health rights, maternal and mortality rates.

“The not so good news is that, despite the achievements in some countries women and girls still face numerous health problems in different dimensions exacerbated by the HIV / AIDS scourge”

The minister further noted. Member states have incorporated gender perspectives in their educational policies, programmes and activities.

*“While this is the case girls still face challenges that boys at their age are not confronted with. This is evidenced by the care role that girls play in the family which results in them being removed from school” the minister reiterated.*

The SADC region faces numerous challenges which include the following;

- Low representation of women in decision-making positions.
- Stereotypical attitudes.
- Discriminatory practices and occupational segregation which perpetuate insufficient access to resources by women.
- Discriminatory laws that deprive women of their rights.
- Violence against women and children is on the increase in the SADC countries.

*“This is not a time to celebrate but a time to condemn in the strongest terms, these barbaric acts of violence and put an end to these occurrences once and for all”, the minister emphasized.*

### **The role of SADC and the Consultative Conference;**

Turning to the role of SADC and the critical nature of the conference, the Minister noted that SADC commands the most enabling policy environment for executing gender mainstreaming efforts. These include treaties, declarations and addendums. SADC also enjoys relatively high levels of peace and security, which is a pre-requisite for genuine and uninterrupted development. The institution is thus strategically placed to coordinate, facilitate and monitor the commitments made by member states.

### **The Forward Looking Strategies**

The Minister shared the following turn around strategies for the successful implementation of the gender and development programme;

Establishment of linkages necessary for partnering in advocacy and lobbying interventions, to ensure an enabling gender mainstreaming environment,

establishment of coordination frameworks between critical and relevant stakeholders for effective gender mainstreaming at all levels, making reference to the African Gender and Development Index (AGDI) a useful tool that provides tracking progress and accountability within the SADC region, meaningful involvement of stakeholders to ensure commitment, ownership and appreciation of processes.

In conclusion, Hon. Maj. Gen. Pheto motivated the Conference delegates to; Engage in this process from a humane and not a theoretical perspective, engage in practical questions such as where are we coming from? Where we are now? And where do we want to go as a region? How the engagement in the process can be systemized to make a real difference in the lives of SADC citizens; noting that the beneficiaries of the services is the driving force. On this note the minister declared the conference officially opened.

### Vote of Thanks

*by Permanent Secretary, Ministry of Gender, Sports & recreation Lesotho*

Mr. Makalo Theko, Permanent Secretary of Ministry of Gender, Sports and Recreation Lesotho expressed gratitude to all the dignitaries, ICPs and delegates of the conference. He also made note of the following critical issues which require attention; Achieving the MDGs, achieving our gender equality goals and the need to mobilize the required critical mass of human capital i.e. both women and men. It is therefore appropriate that the intention of this conference is to give attention to self

reflection on the progress this far and to re-strategize for greater impact in pursuing the RISDP goals. The partnership that will be cemented during the discussions and outcome of the conference processes, should enable working together in a true spirit of smart partnership between women and men, between governments and partners both on the donor and civil society fronts for the implementation of the RISDP.

*"This is a time to recover lost territory and lost opportunities on the knowledge, skills and energies of people"* Mr. Theko PS of Lesotho emphasized.

### The Cocktail Event

Dr. Tomaz Salomao hosted a welcome cocktail reception for the delegates. It was attended by the conference delegates, SADC senior management, hosting government dignitaries, the diplomatic community and local gender and development stakeholders. A welcome note was presented by the SADC head of the gender unit. This was followed by a recital of a poem bearing the theme of the conference logo. A brief statement was presented by the executive secretary of SADC. This statement embraced the role of women in the social, economic and political development of the sub-region and the concerns and concrete measures to enhance the opportunities to advance women, the gains made and the need to build on these by addressing the challenges that impact on women's lives, the need for an implementation framework towards achieving gender equality. The reception was also a great opportunity for delegates to network and establish partnerships.





## Chapter 3

# The SADC Update: The Gender Journey

By *Magdeline Mathiba-Madibela*

**T**he Head of the SADC Gender Unit provided an update to the delegates on the regional gender journey which has significant bearing in the context of gender developments in the SADC region.

The journey commenced in the 1970s, where frontline states worked in unity and solidarity to liberate countries under colonial rule and apartheid. The main objective of this era sought to reduce dependency of member states on external agencies, implement national and regional programmes and projects through collective resource mobilization for self reliance. At that stage, Gender was not a part of an integral part of the SADC programme of Action.

The second part of the journey is the transformation from SADCC to the present SADC. The main objectives

of this change in focus, was to reinforce continued cooperation of member states in the development of their economies. Secondly the intention was to give the institution more legal and formal status to take on a more complex task of integrating the economies of the region. As the journey proceeds the institution formalised the gender structures within SADC, established policies and agreed at the highest policy level and as a result, the SADC Declaration on Gender and Development and Its Addendum were adopted and signed by SADC head of States in 1997 and 1998 respectively. SADC Member States committed to implement gender and development in community building. Milestones achieved during the era included; policies development and reviews, sensitization and awareness raising, capacity building, and research undertaken at regional and national levels.

The next part of the journey involved the restructuring of SADC as it evolved from being decentralised to centralised. SADC further affirmed its commitment to Gender and development as a priority of a cross cutting nature. Gender mainstreaming was thus identified as an important strategy to ensuring all SADC structure and institutions integrate gender into their protocols, projects and activities.

However, the SADC Head of the Gender Unit stated that the journey is not devoid of challenges. These include the following key aspects;

- The emergence of new institutional arrangements after the restructuring process which compromise the gender agenda.
- Ability to translate the policies into action is limited at both regional and national levels.
- Limited efforts to review laws and policies pertaining to gender issues at national level.
- Inadequate resources and commitment by institutions and member states stalls the process,
- Limited efforts to implement declarations and protocols is another drawback which works against successful implementation.
- Limited human resources, shortage of staff particularly in the area of gender, continue to be a trend that impedes progress both at sub-regional and national levels.

## From a declaration to a protocol

*By Colleen Lowe-Morna*

This presentation focused on the difference between a declaration and a protocol, why the need for a protocol arises and the difference that a protocol would make. Colleen explained the difference between a declaration and a protocol as follows; A declaration is a statement of intention and commitment, which has more of a moral than a binding effect, whereas; a protocol strengthens the commitments of member states which are already expressed in the declaration. A protocol would thus move the SADC region from the realm of commitment to implementation.

### The Reasons for a Protocol;

SADC needs a Gender protocol as existing commitments have clearly not been met with some challenge still prevalent;

- Increased representation of women in parliament is still a challenge for a number of member states,
- inadequate legal frameworks and the existence of contradictions between customary and codified law prevails which worsens violence against women in the face of the new violence acts emerging,
- the impact of HIV / AIDS on women and the burden of care that they shoulder,
- the rising of the abject poverty situation of women which depicts a feminine face,
- remains of stereotypical attitudes in the society and the media which makes change of mindsets difficult,
- the widening of the gap between policy and practice.
- The protocol instrument would thus bring cohesion to many existing commitments as well as open the possibility of closing the existing gaps.

### The difference that a protocol would make;

A protocol would make the following difference;

- It would create an opportunity to consolidate and create synergy between the various commitments on gender equality, made at international and continental levels, into one comprehensive regional instrument that

enhances the capacity for effective reports on all instruments.

- It would further provide an opportunity to address the gaps, in what may be called a one stop instrument that domesticates or brings these commitments home in a tangible manner.
- It would also provide an opportunity for SADC member states to address new challenges, which may not have been posed at the time the instruments were adopted.

## Plenary Session One: From a Declaration to a Protocol

### Questions, Answers and other Comments

- **What is next after the protocol?**

After the protocol there will be need to implement the actions and ensure that governments comply with the commitments made. It is important that the Heads of State sign the protocol, so that parliaments can ratify it at national level. We should be aware that previous protocols in SADC have been implemented very well and are effective. Mechanisms and systems such as commissions and annual reports can be put in place to monitor and ensure accountability by member states.

- **What measures will be taken if countries sign and make promises but do not adhere to the protocol and the promises made? To what extent is it binding and how do we keep them to their commitments?**

The instruments of SADC Member states are monitored regularly and a process of naming and shaming including sanctions for non-compliance in accordance with SADC procedures are in place. Since there is an emergence of new issues and shocks such as HIV / AIDS the declaration has to be reviewed, to reaffirm these issues and upgrade the declaration to consider new shocks and trends. Trafficking of women is also a new form of violence in the region, there is a need to move from the rhetoric to action in this area of concern.

- **Why is peace and security not mentioned in the declaration?**

There is an organ in SADC to deal with peace and security in the region; however peace and security in the home should be a part of the protocol.

- **Why is there no mention of rural women in the declaration? How do we reach the rural women?**

Rural women are included under the area of customary law and poverty. The approach should be a “bottom up” one. The process is more important than the outcome.

• **How do we commit political parties at national level to the achievement of the quotas set for women representation?**

The involvement of political parties is critical and parties should set their own quotas. The opportunities exist for women to drive the course but sometimes they do not take full advantage of these opportunities.

## Gender Mainstreaming

*Paper prepared by Mary Rusimbi and presented by Christine Warioba*

The paper provided a regional overview on the implementation status of the gender mainstreaming strategy. The overview was intended to share with the delegates the progress achieved over the years, the existing disparities, impending challenges and ongoing efforts to mainstream gender into policies and programmes. Emphasis was laid on the identification of key emerging gender issues and the available opportunities, in the light of the current socio-economic and political developments in the region.

### The Persistent Burden of Increasing Poverty:

Poverty reduction strategies to enhance macro-economic stability of the region have been adopted. Despite these steps poverty levels have increased for women and poor men. Poverty and patriarchy reinforce each other. To this end, women suffer more than men in terms of unequal distribution of paid and unpaid work, unequal inheritance rights, food insecurity, rights to land and property and other productive resources. Mainstreaming gender in policies and programmes and engendering budgets would go a long way to achieve gender equality.

### Vulnerability to AIDS:

A growing attention at policy as well as public awareness levels on the HIV / AIDS pandemic has occurred. However the gender dimension of this challenge is yet to be internalised. More women are infected and affected by the epidemic. The gender dimension of HIV / AIDS is still poorly addressed in regional protocols, national policies and intervention strategies. Integrating gender with HIV /

AIDS should be seriously considered as a programme of action.

### Worsening Health Outcomes:

Concerted efforts have been made to increase governments' attention to women's health and in particular the reproductive health and women's rights issues. However regional statistics portray some major gender challenges in this area. Gender mainstreaming in health and health related programmes and projects is critical.

### Participation in Governance:

Evidence of progress exists in the area of women's participation in governance as gains have been recorded in some countries. However several hindrances and setbacks exist for advancing the gender equality and equity principles in the ongoing democratisation process in the region deterring women from equal access, participation and representation in the area of governance.

## Plenary Session

### Two : Gender Mainstreaming

#### Questions, Answers and other Comments:

• **How are women in the region expected to participate in trade and investment when TIFI targets are not set? What is the dividing line between women in decision making positions and just mere representation and women across economic sectors?**

Capacity building and gender mainstreaming tools exist at regional and national levels, for example, at the SADC level policy development and harmonization gives the directorates the skills to enable gender sensitivity to flow at the national level – the question is how to bring these into the negotiation process. The initiatives of SADC in trade and investment should capture how women entrepreneurs will be part of the process? The role of TIFI, coordination of competence and capacity building and activities to economically empower the region should include women at national and regional levels. There is a need to move beyond just mere representation in political and decision making positions. Other structures such as the judiciary, civil society, NGOs, the private sector and the family institutions need to be examined with the aim of ensuring women's effective participation. A broad

participation of women across all sectors of society including the economy should be examined. However such representation should be based on competence. Empowering women will enable them to represent the interests of other women in society e.g. the rural women.

- **Gender mainstreaming seems to be a subject on paper only, how do we make it practical?**

There is a need to include a women empowerment component when discussing issues related to gender mainstreaming. SADC is a meaningless structure on its own; therefore member states need to play an active role in ensuring that the move from rhetoric to practice is achieved. Gender mainstreaming should not be seen as a “by the way thing” mechanisms to measure and ensure accountability should be put in place.

- **How will the challenges of resource availability to achieve gender mainstreaming be overcome?**

Issues of resources should be addressed and

member states should identify resources within the country and the region. National governments have challenges of resource availability and mobilisation which hinder them to achieve gender mainstreaming. Although some focal points exist to drive the mainstreaming process these need to be strengthened by way of capacity building and skills development. Specific and measurable targets have to be set since they enhance capacity building. The capacity of gender structures is critical to achieving gender mainstreaming.

- **How do we mainstream gender into HIV / AIDS programmes since HIV / AIDS, has a gender dimension?**

There seems to be a missing element of behavioral change in efforts to combat HIV/AIDS. Too much emphasis is put on the provision of resources and as such the populace has been perceived as recipients rather than as initiators. Member states seem to also ignore or overlook the gender dimension of HIV/AIDS which should not be the case.





of the state women are denied equal citizenship, civil, political and very significantly, economic equality.

This has resulted in women being left to negotiate for their dignity and equal rights. For those women that are educated and engaged in employment the situation is a little better at home. The main difference being that they have some independent income and assistance and therefore different from a paid helper. However at work they still suffer discrimination, exploitation and stereotyping leading to job restrictions and unequal pay for equal work.

## Chapter 4

# Human and Legal Rights of Women

By Rotimi Sankore

**T**his paper discussed the nature of gender-based inequality, the levels at which it is perpetuated and reinforced, its impact and strategies to strengthen and uphold the human, legal and constitutional rights of women in SADC.

Gender-based inequality is a combination of the philosophical, sociological and economic frameworks. It is one of the most sophisticated forms of exploitation because it touches on every possible structure and means to perpetuate itself. Gender-based inequality manifests itself at the levels of the household, the community and the state.

At the personal / household level inequality involves emotional abuse, threats and actual use of physical force. At the societal and community levels, tradition, culture and religion reinforce the injustice of discrimination and exploitation of women and rationalise it as a "national" state of affairs. At the level

The struggle for gender equality should be fought by both women and men. In order to strengthen and uphold women's human, legal and constitutional rights in SADC countries the following core issues should be addressed;

- attending to issues of legislation in an effort to enshrine gender equality in all constitutions backed up by specific pieces of legislation.
- resolving the conflict between customary and codified law and auditing all laws to repeal discriminatory laws is critical.
- equal access to justice and protection before the law should be viewed as important.
- citizenship, marriage and family rights should be seriously looked into with adequate sanctions against violators.
- specific legislation should be developed to protect the overall and inheritance rights of widows.
- the rights to dignity, life, integrity and security of a person should be considered for women just as it is for men.
- elderly and disabled women's rights require protection including refugee and other women exposed to numerous vulnerabilities.
- Above all the human rights in relation to gender specific health issues and rights in relation to HIV / AIDS should be upheld.

## Planery Session three: Human and legal rights of women

### Questions, Answers and other Comments:

- Cultural practices such as polygamy are still being practiced despite the HIV / AIDS pandemic. The co-existence of customary and codified law still remains a challenge which works against the human and legal rights of women. The role of patriarchy on women's human and legal rights still persists and needs to be addressed effectively.
- Women groups such as widows in armed conflict and women living with HIV / AIDS are discriminated against and are sometimes denied jobs because of their status. Governments should take the responsibility of protecting women in armed conflict, post armed conflict and women who live with HIV / AIDS. Obviously these women need more protection and a great amount of economic support. Special programmes and institutions should be made accessible to these groups of women. Lack of economic support exposes more and more of these women to abuse.
- There is a major concern regarding the trafficking of women in the region and although laws have been enacted to ensure their enforcement they are not adequately enforced. In addition, some of these laws are outdated and are not in tune with modern realities. Due to these outdated laws for example, women practice illegal and unsafe street abortions. There needs to be tight legislation and enforcement of laws to counter trafficking of women especially migrant women in the region. This can be done possibly through a sub-regional declaration and enforcement of rights within the economic sphere. Trafficking of women and children is second only to drug trafficking in the world and it can be equated to sexual slavery and exploitation. Issues affecting women's reproductive health rights should therefore be discussed at length during the thematic group discussions.
- The agencies and authorities assigned to enforce the laws are not well versed with the laws and in particular legislation which is geared towards the elimination of all forms of discrimination against women. For example there is a tendency of defining abuse involving spouses as domestic violence instead of treating it as physical violence and assault.
- The people who should know about the laws do not know about them. There is need for serious enlightenment of the judiciary, police and other law enforcement agencies, to change their perceptions

on what constitutes a criminal offence in cases of abuse of women in the home. NGOs and civil society also need to assist in educating the masses in this regard. Legal aid is offered in some countries such as Botswana. A case in point is the establishment of the University Legal Clinic, which offers legal assistance for free. However this service is accessible to people living in the vicinity of Gaborone. It is the duty of the state to protect everybody irrespective of gender and locality. Member states should sign the protocol on CEDAW to allow women to have access to local judiciary institutions up to the highest international courts. There is a need to intensify the sensitization of the broader communities in the rural areas, regarding laws and awareness raising on women's rights issues. This can be done through the media and dialoguing with traditional leaders should be a fundamental intervention. Innovative ways of sensitizing people should be found. Translation of user friendly documents into local languages and popular versions should be used when disseminating this information in order to popularize the issues.

- The rights of migrants especially women migrants have to be thought of as the region now has a significant portion of its migrant workers being women.
- The continuous violation of women's rights is also due to the prohibitive costs of legal representation in the courts.

## Women and girl child education

*By Susan Tolmay*

Education is not only an important equality issue, but a crucial means to empowering women and girls in other aspects of their lives. The education of women impacts in different ways at personal, community and societal levels and across areas such as the economy, health and decision-making. Global commitments to the education of girls have focused on primary education resulting in increased enrolments of girls at the primary school level. An equal focus on secondary and higher levels of education which have the greatest benefit for women's empowerment is required.

The qualitative dimensions of schooling which includes access, retention and achievement are critical if not more important than numbers.

Current Instruments being used in the region have weak and strong points:

### **Strong Provisions;**

- All instruments have strong provisions on equal access to education with specific targets on achieving universal access to primary education by 2015 (MDGs and BPFA),
- All instruments seek for eliminating gender disparities in primary and secondary education by 2005, and at all levels of education by 2015 (MDGs).
- All instruments, (except the MDGs), have provisions for removing gender stereotyping in the school curriculum, career choices and professions.
- Provisions for the reduction of female illiteracy are made in the African Protocol and BPFA. The BPFA also has extensive provisions on the need to recognise non-formal education and creating learning opportunities for unemployed women, women re-entering the labour market, indigenous and rural women.
- The BPFA and CEDAW address the need for pregnant adolescents and young mothers to complete their schooling.

### **Weak Provisions and Existing Gaps;**

- All instruments with the exception of the African Protocol are silent on the prevalent problem of gender-based violence in schools.
- None of the instruments address the importance of sex education, youth friendly sexual and reproductive health facilities and the responsibilities of adolescent and young fathers and school policies towards them.
- Obstacles to good performance by girls including their dual roles as learners and care-givers especially in the era of HIV / AIDS, impact heavily on girls.
- Lack of state support for pre-schools which is key to women's effective participation in the labour force deters women from enrolling in gainful employment.
- Lack of state support for early childhood development is one of the challenges that mitigates against the advancement of girls and eventually women.

### **Notable Achievements;**

Roughly equal numbers of boys and girls are enrolled at the primary school level in the SADC region. Gender gaps at secondary level in SADC countries is rapidly narrowing compared to other African countries. Gender gaps in higher education in countries such as South Africa and Mauritius are also narrowing. Several countries in SADC have introduced affirmative action measures to assist learners from disadvantaged backgrounds and to ensure a gender balance.

### **Challenges;**

#### **• Poverty Related:**

User-fees reduce access to education; Poverty contributes to boy children dropping out of school to become income earners; High school drop-out rates are prevalent in SADC countries; These issues need serious interventions at regional and national levels.

#### **• Disparities in Sex Education:**

Sex education is confined to the classroom and excludes parents; In addition; sex education is not accompanied by adequate health facilities for young people in urban and rural areas; Inadequate sanitation facilities affect the performance of girls; Gender sensitive sanitation facilities should be a basic provision at all schools; Involving parents in children's education is a critical role to be enhanced and emphasised.

#### **• Teenage Pregnancy:**

Girls usually bear the consequences of teenage pregnancy and boys who father the children are not called on to take responsibility. Theoretically in most SADC countries girls who become pregnant at school are free to continue and / or return to school, but in practice they experience stigmatisation, are expelled and seldom complete their education.

#### **• Vocational and University Disparities:**

There is a far lower level of girls than boys in vocational training across the SADC region; The picture at university level is mixed, for example, in South Africa gender parity has been achieved while in Tanzania, 88% of university enrolments are men; There is strong gender bias both at vocational training and at universities in the fields of study, with serious implications for career choices and

the remuneration that women and men receive when they leave school.

- **Pre-Primary Education:**

State support to pre-primary education remains an issue of concern as it adversely impacts on the ability of women to participate in the workplace as well as in enhancing the school performance of children; Pre-primary education is still privately run and is accessible to the rich; Adult basic education – with the exception of a few countries in the region such as Botswana, women have lower literacy levels than men.

- **Violence and Discrimination against Girls:**

Sexual violence and harassment in schools traumatizes and has a damaging effect on the performance of young girls; Teachers are the major perpetrators of this type of abuse; Gender-based violence in schools carries with it the added risk of HIV / AIDS; Myths such as that having sex with a virgin is a cure for HIV / AIDS exacerbate the problem and poverty also forces many young girls into transactional sex with older men to support themselves and their families; Virginity tests have been carried out at some schools in the region as a means of curbing HIV / AIDS, while boys are not subjected to this ordeal.

- **Other Biases:**

Research shows that teachers are biased towards, and encourage boys to participate and answer questions more than girls especially in Maths and Science subjects; Gender biases exist in activities assigned to boys and girls, for example, girls being assigned to clean and boys working in the garden; There has been no systematic review of curricula in the region to remove gender biases and encourage the challenging of gender stereotypes; Girls in most SADC countries under-perform, especially at secondary school level due to their dual roles as learners and care-givers in this era of the HIV / AIDS scourge.

There is need to address the areas stated above through interventions to advance women and girl's education.

## Plenary session four:

### Women and Girl Child Education

#### Questions, Answers and other Comments:

- There is a problem with the implementation of existing policies regarding women and girl's education. For example the re-admission of pregnant school girl's policy in Botswana has long been in existence but is not being implemented. Parents are

not aware of this policy and this leaves the school heads to make their own decisions as to whether the girls will be re-admitted. At times the school heads expel the pregnant girls. Angola has a high rate of teenage pregnancy resulting in high drop outs rates among girls, yet the boys continue with their schooling despite sometimes being the ones responsible for the pregnancy. There should be programmes that specifically target girls who have dropped out of school due to pregnancy.

- What is the definition of free education? Does it include the cost of books, and what are user fees? There is a concern of who will suffer the most if fees are re-introduced for example, in Botswana school fees is to be re-introduced in 2006, this is going to be a huge burden for some families. The re-introduction of school fees is going to affect women and in particular single mothers, who are often unemployed. Orphans will also be greatly affected. The ideal is that school / user fees should be abolished completely.

- Girls tend to enroll more in the soft subjects. There is a need to increase the number of girls who enroll for science disciplines.

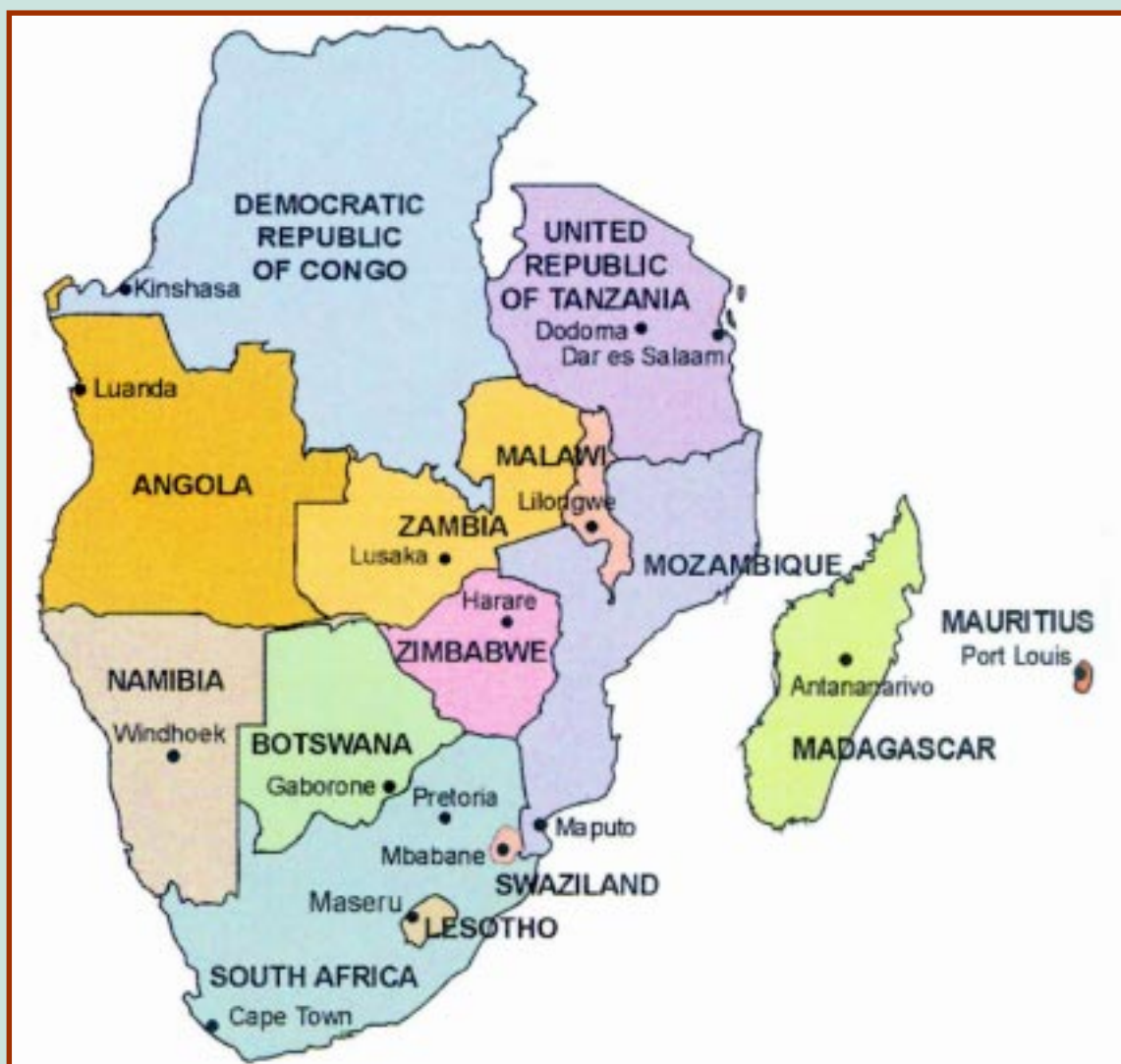
- Mentoring of the girl child is lacking at all levels. There is need for NGOs and civil society to come up with programmes to nurture and mentor the girl child in order to prepare her for the world of work. Efforts should also be made to ensure that girls are given, productive skills to enable them to make a living and survive in a tight economic environment. South Africa established a Girl Education Movement which has come up with strategies of educating girls about their rights. Affirmative action policies and programmes for women and girls need to be effectively implemented in order for them to bring positive results.

- There is an alarming number of cases of sexual harassment and physical abuse of girls by teachers and caretakers. The laws and legislation against this harassment and abuse are weak. Therefore the perpetrators get away without being punished. For example in Zimbabwe a teacher who rapes a school girl is simply transferred to another school. Teachers' attitudes need to be changed and laws should be strengthened and enforced to combat acts of sexual violence and discrimination in schools and other institutions of learning. Stiff penalties should be imposed on perpetrators of sexual abuse and incest. Campaigns to sensitize people on existing policies

that protect women and girls including campaigns to expose this phenomenon should be intensified. Other than in schools as experienced in Malawi and Zimbabwe there are high rates of incest, where fathers lure their daughters to have sexual intercourse with them, with the belief that they will get rich or their illnesses will be cured.

- In South Africa young girls are made slaves on farms and grown up women are expected to stay at home and look after grandchildren, while men their age go to work and or further their studies.
- Teachers' attitudes in terms of career guidance and counseling are at times misguiding and biased to girls.

- Education outside the school is inadequate. The family does not help although they can play an important role in the education of the girl child. Family members fundamentally also have stereotypes.
- Budgets for Ministries of Education in some countries are low and are inadequate for training of teachers and for providing meals for children from poor families.
- It is important for mothers to realize that, the higher their educational level, the more likely will they send their children to school since a high level of education comes with higher responsibility and knowledge on rights.





## Chapter 5

# Violence Against Women

By Gladys Mutukwa

**T**he BPFA defines “violence against women as any act of gender based violence that results in or is likely to result in – physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life”. Violence against women occurs in both private and public spheres and is done by people who claim to love these women. It knows no age, colour, creed, political affiliation, economic, social or political status. It happens to women in all geographic locations, the most vulnerable being those with physical, mental or other challenges. Every woman is a potential victim of some form of violence therefore violence against women has to be treated as a real emergency.

To assess where we stand collectively as a region and as individual countries, there is need to draw up a balance sheet which will show us the positives and the negatives and enable us to draw up a regional framework that will

act as a point of reference. The goal is to have a violence free region and countries where women, men and children enjoy their fundamental rights and freedoms; where violence is prohibited without excuses and quick, efficient and an effective response is applied to any form of violence. Zero tolerance for violence against women and children should be an objective embraced by all.

SADC Heads of State Summit took a stand against violence on women and children by adopting an Addendum on the Prevention and Elimination of Violence against Women and Children. Various programmes and activities aimed at preventing and eliminating violence against women at regional, national and local levels have been developed. This has brought about new laws, the reforming of old laws, the setting up of various bodies, revision of training and operations of law enforcement agencies, and the setting up and maintenance of shelters for victims of violence. However violence against women still reaches crisis levels as evidenced by statistics.

Prior to the drawing up of CEDAW, violence against women was considered a private matter and had no place in international instruments. There is a need to acknowledge the interrelationship between violence against women and other development challenges like poverty, food insecurity, conflict situations and HIV / AIDS amongst others. Countries like Lesotho and Namibia have enacted laws on domestic and sexual violence. Tanzania and Botswana have progressive laws on rape and HIV / AIDS. Our governments have to become accountable in ensuring the safety and freedom of all women in the region.

The Southern African woman is socialised to keep family secrets. Customary and traditional practices allow a man to “chastise” her because he is her guardian. She is expected to have perseverance and endurance in all circumstances. Colonialism and western religion exacerbated her situation. As a result she could hardly have effective promotion and protection of her human rights and fundamental freedoms.

African women at all levels began to participate on issues of the human rights of women including violence, the negative impact on the rights of women and the conflict between western and customary laws. However the more the SADC woman got informed by these interactions, the more she became a victim of violence. The more she organised, lobbied and raised her voice, the more she was battered, maimed and or killed. Her determination to

claim her rights and the exposure of her government to the same forces and movements of change led governments to adopt a number of commitments to protect her rights at levels that range from national to international. This might be commendable but is not enough as the pace of change has been too slow. Only a few women benefit from and claim their rights while those belonging to minority groups are particularly vulnerable.

The positive things done for her include; the adoption of various declarations, stakeholder involvement and enrolment to form strategic alliances against violence, lobbying and advocacy campaigns and law reforms are part of the interventions to deal with violence. Institutional reforms were set up to support violence programmes. Public debates and media coverage shared and disseminated information on violence issues, and the establishment of the SADC Gender Unit has been a step in the right direction.

The negative things still impacting her include; limited implementation of commitments, persistent patriarchal attitudes, lack of coordination, financial and other resources, failure to implement laws and lack of awareness in the area of violence. Perpetrators are glorified in the media and there is a need to put a stop to this approach.

Major Questions for this era; Is the issue of violence against women that is killing so many women or maiming them for life not considered urgent enough? How many more women need to be victims of violence for this to be treated as an emergency?

SADC Member States need to declare a state of emergency in relation to violence against women and adopt a Zero Tolerance attitude towards such violence.

## Plenary Session Five: Violence Against Women

### Questions, Answers and other Comments:

- **Patriarchy and religion play a significant role in perpetuating violence against women; it was used by the colonial governments and is still being used today where some men believe that it is culturally acceptable to abuse their women.** There is a need to be clear what role culture and religion plays in perpetuating violence against women and break down the combination of

colonialism and patriarchy. We need to get rid of the negative aspects in our culture, tradition and religion and keep the positive ones. Violence against women can be equated to slavery, colonialism and racial discrimination, which have been eliminated. Violence against women can also be eliminated if there is a willingness to do so.

- **How best can we use the existing instruments like the UN, AU and the EU and how best are we using the special rapporteurs?**

Laws on violence against women exist, but they are not effectively implemented and enforced neither are they known by everybody. Therefore existing instruments need to be disseminated to the masses especially those in the rural areas.

- **Why are men in this region so violent, what strategies can be used to overcome the problem and develop legislation to punish the perpetrators?**

The majority of men do not come to gender fora. There is a need to change the mindset of the majority of men in the society and also involve them in gender issues. There is need to strengthen NGOs dialogue and negotiate with our cooperating partners to channel funds directly to NGOs rather than through governments to ensure sustainability of programmes.

- There is a diminishing of resources especially to support NGOs which has led to dependency on the state and results in governments exerting considerable amounts of pressure and influence on the agenda of NGOs and how they should operate.

## Women's Sexual and Reproductive Health Rights

By Lois Lunga

Reproductive health involves the holistic physical and social wellbeing of the person. In addition it should offer opportunities and rights to all in the area of freedoms, safe and satisfying sexual relationships, access to information and health services, and allow women to have control over their sex lives. It is important for women to enjoy satisfying and harmonious relationships in line with the MDGs, which articulate poverty, child mortality reduction and combating HIV / AIDS particularly in women.

The important areas that should be addressed by declarations, protocols and legislation in the implementation process included the following;

- Universal access to reproductive health care services,
- Family planning,
- Access to maternal health care.

### The Challenges:

The main challenges are hinged around the following key points;

- Human rights violation around the ability of women to make their own decisions around pregnancy, issues of sex and family planning.
- Lack of access to information, awareness raising about their rights and limited access to health services also remains part of the challenges,
- The high prevalence rates of the HIV / AIDS epidemic in women,
- The lack of the linkages of gender inequality to HIV/AIDS,
- Inadequate access by women to programmes such as ART, PMTCT and VTC.

The burden remains with women and children and the sexual and reproductive health rights for orphans heading homes are not being prioritized.

### Meeting the Challenges:

- Development of capacity building programmes to make women aware of their sexual and reproductive health rights,
- Access to information in local languages backed up by popular versions for information dissemination and sharing,
- Review and reform of laws to protect the sexual and reproductive health rights of women,
- Involvement of men in sexual and reproductive health rights and gender programmes,
- Access by women to family planning, reproductive health care services, maternal health and care, and HIV / AIDS programmes in a holistic manner.

## Plenary Session Six: Women's Sexual And Reproductive Health Rights

### Questions, Answers and other Comments:

There is a need to link violence against women to women's sexual and reproductive health rights and HIV / AIDS. There seems to be a lot of talk when it comes to

HIV / AIDS issues, but interventions do not reach the majority of women especially those in the rural areas. How do we empower women beyond the ABCs of HIV / AIDS?

## Women's Economic Empowerment

*by Professor Marvellous Mhloyi*

The African Continent including the SADC region is characterised by: Perennial poverty, Colonial legacy and Patriarchal gender paradigms. Women are therefore struggling within an already existing struggle. The SADC Declaration on Gender and Development states a commitment to; "Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women". Implicit in this declaration is the need to meet women's:

- Practical needs – education, access to credit and land,
- Strategic needs – position of women vis-à-vis men,

SADC member states have so far; Acknowledged that poverty and other inequalities are forces affecting women's empowerment. They have put in place Legal and administrative frameworks, that are aimed at creating enabling environments for women's access to economic empowerment however challenges of weak implementation and limited budgetary resources still exist.

### Challenges:

- **Access and Utilisation of Land**

The majority of the population of the region lives in rural areas and land is the major means of production and wealth. Although legislation for equity is in place, implementation takes place within traditional systems, wherein women's major role is perceived as a reproductive one. Production is only a complement of this major role. Marriage, lobola (bride price) and inheritance practices dis-empower women as men control land and its valuable proceeds. The lack of access to productive resources such as land introduce a cycle of dependency of women on men.

- **Access to Credit**

Most financial institutions are urban based and require collateral and limited access to the means of production. This undermines women's ability to access funds. Women thus resort to alternative sources such as group revolving funds, community based burial societies and other informal lending institutions.

- **Employment**

Women are a small proportion of those employed in the formal sector and they tend to dominate the lower levels of gainful employment. Inequities in remuneration continue to exist and women's access to and benefit from employment is constrained by limited education and skills. Women are also curtailed by gender stereotypes even when their practical needs are met.

- **Informal Sector Employment**

Women are the major players in this sector due to the limited opportunities for them in formal sector employment. Most of these informal sector activities are small scale in nature and are in the service sector. The informal sector is still not legitimised and is characterised by lack of job security and employment benefits. Informal sector activities also lack access to credit. "The high risk and insecurity inherent in the informal sector businesses result in a vicious cycle of impoverishment and marginalised economic participation by women."

- **Incomes and Workload**

Women struggle to enter the labour market, in which they are largely engaged in and due to the lack of support for their progression they do not grow. The following issues characterise women's incomes and workload; Income disparities between men and women still exist and women receive low income due to the types of jobs they are engaged in. Women experience a triple burden (producers of humanity, goods and services and managers of their communities). The playing field for women and men is uneven and women's access to markets is limited by the "reproductive tax and unequal terms of participation in markets relative to men".

### **Recommendations:**

The following needs are critical for the enhancement of women's economic empowerment;

- Development of short and long term interventions for women in the economic sector and informing the

public of the existing legislation. Bridging the gap between governments and people by combining a trickle-down and bottom up approach. Governments need to revisit their targeting of intervention programmes to ensure proper targeting.

- Empower women in sectors that they are already engaged in for example agriculture. The agriculture sector should be made profitable through schemes such as irrigation.

- Provide credit, technical skills and knowledge through extension workers, national radio and television programmes.

- Formalise the informal sector and make it secure so that it empowers women and strengthen the capacity of women to participate meaningfully in the informal sector.

- Avail credit to women in the informal sector and reduce the reproductive tax.

- Governments should produce time bound targets for gender mainstreaming initiatives and such targets should be budgeted for.

## **Plenary Session Seven: Women's Economic Empowerment**

### **Questions, Answers and other Comments:**

- Member states should conduct surveys to help them understand the extent of women participation in the economic environment.

- There is a need to research the pluralism of laws in the region and dissemination of information on these laws. To what extent have customary and modern law been harmonized and to what extent are these laws known and understood?

- There is a need to take advantage of gender disaggregated data in order for governments to recognize the contribution of women in the different economic sectors.

- Conditions of service in the private sector are hostile to the majority of women. Women are sometimes not granted maternity leave or are dismissed from work when they are entitled for it.

- There is unequal access to credit between men and women even for those women who qualify for credit or loans from financial institutions.

- State media, radio and television should take the responsibility of educating the public on laws which are in place and on popularizing the

declaration. Public education should also focus on the family institution.

- Programmes and laws should be designed in consultation with local chiefs who should then run with the issues. Programmes should be started from the bottom.
- There is a need to support women in reproduction because if they opt to stop bearing children the supply of labour in the market will decline. Member states should provide “safety nets” for women to assist them in cases where they lose their jobs or when they fail in business.

- There is a need to create strong partnerships, grassroots involvement, consultation and empowerment of the masses is critical.
  - Statistics are available, however they do not indicate that women have been alleviated from poverty. Special dispensations should be made to enable women to become entrepreneurs in the region.
  - The 50% quota decided upon for women’s participation in decision making should include the economic area and SADC should commission a study on the issue.
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## Chapter 6

# Women and the Media

*By Jennifer Mufune*

**“If you do not exist in the media for all practical purposes, you don’t exist. Daniel Schorr”**

**T**he media plays an important role in shaping perceptions around women as regards their role in society and what is considered acceptable gender roles. The media has a potential in transforming negative stereotypes around women and perceptions around gender roles.

### Sins of Commission and Omission

Women are portrayed as objects and temptresses and most stories in SADC omit them. Weight is given to males, female and male sources differ, and this is a challenge. Women are much more likely to be referred in the media according to personal relationships.

### Key Findings of GMBS

Findings in the GMBS reveal the following issues;

- Women and older women’s views are under represented, and there are significant variations between countries.
- There is no difference between the private and the public media.
- Women sources carry their private identity more than that of men and there is a silence of women in certain occupational categories.
- Strengths of women politicians are not heard even in parliament and therefore gender equality is not considered news-worthy.
- Women’s voices only outnumber men on the topic of gender equality
- Men’s voices dominate hard news categories while the voices of women are heard in the soft news.
- The highest level of representation of women in media is in television presentation and this applies mainly to young women.
- Women are least well represented in the print media.
- Men writing and producing stories on gender issues is an important trend.
- There is still blatant sexist reporting in the media.

### Challenges

- Commitments for promoting gender equality in the media are the weakest.
- Only one provision concerns itself with generating and disseminating information on gender equality in the SADC Declaration on Gender and Development.
- The Millennium Development Goals (MDGs), make no reference to the media.
- CEDAW is silent on the media’s role to advance gender equality.
- Only the Beijing Platform for Action (BPFA) is regarded as the most comprehensive. It identifies the need to promote more balanced and non-stereotypical portrayal of women in the media, appropriate measures to be taken against pornography and the need for research, policy and monitoring. It also covers new information and communication technologies.

- There is too much focus on events based reporting.
- Women are under represented in all areas of media especially in decision-making.
- Media regulatory authorities are male dominated.
- Gender policies are adopted by only a fraction of media houses including the public media.
- Gender mainstreaming among media training institutions remains ad hoc.
- None of the information and communication ministries in the region have gender units or have mainstreamed gender into information and communication policies except South Africa.
- Freedom of expression doesn't specify that, it includes the right of women and men to be heard and to voice their concerns. Use of sexist language is rife.
- Gender considerations have not been incorporated by regulatory authorities and no monitoring has been done.
- The GEMSA audit of media laws and regulatory frameworks in the SADC region, suggests that little or no effort has been made by regulatory bodies to transform themselves or the society.
- There is little obligation on media houses to adopt gender policies.

### Key Recommendations for the Future

- Proposed SADC Protocol on Gender and Development to have much stronger provisions on the media including redressing the gender inequalities and bias both within media and in editorial content.
- Mechanisms of the state have access to media institutions and should be made use of, such as licensing agreements, to oblige greater gender accountability.
- Mainstreaming gender in information and communication policies should occur.
- Supporting organizations involved in gender and media work is critical.
- Encouraging gender sensitivity training for media professionals.
- Persistent monitoring of editorial content internally and externally.
- Support the allocation of resources to ensure women have greater access to and can use ICTs for their own empowerment and to conduct gender justice campaigns.

- Support the allocation of resources for gender and media networks, especially efforts to use ICTs in cost effective dynamic ways, that increase access and applications.

## Plenary Session Eight: Women and The Media

### Questions, Answers and other Comments:

- There is a lot of stereotyping and sexism especially in advertising. Women are depicted as sex symbols, which is degrading to them. How do media houses determine what is newsworthy, how do we differentiate between news and advertising?
- There is poor media coverage in the rural areas and yet the rural people need more information than people in urban areas. Many rural women would benefit from community radio stations which can be used to disseminate information.
- The media tends to overlook gender issues and NGOs tend to look at the media as their enemies. Some women including those in leadership positions in media establishments are not gender sensitive. There is a need to train and educate journalists and their editors on how to report gender issues and how they can promote gender sensitivity in the society. NGOs and civil society also need to be trained on how to effectively use the media.
- In some member states the government over-controls the media.
- There is a general perception that women journalists can only report on "soft issues" and not on the "hard ones". Women journalists can report on "hard issues" like politics and economics however they still want to remain feminine.
- The poor attendance by the media at the conference is testimony that they overlook gender issues. There is a need to change the mindset of both print and electronic media. Civil society should play a pivotal role in sensitizing the media on gender issues. Partnerships should be created with the print and electronic media.
- MISA should closely monitor media houses. Media houses are not supposed to demand payment since information is a basic right; nobody should have to pay to express themselves.
- There should be improved reporting on the media action plan on HIV / AIDS and gender through for example; the Editors Forum.

## Women's Participation in Politics and Decision Making

*by the Secretary General of the SADC Parliamentary Forum; Dr. Kasuka Mutukwa*

One of the major challenges of this century is that of gender inequality and equity. This will not be addressed if men and women do not participate side-by-side in policy formulation and decision-making. Women's full participation in politics and decision-making will not happen by accident, it is a requirement that all stakeholders should seek answers to and address starting with the following pertinent questions;

- Is the governance of countries and its institutions complete, if women are not participating with men in deciding how the country and its institutions are run?
- Can democracy thrive if it is only the men who occupy positions of power and decision-making and women remain as voters, political party campaigners and supporters?
- What strategies should be implemented at all levels to accelerate the pace of gender equity and equality to ensure the full participation of women in policy development, decision-making and in politics?

Some successes have been made in the SADC region, but the pace that the region is moving at, means that we should expect two or so women presidents in the next fifty years, yet in Asia and Latin America many women have served as presidents and prime ministers for generations.

The following strategies need to be implemented to achieve gender equality in politics and decision-making;

- Acceleration of the pace and space of women's participation at all levels to achieve the set goal of 50% women representation, Member states need to make the requisite changes to their electoral systems, processes, and legal frameworks and legislate for women's full participation at all levels of society, All political parties (both ruling and opposition), should put strategies in place to ensure full participation of women in politics and decision-making structures in order to accelerate gender equity,

- The SADC region should ensure that all instruments of the principles, norms, and standards for democratic elections are engendered. The checklist of what constitutes free and fair elections should include the assessment of women's participation in politics and decision-making,
- A need to arise and is urgently required, for an enforceable protocol in the region on gender equality, with the involvement and participation of women and members of parliament,
- Advocacy towards empowerment programmes for women's full participation is direly needed.
- Member states should urgently consider the domestication of the laws, that call for the abolition of all forms of discrimination including CEDAW.
- The model of automatic domestication of international treaties and agreements by the government of Namibia is a good example and reference point,
- There is need to strengthen the role of parliaments as an overseer.
- The fact that parliaments are vested with constitutional powers to legislate and make changes to laws, it is imperative that parliamentarians and institutions of parliaments like the SADC Parliamentary Forum, be fully involved as participants in the process of bringing about gender equity and equality using all the machineries at local, national and regional levels.

Democracy is not be for men only, neither is freedom for men only. Observance of human rights is not adequate if women's rights are trampled upon and are not protected and respected in law and in practice.



## Plenary Session Nine: Women in Politics and Decision

### Questions, Answers and other Comments:

- There is need for training women in information technology, so that they can effectively compete with their male counterparts.
- SADC should encourage heads of states to appoint more women in challenging ministries such as the ministry of defence, finance and other key ministries.
- There is a need to accelerate the space and pace of women's participation and involvement in decision-making across borders and beyond parliament. Women should be in decision-making positions so that they can make decisions for other women to improve their quality of life.

- Both women and men need to be highly sensitized since they are both informed by the same society
- There is a need to re-examine the economic, historical and socio-political structures and barriers that bar women from holding positions of power, leadership and responsibility.
- Decision-making cuts across all areas and it has to be an all encompassing process. There is need to put behind the discussions that delay Africa's development and put in place the instruments that will allow us to move forward.
- Good practices in the past have been accelerated by pressure groups such as, NGOs and civil society and the media. These institutions should continue to campaign for gender equity and equality.



Development in Africa (WILDAF) gave remarks on behalf of Civic Society Organisations, and the Resident Representative of UNDP officially brought the conference to closure.

### Head of SADC Gender Unit;

The head of the SADC Gender Unit emphasized that the issues discussed at the conference should be treated seriously and not as the normal or "business as usual", and that as partners all stakeholders have a responsibility to turn the situation around. She implored the delegates to utilize the strategic implementation framework on Gender and Development (2006-2010) as a guiding document for planning and programming at both national and regional levels.

### The UNDP Resident Representative (Botswana):

Ms Viola Morgan commented on the framework as the strategy that will ensure the achievement of women's empowerment in Southern Africa and proposed that gender and development stakeholders collectively meet the targets set within the proposed timeframes, that there be avoidance of duplication by linking efforts and that the framework be shared extensively with all stakeholders to ensure ownership.

## Chapter 7

### Conclusion

**T**he closing ceremony included the summary of the 4 days proceedings by the Head of SADC Gender Unit and issuing of the communiqué crafted by the delegates and issued by the head of the gender unit Mrs. Mathiba-Madibela. Gladys Mutukwa of Women and Law and

## Chapter 8

# The SADC Strategic Implementation Framework on Gender

**T**he SADC Strategic Implementation Framework (SSIF) on Gender is a direct output of the Gender and Development Conference held in December 2005 in Gaborone, Botswana. It is a detailed framework developed in line with the SADC Declaration on Gender and Development (1997), the Addendum on the Elimination of Violence Against Women and Children (1998), the Beijing +10 review outcomes (2004) and the SADC Regional Indicative Strategic Development Plan (RISDP). It was also developed as part of operationalising the RISDP for the next 5 year period from 2006 to 2010. Delegates came up with this framework as a means of aligning the gender and development program to the region's integration agenda while at the same time tackling patriarchy, gender inequality and lack of equity which depraves the SADC region and perpetuates poverty while hindering development. It enabled stakeholders to define the goals of the gender gains for the region and charted a path of how to attain these goals.

It is a broad framework, which will guide stakeholders operating in Member States and in the region as they plan gender programmes and activities in the period of 2006 to 2010. The SSIF is not prescriptive but is a guiding tool which is intended to assist, inform, empower gender and development stakeholders working in the region in their prioritisation and targets intended to be achieved for meaningful gender and development gains in the region. It is a detailed Action Plan on Gender which has been crafted within the priorities set out for gender in the SADC region namely;

- Policy development & harmonisation and strengthening Institutional Frameworks
- Gender Mainstreaming
- Women's Empowerment Programs
- Co-ordination, Collaboration & Networking
- Communication & Information Sharing
- Monitoring and Evaluation

The framework is structured in a manner that enables areas/issues of focus and/or concern are identified under each priority area. For each issue identified the SSIF further elaborates on what needs to be achieved, how that can be done, who should do it and by when it should be done and/or achieved.

For each issue, the following were detailed

- Action Area
- Proposed Targets
- Action at regional level
- Action at national level
- Who is responsible / Actors
- Time frame

### Major Targets/Goals set for the SADC region

Extensive plans were put in place and targets set to enable the region to measure its progress and harness its resources and apply adequate effort to ensure success on attaining these goals. Among many other set targets; the following are an extraction just to highlight some of the major areas of focus the region is geared for in the next 5 years;

### Policy development & harmonisation and strengthening Institutional Frameworks

- a) SADC region to have a regional gender policy by 2007
- b) SADC region to upgrade Declaration to a Protocol by 2007
- c) Establish a regional women's commission to monitor gender developments

### Gender Mainstreaming

- a) 10% of each line ministry budget to be allocated to gender specific initiatives at member states by 2008
- b) adequate gender mainstreaming capacity at regional and national level

### Women's Empowerment Programs

- a) Women's human rights
  - Elimination of conflict between customary, religious and codified laws and ensure gender equality and women's human rights values take precedence over customary and religious laws in all constitutions



- Domestication of CEDAW and AU Protocol on Women's Rights
- b) Women and girl child education
  - Zero tolerance of violence in educational institutions
  - Eliminate and challenge gender stereotypes in educational material
  - Ensure education for all at primary and secondary level and enable the girl child to stay in school and not be forced to play reproductive gender roles.
- c) Violence against women and children
  - All member states to have laws against gender violence, particularly domestic violence, sexual offences laws with provision of services by 2008 and specific legislation on trafficking.
  - Ensure provision of PEP to survivors of sexual assault
  - Challenge and eradicate traditional and religious beliefs and practices that perpetuate violence against women and perpetuate HIV and AIDS
- d) Sexual and reproductive health and rights & HIV/AIDS
  - Improve maternal health

- Improve and increase access to infrastructure, facilities and human resources in the health sector.
- Female condoms easily and cost effectively available

e) Women's economic empowerment

- Enable women to access and control economic productive resources including land, meaning all discrimination against women with regard to inheritance be eliminated.
- Set up schemes to triple women accessing credit and capital including those working in the informal sector.
- Women as part of trade negotiations, trade policies and negotiations to have a gender component.

f) Media and information

- Challenging gender stereotypes in all forms of media including adverts
- Integrating gender modules in all media training

g) Women in politics and decision making

- 50% women in decision making positions in all sectors of member states including legislated efforts to attain target
- Gender accountability by all leaders and decision makers at all levels in all sectors
- Effective participation for all in particular women in democratic processes.

**Cross cutting themes**

Under each area, issues of co-ordination, collaboration, capacity building, resource mobilisation, information sharing on best practices, networking were incorporated as they are cross cutting themes. On monitoring and evaluation, a synchronised reporting system on gender for the region is to be developed to eliminate the numerous reports Member States have to develop to various regional and international instruments and partners.



# ANNEXES

## SADC REGIONAL CONSULTATIVE CONFERENCE ON GENDER AND DEVELOPMENT 6TH TO 9TH DECEMBER 2005

### COMMUNIQUE

From December 6-9, 2005, 110 participants from high-level government delegations at the level of Permanent Secretaries, Directors and Senior Officers, and representatives from Civil Society Organisations from 12 member countries of the Southern African Development Community (SADC), attended a regional stakeholders' consultative conference on gender and development convened by SADC Secretariat.

The delegates **recalled** the 1997 SADC Declaration on Gender and Development and its 1998 Addendum on the Prevention and Eradication of Violence against Women and Children, which have played an important role in translating international and continental instruments into regional commitments. Delegates also **took further cognizance** of international instruments such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the 1994 Declaration and Action Plan of the International Conference on Population and Development held in Cairo, the 1995 Beijing Platform for Action (ICPD), and the Millennium Development Goals (MDGs). All of these instruments have been adopted and signed by SADC Heads of States and confirmed as providing critical frameworks for the advancement of gender equality and women's human rights.

The conference **deliberated** on the thematic areas of:

- Gender Mainstreaming
- Human Rights of Women
- Women and the Girl Child Education
- Violence against Women and Girls (with special mention of the sexual exploitation of children)
- Sexual and Reproductive Health and Rights in light of HIV and AIDS
- Women's Economic Empowerment
- Gender and the Media
- Women's Participation in Politics and Decision Making
- And on the upgrading of the 1997 SADC Declaration on Gender and Development into a Protocol

The conference's review of these thematic areas noted that while the policy framework for the advancement of gender equality in the SADC region has significantly advanced since 1997, implementation still falls short of stated commitments; and, that the fragile gains made face new threats from the impact of the HIV and AIDS pandemic, increasing poverty, the increasing levels of gender based violence against women and girls (making specific mention of violence against girls in schools), declining social security nets, and the emergence of new crises such as the trafficking of women and children in the region.

Delegates **endorsed** the critical need to establish dynamic and sustainable partnerships between governments and other stakeholders; the critical need for the mobilization of resources and commitment at the highest levels to strengthen the institutional capacities of national machineries and the SADC Gender Unit; and **emphasized** that partnership building is a vital synergy in mainstreaming gender equality.

Delegates **expressed conviction** that progress towards gender equality in SADC needs to be accelerated and **affirmed their commitment**:

- To the use of gender mainstreaming as an important strategy towards gender equality;
- To the implementation of the framework developed during this conference for the advancement of gender equality in SADC;
- To engendering all macro-economic policies and processes;
- To consolidating and creating synergy between the various commitments on gender equality made

at international and continental levels into one comprehensive regional instrument;

- To working at the national and regional levels to address gender imbalances in education and training, access to health, employment, and women's participation in decision-making in all sectors;
- To the review of national legislation and policies that are discriminatory against women;
- To the development of information, education and other strategies to bring awareness among the general populace at national level of the international, regional and national policy frameworks on gender equality, and to promote

dialogues and discussion among the general populace on women's human rights and gender equality;

- To strengthening the monitoring mechanisms in place for advancing gender equality;
- To strengthen and improve coordination between the various stakeholders working to advance gender equality in the region; and
- To raising the level of awareness of the gender dimensions of the HIV and AIDS pandemic and violence against women and girls, so that both are viewed as emergencies, requiring urgent and appropriate actions taken at the national and regional levels.

**SADC REGIONAL CONSULTATIVE CONFERENCE ON GENDER  
AND DEVELOPMENT 6TH TO 9TH DECEMBER 2005**

**CONFERENCE PROGRAMME**

**TUESDAY 6<sup>TH</sup> DEC 2005**

- 8:30 - 10:30 Registration of Delegates & Official Opening  
10:30 -11:00 Tea Break  
11:00 -12:30 SADC Gender Unit Update  
12:30 - 1:30 Lunch Break  
1:30 - 3:00 Thematic Paper Presentation A: From a Declaration to a Protocol  
Thematic Paper Presentation B: Gender Mainstreaming  
3:00 - 3:30 Tea Break  
3:30 - 5:00 4 Parallel Seminars on Thematic Areas A & B  
5:00 - 6:00 Networking  
7:00 - 9:00 End of Day

**WEDNESDAY 7<sup>TH</sup> DEC. 2005**

- 8:30- 10:30 Thematic Paper Presentation C: Human Rights of Women  
Thematic Paper Presentation D: Women and Girl Child Education  
10:30- 11:00 Tea Break  
11:00- 12:30 4 Parallel Seminars on Thematic Areas C & D  
12:30- 1:30 Lunch Break  
1:30- 3:00 Thematic Paper Presentation E: Violence Against Women  
Thematic Paper Presentation F: Sexual & Reproductive Health Rights  
3:00- 3:30 Tea Break  
3:30- 5:00 4 Parallel Seminars on Thematic Areas E & F  
5:00- 6:00 Freshening Up  
7:00- 9:00 Executive Secretary's Welcome Cocktail Party

**THURSDAY 8<sup>TH</sup> DEC. 2005**

- 8:30 -10:30 Thematic Paper Presentation G: Women's Economic Empowerment  
Thematic Paper Presentation H: Gender and Media  
10:30 -11:00 Tea Break  
11:00 -12:30 4 Parallel Seminars on Thematic Areas G & H  
12:30 -1:30 Lunch Break  
1:30 -3:00 Thematic Paper Presentation I: Women's Participation in Politics and  
Decision Making  
3:00 -3:30 Tea Break  
3:30 -5:00 4 Parallel Seminars on Thematic Area I  
5:00 - 6:00 Excursions  
7:00 - 9:00 End of Day

**Friday 9<sup>th</sup> Dec. 2005**

- 8:30 – 10:30 Consolidating Reports and Recommendations from Seminars Issues Emerging from  
the Discussions and Proposed Framework  
10:30 -11:00 Tea Break  
11:00 -12:30 Closing Ceremony and Issuing a Communiqué  
12:30 -1:30 Lunch Break  
1:30 - 3:00 End of Conference

## SADC REGIONAL CONSULTATIVE CONFERENCE ON GENDER AND DEVELOPMENT 6TH TO 9TH DECEMBER 2005

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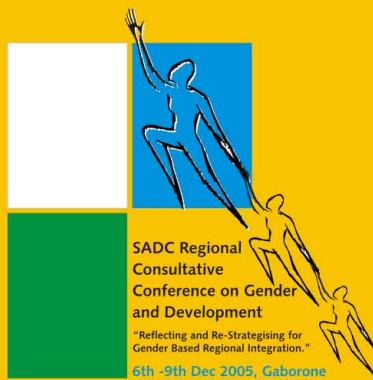
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