ANNEXES

ANNEX I

COUNTRY PRESENTATIONS

Country	Achievements	Constraints	Opportunities	Challenges
Angola	▪ Adoption of strategic plan for gender promotion ▪ Adoption of policy for sexual and reproductive health for women ▪ Establishment of program for HIV positive pregnant women ▪ Adoption of gender programme for girls in school ▪ Establishment of counselling centres for victims of violence	▪ Low participation of women in decision- making ▪ Lack of capacity to mainstream gender ▪ Inadequate commitment by government ▪ Lack of financial resources	▪ Engendering peace process ▪ The Beijing evaluation process ▪ CEDAW report discussion in UN ▪ Millennium Development Goals	▪ High mortality rate ▪ Poverty ▪ Illiteracy ▪ Violence against women
Botswana	▪ Policy on Women in Development formulated (1995) ▪ Establishment of a National Council on Women in Development comprised of key stakeholder institutions ▪ Development of a Gender programme (July 1999) and Short term Plan of Action (September 1999) ▪ Review of laws affecting women (September 1998) ▪ Vision 2016 recognises Gender and Development issues ▪ Financial Assistance Program provides for a 30% quota for women ▪ Women's Finance Housing loans for entrepreneurs ▪ Women empowerment projects established ▪ Women's NGO Coalition and Worldview support to groups in remote areas ▪ Revised National Policy on Education	▪ Non-domestication of international conventions and instruments ▪ Inadequate funding for women programs and activities ▪ Lack of skills and information ▪ Lack of markets ▪ Lack of financial resources ▪ Unequal access to employment development programs ▪ Women dependence on male partners ▪ Non-implementation of Policies ▪ Women overburdened with domestic and social pressures ▪ Educational material reinforces discrimination ▪ Women underrepresented in decision making positions	▪ Media working intensively with NGOs	▪ Women living in abject poverty: female headed households constitute 70% with 46% living in abject poverty ▪ Legal and cultural barriers ▪ Young Women Christian Association (YWCA) Teen Mothers Project facing widespread opposition and attitudinal barriers ▪ Employment Prospects limited ▪ Increasing teenage pregnancies ▪ Physical, sexual and psychological abuse of girls ▪ People not willing to undergo HIV testing ▪ Lack of political will ▪ Women lack confidence to stand for political positions ▪ Marital rape not viewed as an issue for concern

	and Strategy for Vocational Training ▪ YWCA Teen Mother's Project funded by United Nations Children Emergency Fund (UNICEF) provides opportunity for pregnant teenagers to return to school ▪ Sensitisation on HIV/AIDS, breast cancer, menopause ▪ Feeding programs for severely malnourished babies ▪ Establishment of political education project			
Lesotho	▪ Creation of women projects ▪ Establishment of Early Childhood and Care Development by Government to cover children with special needs ▪ Women organizations established vocational centres to bridge gap between educated and uneducated ▪ Voluntary organizations manage children's programs, provide sensitisation on HIV/AIDS	▪ Prevalence of abduction of young girls ▪ Unreported domestic violence ▪ Sexual harassment common ▪ Unequal access to credit facilities, land and other resources ▪ Unequal division of labour and responsibilities	▪ Law Reform Commission reviewing discriminatory laws	▪ Women occupy minority status ▪ Stereotyping of women ▪ Inequality between men and women ▪ Discriminatory national laws ▪ Non-domestication of international instruments ▪ Environmental issues including extreme climate and terrain
Malawi	▪ National Gender Policy formulated ▪ Development of Malawi National Platform for Action as a symbol of Government's commitment to improving the status of women ▪ Declaration by Government of Malawi Principal Secretaries to put gender on the Ministerial agendas and development activities ▪ Creation of Malawi Gender Training Team to contribute to the attainment of equitable distribution of resources and benefits ▪ Enhancing of extension projects aimed at increasing the level of literacy at community level ▪ Initiation of process to enact legislation against domestic violence ▪ 155 women contesting parliamentary	▪ National Gender Policy is a white elephant, it has not been adopted ▪ Inadequate health care ▪ Gender based violence ▪ Sex used to acquire vital and basic services ▪ Government has relegated its primary duty of care to women ▪ Long distances to health centres	▪ Legal and policy reform process ▪ Women contesting elections	▪ HIV/AIDS pandemic ▪ Poverty ▪ Illiteracy

	seats in the 2004 general elections ▪ National Strategy to combat gender based violence in Malawi ▪ Consultative meetings on Bill on Violence against Women			
Mozambique	▪ Designed framework for gender analysis of the Poverty Reduction Strategic Paper (PARPA) ▪ Government recognized Women's Forum as a resource for gender issues ▪ Network for Women and Gender NGOs created at provincial level ▪ Close collaboration between Women's Forum and Government ▪ National Gender Policy formulated and will be submitted to legitimise it ▪ Land law reformed and Coalition established to disseminate it ▪ Close collaboration with enforcement institutions on issues relating to Domestic violence ▪ Woman appointed as Prime Minister ▪ Created a ministry of science and technology ▪ Working with Women in Information, communication and technology in the rural areas	▪ Lack of monitoring instruments ▪ Lack of information concerning the importance of tele-centers ▪ Lack of systematic, efficient and permanent institutional arrangement for information and gender statistics ▪ Lack of practical instruments to deal with gender issues	▪ Mozambique is in the process of public and legal reform	▪ NEPAD – how it would be used to eradicate poverty ▪ Putting unpaid work on the advocacy agenda ▪ To build an effective domestic violence law by NGOs ▪ HIV/AIDS pandemic ▪ Gender budgeting
Namibia	▪ Women appointed into decision making positions ▪ Government analysing policies and programs regarding their impact on poverty and women ▪ Economic and social policies reviewed ▪ Technical and human resources to incorporate women in the development of agricultural, mining and fishing sectors in place ▪ Enactment of National Policy, Married Persons Equality Act on inheritance and the Agricultural Bank of Namibia	▪ Mathematics and science curricula materials are not gender sensitive ▪ Affirmative action in the constitution is permissible, not compulsory ▪ Limited number of women in political positions ▪ No specific programs for the girl child ▪ Poor implementation of laws ▪ Gender focal persons are often persons who occupy positions that do not allow them to	▪ National gender policy ▪ Combating of Domestic Violence Act ▪ Rape Act ▪ Married Persons Equality Act ▪ Establishment of National Gender mainstreaming Task Force	▪ Lack of financial resources ▪ Lack of awareness

	on affirmative action loan scheme ▪ Right to education enshrined in the constitution ▪ Exemption on tuition fees for parents unable to pay ▪ Establishment of directorates for adult education aimed at eradicating illiteracy ▪ Awareness campaigns by NGOs and Government on bursary schemes and training for women ▪ Gender focal persons appointed in most government ministries ▪ National Gender mainstreaming task force established, but not yet formally launched ▪ Family planning and reproductive health educational programs established ▪ Labour Act provides for maternity leave and women who have had miscarriages ▪ Enactment of the Combating of Domestic Violence Act ▪ Establishment of Ministry of Women's Affairs and the women and child protection units ▪ Training of police officers on treatment of rape victims ▪ Namibian Men for Change and media campaign against violence on women and children ▪ Government provides financing for small and medium enterprises for women ▪ Establishment of national organization for girls to prepare them as women activists ▪ New legislation gender analysed ▪ Government allocates financial and human resources to law reform and	influence management ▪ Lack of enforcement mechanisms to hold government responsible		

	development commission • Gender sensitisation training given to service providers such as lawyers, medical practitioners, etc • Accessible and available legal aid services			
South Africa	• Enactment of the Termination of Pregnancy Act (1996), the Domestic Violence Act (1998), the Maintenance Act (1998), the Customary Marriages Act (1998) and the Equality Act (2000). • Reform of laws such as the Public Services Act (removed discriminatory practices), tax tables, labour relations Act (sexual harassment and maternity provisions) • Setting up of institutional mechanisms such as the Commission on Gender Equality, the Human Rights Commission, the office on the Status of Women, Gender focal points, Sexual Offences and Community Affairs Unit and the Parliamentary Committee on the Quality of Life and Status of Women • Review of the Sexual Offences Draft Bill by Parliament • Establishment of an enabling constitution • Establishment of local radio stations, newspapers and community outreach	• Lack of education and knowledge by civil society on the SADC Addendum on Violence against women • Lack of training for gender focal points • Transfer of trained government personnel • Staff attrition • Irregular reporting on SADC Addendum • Lack of financial and human resources • Lack of commitment and political will to gender issues on the part of government • Poor allocation of funds for gender matters • Negative attitudes by service providers (police, medical practitioners, etc) • Lack of coordinated input and visibility on the Sexual Offences Act threaten the girl child • Lack of access to information • Poor implementation and enforcement of laws and policies	• Government engaged in efforts to deal with violence against women • Report on consultative meetings on gender-based violence held by the Commission on Gender Equality	• Lack of monitoring mechanisms • Ignorance on the part of the community on issues of violence against women • Poor communities
Swaziland	• Gender mainstreamed in some Government ministries • Gender sensitisation workshops for the media • Awareness campaigns and workshops	• Women are not allowed to own land • Poor reporting by service providers • Lack of human resources • Customary laws	• Constitutional reform • Ratification of CEDAW • Law reform	• HIV/AIDS pandemic • Need for more women in decision making positions • Classification of country as middle income, hence not attracting donor funding

				• Poverty • Translation of legal documents into local languages and simplification into user friendly language • Establishment of gender desk • Violence against women
Tanzania	• Research and capacity building activities implemented • Institutionalising of gender issues in all sectors • Training for women member of parliaments • Civic education • Enactment of strong Sexual Offence Special Provisions (1998) • Institutionalisation of 16 days of activism against gender violence • Adoption of gender budgeting by Ministry of Finance • Enactment of General land Act/Village land Act that recognizes gender equalities in a male dominated Parliament • Participation in legal reform	• Instability of political party • Inadequate law enforcement • Lack of awareness of laws • Customary law • Commercialisation of services	• Legal reform • Budgetary process • General elections	• Neo-liberal system • MDGs • Poverty Reduction Strategy Paper (PRSP) • HIV/AIDS
Zambia	• Preparation and adoption of National Gender Policy • Gender and entrepreneur training and capacity building for CBOs and NGOs • Translation of Beijing Platform for Action into four major Zambian languages • Production of Shadow Report on the status of Women • Slight increase in numbers of female members of Parliament • Government set up a special scholarship scheme for girls where 25% is reserved for girls and 75% is open to both boys and girls • Introduction by government of lower	• Delayed adoption of implementation plan for National Gender Policy • 30% quota system not legislated • Customary laws • Presence of discriminatory laws • Lack of political will • Women lack confidence to contest elections • Government has relegated its responsibilities to care for the sick • Financial constraints • High user fees	• Identification of member organizations with specialization in critical areas of concern • Constitutional reform • Formulation of a national environmental policy	• Illiteracy • High mortality rate • HIV/AIDS • Poverty • Prevalence of violence against women, abuse of children • Girl child pregnancies • Increased number of orphans • Stigmatisation of girl drop outs • Gender imbalance in environment matters • Media still male and government dominated • Lack of understanding of gender conceptualisation • Gender in Development

	cut-off point for girls at both grade 7 and 9 ▪ Establishment of Victim Support Units ▪ Health reforms ▪ Introduction of program of Advancement of Girl Education (PAGE) ▪ Establishment by Ministry of Education of a unit to eliminate gender role stereotyping	▪ Poor dissemination of information ▪ Structural weaknesses in health delivery system ▪ Lack of reproductive health care management ▪ Lack of access to media by women		Division (GIDD) does not constitute the level of envisaged machinery ▪ Lack of gender data bank sources at all levels ▪ Non-domestication of international instruments ▪ Inadequate monitoring and evaluation skills
Zimbabwe	▪ National Gender Policy launched in March 2004 ▪ Enactment of Domestic Violence and Sexual Offences Act ▪ Wills and inheritance program in place ▪ Establishment of Parliamentary Committees, Women's Charter, Gender Councils, Gender Focal Points ▪ Directives for gender responsive language ▪ Policy allowing pregnant teenagers to return to school	▪ High user fees ▪ Lack of information ▪ Poor health services ▪ Diversion of national resources by the powers that be	▪ CEDAW ▪ SADC Declaration on Gender and Development and its Addendum ▪ Domestic Violence legislation	▪ Women still considered as minors ▪ Land distribution system ▪ Issues of democracy and governance ▪ Backtracking on policies and development issues ▪ Poverty ▪ Prevalence of sexual abuse, violence against women
WLSA	▪ Advocacy work culminated in the formulation and adoption of the African Charter on Human and People's rights on the rights of women in Africa ▪ Lobby of Swaziland's adoption and ratification of the CEDAW (since ratified) ▪ Regional consensus on policy goals on affirmative action for women ▪ Gender sensitive legal reforms in Botswana, Zimbabwe, Malawi and Mozambique – laws criminalizing marital rape, child abuse, gender based violence and defilement ▪ Establishment of victim support units aimed at speedy, friendly environment for victims of crime	▪ Government commitment on paper only ▪ Negative customary laws ▪ Continued gender violence and discrimination ▪ Disharmony between international, regional and continental protocols and domestic laws ▪ Violence against women is common phenomenon in the region ▪ Lack of enforcement mechanism for laws to protect women rights ▪ Insufficient recognition of women's reproductive and sexuality rights which fuels the	▪ Country constitutional review processes ▪ Law revision	▪ Implementation of positive policies and ensuring visibility of women's issues ▪ Adoption by the African Union of 50/50 representation in its structures against SADC's 30%

	▪ Support of cases on abduction of young girls in Swaziland and Zambia	infection rates of HIV/AIDS ▪ Slow pace in acceding to and adoption of the optional protocol to CEDAW and the protocol to the African Charter on Human and People's rights ▪ Under utilization of CEDAW on the ground ▪ SADC lacks a mechanism for reporting and dealing with breaches of human rights ▪ Absence of legislation with regards to HIV/AIDS		
WiLDAF	▪ Significant steps taken to encourage women in decision making positions ▪ States and civil society have responded through the provision of policy statements, expanded legal instruments, civil and criminal action, counselling services, sensitisation and awareness raising	▪ Dual legal system in SADC countries ▪ Lack of financial resources in government and NGOs ▪ Stereotyping ▪ Cultural resistance ▪ Inability of individuals to place claims on governments ▪ Absence of international police to monitor women's human rights violations ▪ Many legal and community institutions have no capacity or political will to ensure protection of women ▪ Lack of awareness of the provisions of Beijing Platform for Actions and SADC Declarations and Addendum	▪ Constitutional reforms ▪ SADC parliamentary forum ▪ Awareness raising of all stakeholders on provisions of Beijing Platform for Action and SADC Declaration and Addendum ▪ Developing monitoring mechanisms to monitor implementation of instruments ▪ Collection of data needs for systematic documentation on gender in general ▪ Emergence of a number of national and regional organizations and networks have the potential to form stronger advocacy voice	▪ Governments have ratified the Beijing Platform for Action and SADC Declaration as an end in itself and not a means to an end ▪ Sensitisation and awareness raising efforts are inadequate ▪ Still high incidence of different forms of gender violence ▪ Cultural norms and beliefs ▪ Application of dual system of laws ▪ HIV/AIDS pandemic
Women in Land and Water Rights in Southern Africa	▪ Gender analysis of land and water policies in SADC ▪ Introduction of small holder irrigation program for food security ▪ Study on the integration of gender, land and water for food security and rural development	▪ Non-domestication of international human rights instruments ▪ Lack of substantive policies and laws ▪ Fragmented policy and legal frameworks ▪ Market based access is key factor of production	▪ Current reform in the region ▪ SADC Gender Declaration ▪ Establishment of the SADC land desk ▪ Existence of SADC Water protocol	▪ Development of norms, principles and standards to monitor women's access to and ownership of resources ▪ Political will on the part of Governments to ensure gender sensitive policy formulation ▪ Move the SADC Gender Declaration into a protocol that

		Lack of political will Lack of resources Lack of training on natural resource management		is binding
Gender Links	▪ Initiation with the Media Institution for Southern Africa, the first Gender and Media Baseline Study (GMBS) for the region ▪ Pilot projects for media to come up with gender policies (Mauritius and Zambia) ▪ Creation of media networks ▪ Dissemination of bi-monthly journal on gender justice issues ▪ Pilot projects on gender mainstreaming with three media training institutions ▪ Training of media on gender issues ▪ Study on use of information technologies by African women ▪ Campaigns on gender violence during the 16 days of activism ▪ Producing and launching book titled 'bringing up the changes- women and governance in southern Africa' ▪ Documentation on gender equality in Swaziland	▪ Lack of strong gender and media activism in Southern Africa ▪ Strategies to address the issue of backlash in the media on feminism and gender activism ▪ Inadequate awareness on gender and the media among the different publics in the region, more gender and media literacy work needs to take place	▪ Southern Africa Gender and Media Summit to review strategies ▪ Working with the media in the absence of editorial policies to devise policies that incorporate gender into editorial content and employment at all levels ▪ Growth of gender and media networks in countries, as well as media monitoring projects to issue regular reports on media shortcomings ▪ Media recognition of its need for training on gender	▪ Putting women's right to communicate and to have freedom of expression on the agenda of the media, human rights groups and gender activist groups
UNIFEM	▪ Capacity building and sensitisation workshops for policy makers and women NGOs on gender responsive budgets ▪ Commissioning of a guidebook 'why should we care about unpaid care work?' to be used as a basis for advocacy to lessen the burden of unpaid care work on women and girls ▪ Research studies on care work conducted in Botswana, Mozambique and Zimbabwe ▪ Support to women in non-traditional activities such as mining and	▪ Few economists trained on gender mainstreaming in women policies, programs and processes ▪ Limited resources to undertake national research ▪ Raw materials costly ▪ Inadequate institutional capacity ▪ Lack of financial and human resources ▪ Fragmented laws ▪ Lack of resources to access ICTs	▪ Political will on recognition of unpaid care work ▪ Availability of data ▪ Access to national and international markets ▪ Regional reforms ▪ Use of a rights-based approach	▪ Unpaid care work is not recognized by policy makers hence not included in the system of national accounts ▪ Lack of resources ▪ Policies and legislation that support women in mining ▪ Political commitment in terms of amending legislation and policies that disadvantage women ▪ Gender Based Violence still prevalent

	construction sectors ■ Establishment and launching of national mining associations in Malawi, Tanzania, Zambia and Zimbabwe ■ Establishment of Southern African Women in Mining Trust in 1997 ■ Pilot projects to strengthen women's capacity as entrepreneurs, producers and informal workers ■ Launch of the Regional Platform on Women's Land and Water Rights in 2002 ■ Launch of a regional SADC Expo for women entrepreneurs ■ Enhancement of gender mainstreaming skills and formulation of country specific training manuals ■ Program on HIV/AIDS, gender and human rights ■ Support to Women NGOs on gender, HIV/AIDS and human rights issues ■ Establishment of a Trust Fund for projects aimed at preventing violence against women ■ Awareness workshops, school competitions, media programs ■ Support to Governments of Lesotho and Swaziland in assessing current status on the CEDAW	■ Limited resources to address treatment issues		
SARDC/WIDSAA	■ Availability of documentation and profile on status of women ■ Widening access to information on gender to government, academic institutions, civil society, media, legislature, etc ■ Monitoring and evaluation of SADC governments programs in realizing Beijing commitments and the Gender Declaration ■ Strengthening strategic partnerships to	■ Lack of political will ■ Lack of linkages between the SADC frameworks ■ Implementation of frameworks weak ■ Weak gender policies ■ Weak enforcement mechanisms ■ Some countries do not meet targets and deadlines in governance and gender issues	■ SADC Protocols ■ NEPAD ■ MDGs	■ Monitoring and evaluation tools ■ Development of indicators ■ Distortion of theories, concepts and the practice of gender ■ Establishing a nexus between policy makers and beneficiaries

	influence the gender and women's empowerment agenda • Supporting engendering governance processes at national and regional levels			
SADC-GU	• Policy development and commitment by SADC • HIV/AIDS on the agenda • SADC Secretariat • Ministries responsible for Gender and Women Affairs in member states • Sub-regional offices of IGOs: UNIFEM –SARO AND UNESA-SAO • International cooperating partner organisation contributing financial and other resources • NGOS which represent women and gender issues • Adoption and signing of SADC Declaration on Gender and Development and Addendum on Prevention and Eradication of Violence against women and children • Institutionalise gender decision making structures within the SADC structures • Restructuring of SADC – Gender Unit in place • Establishment of the Regional Indicative Strategic Development Plan where the Gender Unit influences gender equality issues and mainstreaming • 30% Affirmative action for women • Council pronounced itself on use of gender sensitive language	• Enforcement mechanisms dependant on good will • Monitoring progress made in the implementation of SADC, GAD and Addendum • Public sector reforms	• Revisiting the mandates, roles and responsibilities	• Limited capacities both at Secretariat and national level • Broad mandates, roles and responsibilities • Establishing strategic alliances between government and non-government organisations • Role of ministries for gender, women affairs and NGOs in influencing policy sphere