

HIGHLIGHTS

First Post 2015 review!

SADC GENDER PROTOCOL 2017

BAROMETER



New results framework

New ways of measuring change



SADC GENDER PROTOCOL ALLIANCE

Foreword by Emma Kaliya - Chair of the Southern Africa Gender Protocol Alliance
Edited by Colleen Lowe Morna, Sifisosami Dube and Lucia Makamure

The Southern African Gender Protocol Alliance's vision is an inclusive, equal and just society in the public and private space in accordance with the SADC Protocol on Gender and Development. The Alliance campaigned for the adoption and implementation and review of the SADC Protocol on Gender and Development. The Alliance is now advocating for action and results in the implementation of the Protocol which is linked to the Sustainable Development Goals (SDGs), Beijing Plus Twenty and the Africa Agenda 2063, with a Monitoring, Evaluation and Results Framework.

Gender Links coordinates the work of the Alliance.

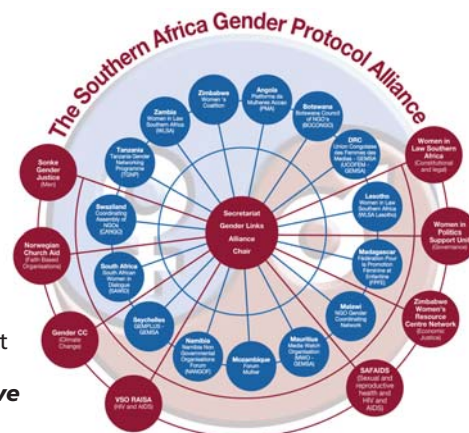
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AmplifyChange



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Gender Links

Constitutional and legal rights

Women and Law Southern Africa (WLSA)

Governance

Women in Politics Support Unit (WIPUSU)

Sexual and Reproductive Health and Rights

Southern Africa HIV and AIDS Information Dissemination Service (SAfAIDS)

Care work

Voluntary Services Overseas - Regional Aids Initiative South Africa

Climate Change

Gender CCSA

Economic Justice

Zimbabwe Women's Resource Centre Network (ZWRCN)

Angola

Plataforma Mulheres em Ação (PMA)

Botswana

Botswana Council of NGO (BOCONGO)

DRC

Union Congolaise des Femmes des Medias (UCOFEM)

Lesotho

Women and Law in Southern Africa (WLSA-Lesotho)

Madagascar

FPFE Federation Pour la Promotion Feminine et Enfantine

Malawi

NGO Gender Coordinating Network (NGOGCN)

Mauritius

Media Watch Organisation

Mozambique

Forum Mulher

Namibia

Namibia Association of Non-Governmental Organisations Trust

Seychelles

GEMPLUS

South Africa

South African Women in Dialogue SAWID

Swaziland

Coordinating Assembly of Non-Governmental Organizations (CANGO)

Tanzania

Tanzania Gender Network Programme

Zambia

Women and Law in Southern Africa – Zambia

Zimbabwe

Women's Coalition of Zimbabwe

Faith Based Organisations

Norwegian Church AID Southern Africa Office

Men's Groups

Sonke Gender Justice



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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome	MER	Monitoring, Evaluation and Reporting
AJPF	Association of Women Journalists	MERF	Monitoring, Evaluation and Reporting Framework
APRODEF	Action Pour La Promotion Et La Defense Des Droits De La Femme	MHRRC	Malawi Human Rights Resource Centre
ART	Anti-retroviral treatment	MISA	Media Institute of Southern Africa
ARV	Anti-Retroviral drug	MMR	Maternal Mortality Ratio
ASADHO	Association Africaine de Defense des Droits de l'Homme	MOU	Memorandum of Understanding
AU	African Union	MPPSPF	Ministère de la Population, de la Protection Sociale et de la Promotion de la Femme
AVIMAS	Association of Widows and Single Mothers	NABW	National Association of Business Women
BCP	Botswana Congress Party	NANASO	Namibia Networks of AIDS Service Organisations
BOCONGO	Botswana Council of Non-Governmental Organisations	NANGOF	Namibia Association of Non-Governmental Organisations Trust
CANGO	Co-ordinating Assembly of Non-Governmental Organisations	NATICC	Nhlangano AIDS Training Information and Counselling Center
CASE	Community Agency for Social Enquiry	NGO	Non-Governmental Organisation
CCJP	Catholic Commission for Justice and Peace	NGOCC	Non-Governmental Organizations Coordinating Council
CHRR	Centre for Human Rights and Rehabilitation	NGOGCN	NGO Gender Coordinating Network
CISONECC	Civil Society Network on Climate Change	OSF	Outreach Scout Foundation
CMD	Council for Non-Governmental Organizations	PEP	Post Exposure Prophylaxis
CSC	Citizen Score Card	PMA	Platforma da Mulheres Accao
CSEC	Civil Society Education Coalition	PMTCT	Prevention of Mother to Child Transmission
DHRMD	Department of Human Resource Management & Development	PDF	Grassroots Women's Awakening and Dynamism
DPE	Development for Peace Education	RnRT	Rights not Rescue Trust
DRC	Democratic Republic of Congo	SADC	Southern Africa Development Community
FAWEZA	Forum for African Women Educationalists of Zambia	SAHRC	South African Human Rights Commission
FAWEZI	Forum for African Women Educationalists Zimbabwe	SAWID	South African Women In Dialogue
FODEP	Foundation for Democratic Process	SCCO	Swaziland Concerned Civic Organisations
FOMMUR	Mozambican Forum of Rural Women	SDGs	Sustainable Development Goals
FPFE	FEDERATION POUR LA PROMOTION FEMININE ET ENFANTINE	SGDI	SADC Gender and Development Index
GBV	Gender Based Violence	SOFEPAI	Solidarité Féminine pour la Paix et le Développement Intégral
GEM Plus	Gender and Media Plus Association of Seychelles	SOMAMI	Parliamentary Women Network
GenderCC-SA	Gender Climate Change-Southern Africa	SRHR	Sexual Reproductive Health and Rights
GL	Gender Links	STEM	Science, Technology, Engineering and Mathematics
GMBS	Gender and Media Baseline Study	SWAGGA	Swaziland Action Group Against Abuse
GMMP	Global Media Monitoring Project	SWIFT	Swaziland Fair Trade
GMPS	Gender and Media Progress Study	TGNP	Tanzania Gender Network Programme
GPS	Gender Progress Score	TMALI	Thabo Mbeki African Leadership Institute
GRA	Gender and Rights Assessment	UCOFEM	Congolese Union of Women in Media
HIV	Human Immuno deficiency Virus	UN	United Nations
ICPD	International Conference on Population and Development	UNSCR	United National Security Council Resolution
IILACE	International Institute of Law Association Chief Executives	VAW	Violence Against Women
IMERSE	International Mental Health Resource Services	WCoZ	Women's Coalition of Zimbabwe
KAYEC	Katutura Youth Enterprise Centre	WLSA	Women and Law in Southern Africa
MDGs	Millennium Development Goals	YWCA	Young Women Christian Association
		ZGC	Zimbabwe Gender Commission
		ZNWLG	Zambia National Women's Lobby Group

EDITORIAL TEAM



Colleen Lowe Morna (*South Africa*) is CEO of Gender Links. A South African born in Zimbabwe, Colleen began her career as a journalist specialising in economic and development reporting including as Africa Editor of the New Delhi-based Women's Feature Service. She joined

the Commonwealth Secretariat as a senior researcher on the Africa desk in 1991, and later served as Chief Programme Officer of the Commonwealth Observer Mission to South Africa. Colleen subsequently served as founding CEO of the South African Commission on Gender Equality. A trainer, researcher and writer, Colleen has written extensively on gender issues in Southern Africa. She holds a BA degree in International Relations from Princeton University; Masters in Journalism from Columbia University and certificate in executive management from the London Business School. She has received awards from the Woodrow Wilson School of International Relations; the Newswomen's Club of New York and the *Mail and Guardian* newspaper in South Africa. In 2007, South Africa's Media Magazine named Colleen runner up in the Media Woman of the Year Award. In 2013, CEO magazine named Colleen the "most influential woman" in South Africa and Africa as a whole in the civil society category. A year later the University of Johannesburg awarded Colleen honorary membership of the Golden Key Association that recognises excellence in academia and public service. Colleen has served as editor-in-chief of all nine Barometers.



Sifisosami Dube (*Zimbabwe*) is the Alliance and Partnerships Manager at Gender Links. Sifisosami has been with Gender Links since September 2012 when she joined as the Gender and Governance Manager. Sifisosami is now manager of the Southern African Gender Protocol Alliance and

the annual SADC Gender Protocol Barometer research. Sifisosami holds a BCOM in Entrepreneurship and a Master's in Public Administration and Development Management. She undertook Gender Studies at the University of Pretoria and African Thought Leadership at the Thabo Mbeki African Leadership Institute (TMALI). She is currently studying towards a BA in Law degree with the University of South Africa. Prior to joining Gender Links, Sifisosami worked at CIVICUS, a global civil society network where she led a gender mainstreaming programme. Sifisosami updated the Implementation chapter of the Barometer. She sub-edited several chapters of the Barometer.



Lucia Makamure (*Zimbabwe*) is a journalist with more than 10 years of experience working on human rights and public policy issues in Southern Africa. Lucia is a 2016 Commonwealth Scholar currently in her final year studying towards a Master's in Public Policy and

Management degree with the University of York. Lucia is the Alliance Advocacy and Networking Coordinator at Gender Links. She is responsible for much of the desktop research and administrative follow up and support on this project. Lucia wrote the Economic Justice Chapter and co-authored the Preface and the Executive summary of this report. She also served as sub-editor and proof reader of several chapters of the Barometer.



Danny Glenwright (*Canada*) has a background in human rights journalism and media training and a Masters in International Cooperation and Development from Italy's University of Pavia. Glenwright previously served as GL Communication Manager and worked as a

human rights trainer. He has also worked in Sierra Leone, Palestine, the United Kingdom and Rwanda. He is currently CEO at Action Against Hunger/Action contre la Faim (@ACF_Canada), and Managing Editor of The Philanthropist.



Debbie Budlender (*South Africa*) is an independent Consultant. Between 1988 and June 2012 she worked as a specialist researcher with the Community Agency for Social Enquiry (CASE): a South African non-governmental organisation working on social policy research.

Between April 1997 and March 2002 Debbie was on a long-term part-time secondment to Statistics South Africa, the country's national statistical bureau where she worked on gender, employment, poverty and children's issues. She was also in charge of planning and running the country's first national time use study. Debbie served as the overall coordinator of South Africa's Women's Budget Initiative when it started in 1995. In subsequent years, she has served as consultant on gender-responsive budgeting to non-governmental organisations, governments, parliamentarians and donors in more than thirty-five countries. In this project Debbie has served as advisor on the SADC Gender and Development Index (SGDI).

CHAPTER AUTHORS



Kubi Rama (*South Africa*) has 25 years-experience working in non-governmental organisations (NGOs) and institutions of higher learning. In that time her main focus has been on media, communication, education, research, training and gender. In her time at Gender Links from 2003 to 2014, Kubi contributed to growing the organisation from four to 60 people with offices in ten countries. In the last three years Rama has spent time understanding and developing monitoring and evaluation systems that move beyond the numbers to measuring change. Rama has contributed to several Barometers as the author of the Gender Based Violence and Constitutional and Legal Rights chapters. Rama is the author of the Education and Training chapter of the 2017 Barometer.



Mariatu Fonnah (*Sierra Leone*) joined GL in 2014 as the Gender and Governance Manager. She has several years' experience in project management, monitoring and evaluation, training and research on gender at local, regional and international levels. As a trainer, she has designed and conducted training in gender equality, development and good governance. She has done research on the impact of domestic violence on women, and continually seeks to promote a gendered approach to any form of development and socio-economic change especially in Southern Africa. Mariatu wrote the Governance chapter of the Barometer.



Makanatsa Makonese (*Zimbabwe*) is a human rights lawyer with international experience in human rights, democracy, governance and rule of law with a focus on the SADC region. She holds a Bachelor of Laws (Honours) Degree, a Master's Degree in Women's Law and is currently undergoing the examination process for a PhD in Women's Law (focusing on land rights and international human rights law). She has worked in government, civil society and in the private sector as a practising lawyer. She has implemented programmes and held positions of responsibility and leadership on initiatives focusing on human rights, the rule of law, democracy and governance, law reform and the development of the legal profession including as a member of the International Institute of Law Association Chief Executives (IILACE) and the Executive Secretary of the Southern African Development Community (SADC) Lawyers' Association. Her most recent publications (2015 and 2016) focus on Women's Rights under the New Zimbabwean Constitution, Customary Law and the Enjoyment of Women's

Rights in Southern Africa (with a focus on Lesotho, South Africa and Botswana) and The Role of the Legal Profession in Promoting Free and Fair Elections. Makonese wrote the Constitutional and Legal Rights chapter.



Linda Musariri Chipatiso (*Zimbabwe*) joined GL in 2013 as the GBV Indicators Research Officer. As a Hewlett Fellow, Musariri-Chipatiso recently completed her studies towards a Master of Arts degree in Demography and Population Studies from the University of Witwatersrand. She holds a BA Honours degree in Theatre Arts from the University of Zimbabwe. Linda is currently studying for her PHD degree at the University of Amsterdam. She has contributed to five of the seven GBV Indicators Studies conducted by GL and partner organisations and governments. Linda wrote the Gender Based Violence chapter.



Lynette Mudekunya (*Zimbabwe/South Africa*) is public health professional who is an Advisor with REPSSI, a regional organisation providing technical support to psychosocial support for children and youth in 13 countries of East and Southern Africa. She has worked in the Health, HIV and AIDS sectors in Zimbabwe, South Africa and in the region. She wrote the Health, HIV and AIDS chapters, under the guidance of SAF/AIDS.



Tarisai Nyamweda (*Zimbabwe*) is the Media Coordinator at Gender Links. She is responsible for the gender and media projects undertaken by the organisation. She joined Gender Links as Media Policy and Research intern in January 2010. This is where she became involved in gender and media monitoring through the Gender and Media Progress Study (GMPS) in 2010. She coordinated research teams on the recently completed GMPS 2015 study and the South Africa Global Media Monitoring Project (GMMP) study. She wrote the Media, Information, and Communication chapter of the Barometer.



Dorah Marema (*South Africa*) has worked with a wide range of NGOs and in different sectors in both rural and urban settings since 1997. She has been involved in issues of sustainability since 2000 and worked with multi-stakeholder participatory initiatives involving communities, NGOs, government and other institutions in various sectors including small-scale agriculture, environment,

climate change, renewable energy, gender and land-rights at local, national and international levels. She helped establish an NGO called "Green House Project" - an Environmental Sustainability Demonstration Centre in inner-city Johannesburg, which she also managed for five years. Dorah founded Gender Climate Change-Southern Africa (GenderCC-SA) as a NPO organisation. GenderCC coordinates NGOs, community-based groups and individuals who are lobbying and advocating around gender and climate change in the region and internationally. Through this organisation, she implemented a gender and climate change capacity building project in South Africa which provided information about climate change. She is the Current President of GenderCC International. Marema updated the Climate Change chapter of the Barometer.



Kevin Chiramba (Zimbabwe) contributed as GBV Indicators Study researcher. He coordinated the household prevalence and attitudes surveys in Zimbabwe, Zambia, Seychelles and currently in Botswana. Prior to joining GL, Chiramba worked for the University of Zimbabwe as a graduate research assistant in the Psychology Department and at ZimStat as a researcher. He holds a Master of Science degree in Population Studies and a Bachelor of Science (Honours) degree in Psychology from the University of Zimbabwe.



Melody Kandare (Zimbabwe) joined Gender Links in May 2017 as the Alliance and Partnerships Intern. Her contributions in this project include capturing statistical data for the Barometer and administering the Alliance, Monitoring and Evaluation questionnaires which tracks the progress of the SADC Gender Protocol. She holds a Bachelor of Arts in Development Studies from the University of Venda where she is also completing her Honours in International Relations. Kandare is passionate about gender equality, social justice, gender equity, economic justice, women in politics and gender based violence. Whilst studying she worked with gender based organisations at her university such as 'She Reigns and Amplifying Community Voices of South Africa' which promote women empowerment and sustainable development.



Sheila Maingi (Kenya) is a student at the University of Florida pursuing a Masters in Sustainable International Development with a specific focus on Gender and Development. She is also a Governance Intern at Gender Links. Sheila is passionate about women's economic empowerment, women and governance, eliminating gender based

violence, as well as gender, peace and security issues. She has previously worked with Mzalendo Trust, mapping the contributions of Women Parliamentarians in Kenya's 11th Parliament. She also holds a BA in Psychology with a minor in Political science from the University of Nairobi. Sheila wrote the Peace Building and Conflict Resolution Chapter.



Fanuel Hadzizi (Zimbabwe) holds an Honours Degree in Sociology from the University of Zimbabwe. He is a dynamic professional with extensive strategic analytical skills in Monitoring, Evaluation and Learning. His core expertise is in data analysis, research, report writing, knowledge management, donor financial budgeting, website management, training and events coordination. Fanuel has a passion for writing and vast experience in results based management. At Gender Links he has been key in linking people to systems that provide them with MEL resources, services and opportunities, learning and contributing to development and improvement of institutional knowledge. He oversaw the gathering and analysis of the SADC Protocol@Work case studies; knowledge quiz and Citizen Score Card.



SafAIDS (SADC) is a regional non-profit organisation whose vision is to ensure that all people in Africa realise their sexual and reproductive health rights (SRHR) and are free from the burden of HIV, TB and other related developmental health issues. In recognition of the role that stigma and discrimination, gender inequality and related social structures and norms play in driving the epidemic and creating barriers to access to services in southern Africa, the organisation works to address gender equality and the rights of women, girls and key population groups, to access sexual reproductive health services and rights by confronting complex issues like culture, human rights and stigma. SafAIDS oversaw the Health, and HIV and AIDS chapters.

Expert Peer Review Groups in each country

The following expert groups carried out the Gender Responsive Assessment (GRA) of the Constitutional and Legal Sector Score of the SADC Gender and Development Index (SGDI).

EXPERT GROUPS

COUNTRY CO-ORDINATING NETWORK	EXPERT	DESIGNATION	ORGANISATION	
Angola Plataforma da Mulheres Accao (PMA) 	Marinela Gamboa Laureano	National Director of Gender	Ministry of Gender	
	Joana Cortez Cardoso	Technical assistant of women affairs	Ministry of Gender	
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	Christinah Wotho	Member	Botswana Congress Party Womens League	
	Botho Seboko	Chief Executive Officer	Botswana Council of NGOs (BOCONGO)	
	Dudu Etsang	Public Relations Officer	Botswana Council of NGOs (BOCONGO)	
	Chigedze Chinyepi	Alliance member	Gender Links (GL)	
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	Alice Mogwe	Director	Ditshwanelo centre for human rights	
	Orefitshletse Masire	Treasurer	Botswana Democratic Party Women Wing	
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	Elodie Nzovo	Member	L'Union Congolaise des Femmes des Médias (UCOFEM)	
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	Gerry Nanbanza	Member	DCCDHE	
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	Florence Mbwiti	Coordinator	Grassroots Women's Awakening and Dynamism (RDF)	
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	Anselne Nanpuya	Member	BS	
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Lesotho Women and Law in Southern Africa (WLSA) 	Melinda Bohloko	Regional Animator	Development for Peace Education (DPE)	
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	Elizabeth Chambakata	Network coordinator	Malawi Police	
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	Aubrey Chapuzika	M & E officer	NGO Gender Coordinating Network (NGOCCN)	
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	Ellen Howa	Project officer	Civil Society Network on Climate Change (CISONECC)	
	Martha Mtenje	Deputy director	Department of Human Resource Management & Development (DHRMD)	
	Alfred Chauwa	Journalist	Nyasa Times	
	Amon Lukhehe	Director	Outreach Scout Foundation (OSF)	
	Eddah Chavula	Assistant chief	Law Commission	
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	Gibson Banda	Driver	Malawi Human Rights Resource Centre (MHRRC)	
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	Mary Coopan	Treasurer	Media Watch Organisation	
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	Yashvind Kumar Poteeram	Counselor	Ministry of Infrastructure	
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	Sarah Belle	Chemistry student	University of France	
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	Nesha Ramen	Alliance focal person	Media Watch Organisation	
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		Sheila Haudlhate	Coordinator	Forum Mulher member
		Rebeca Gomes	Coordinator	Mozambican Forum of Rural Women (FOMMUR)
Aida Nhaveto		Getoa Decom	Forum Mulher member	
Mangia Mauacca		Activist	Forum Mulher member	
Osvalda Amelia Chichava		Activist	Forum Mulher member	
Dalila Moicoeine		Gender Coordinator	ASCHA	
Ivesa Diolene		Communications officer	ASCHA	
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Abdufatahe Ijo		Facilitator	AMORA	
Milagne Olaimbe		Activist	Forum Mulher member	
Aloimoladilo		Activist	Forum Mulher member	
Julie Nfuno		Coordinator	Forum Mulher member	
Ednizinda Nhaule		Official de campo	Kutenga	
Namibia Namibia Association of Non-Governmental Organisations Trust 	Eileen Louw	Finance Manager	Kings Daughters Organisation	
	Sandie Tjaronda	Trust Chairperson	Namibia Association of Non-Governmental Organisations Trust (NANGOF)	
	Princess Bock	Program Officer	Wings to Transcend	
	Ceejay Rooi	M & E Officer	Rights not Rescue Trust (RnRT)	
	Elzabe Gordon	M & E Officer	Kings Daughters Organisation	
	Nazzira Klein	Intern	Wings to Transcend	
	Chris Mugerwa	Network Manager	Namibia Networks of AIDS Service Organisations (NANASO)	
	Rooi Karl	Admin Officer	Rights not Rescue Trust (RnRT)	
	Reineck Rivelino	Law student	University of Namibia	
	Frans Ugwanga	Programs Manager	Rights not Rescue Trust (RnRT)	
	Gabes Hauwanga	IT Expert	Katutura Youth Enterprise Centre (KAYEC)	
	Sarry Xoagus Eises	Country Manger	Gender Links (GL)	
	Wilhencia Uiras	Programme Officer	Ministry of Gender	
Seychelles Gender and Media Plus Association of Seychelles (GEM Plus) 	Benjamin Vel	Freelance Consultant	Gender and Media Plus Association of Seychelles (GEM Plus)	
	Ronny Arnephy	Commissioner for Social Education and Health	Citizens Engagement Platform Seychelles	
	Monica Servina	Member of the Seychelles National Gender Management Team	Seychelles National Gender Management Team	
	Mermedah Moustache	Member of the Seychelles National Gender Management Team	Seychelles National Gender Management Team	
	Sharon Thelemaque	Coordinator	Gender and Media Plus Association of Seychelles (GEM Plus)	

South Africa South African Women in Dialogue  WOMEN IN DIALOGUE	Lubelihle Banda Susan Nkomo Liegollo Phekho Marthe Muller Philip Molekoa	Chairperson Researcher and Gender Expert Senior Research Fellow Chief of Operations Advocacy & Researcher	African Diasporan Forum South African Women in Dialogue (SAWID) South African Women in Dialogue (SAWID) South African Women in Dialogue (SAWID) South African Human Rights Commission (SAHRC)			
	Swaziland Coordinating Assembly of Non-Governmental Organisations (CANGO)  CANGO Change. Growth. Empowerment.	Hlobisile Dlamini Mzwakhe Khumalo Esther Dlamini Phakama Shili Tenele Mthimkhulu Mphile Sivey Ryan Britch Ncane Maziya Nsika Dlamini Khosi Mkhonta Melusi Myeni Dumisile Mavuso Nelisiwe Mamba Tenele Mkabhele Sihle Khumalo	Programs manager Legal communications Member of Parliament Human rights activist Programs officer Programs officer Development officer Gender officer Volunteer supervisor Development officer Gender officer Director Legal aid officer Gender and advocacy officer Advocacy officer	Swaziland Action Group Against Abuse (SWAGGA) Nhlngano AIDS Training Information and Counseling Center (NATICC) Parliament Swaziland Concerned Civic Organisations (SCCO) Save Our Souls Children Village Co-ordinating Assembly of Non-Governmental Organisations (CANGO) Kwakha Indvodza Gender Links (GL) International Mental Health Resource Services (IMERSE) Swaziland Fair Trade (SWIFT) International Mental Health Resource Services (IMERSE) Diabetes Swaziland Human Rights Commission Co-ordinating Assembly of Non-Governmental Organisations (CANGO) Media Institute of Southern Africa (MISA)		
		Tanzania Tanzania Gender Network Programme  TGNP Mtandao	Catherine Mhina Maulon Ruhaungosa Upendo Ngaopanda Zainab Msuya Caroline Tiziba Praisegod Joseph Ramadhano Saibu Thompson Luchinga Clara Mhando Kelvin Macha Speratus Kyanizi Barack Tesha Lugano Mwakiyina Edna Maopanda	Legal officer Legal Officer Legal Officer Gender activist Legal officer Gender legal officer Legal officer Legal officer Researcher Legal officer Librarian Gender activist Gender activist Legal officer	Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP) Tanzania Gender Network Programme (TGNP)	
			Zambia Women and Law in Southern Africa - Zambia  WLSA Women & Law in Southern Africa - Zambia	Salome Nakazwe Nathan Mungo Mary Katimbe Chileshe Nsama Priscilla Chileshe Namatama Chinyama Simon Kapilima Mwenya Nshitima Faggy Chibanga Rudo Mooba Matrine Hazyondo Sangulukani Zulu Monica Munachonga Khuta Hangoma Maube Siyanga Febby Maambo Cathrine Muwaya Themba Mazyopa	Programe Cordinator Programe Officer WLSA - Board Member Program Officer Chairperson Gender Analyst Asst. Director Programe Officer Project Cordinator Programe Officer Project Assistant Research and Development Officer Gender Consultant Women Participation Cordinator Head of communications Administration Officer Communication Officer Research and Documentation	Women for Change Young Women Christian Association Women and Law in Southern Africa Foundation for Democratic Process (FODEP) Women and Law in Southern Africa Ministry of Gender Ministry of Gender Forum for African Women Educationalists of Zambia (FAWEZA) Zambia National Women's Lobby Group (ZNLWG) Women and Law in Southern Africa (WLSA) Women and Law in Southern Africa (WLSA) Local Government Association of Zambia Women and Law in Southern Africa (WLSA) Women and Law in Development in Africa Non-Governmental Organizations Coordinating Council (NGOCC) Zambia Association for Research and Development Women and Law in Southern Africa (WLSA) Human Rights Commission
				Zimbabwe Women's Coalition of Zimbabwe  WOMEN'S COALITION OF ZIMBABWE	Edinah Masiyiwa Caroline Mateha Faith Ururu Lydia Madyirapanze Vimbai Ndonde Rudo Tamangani Rebecca Musimwa Karen Mukwasi Kudzai Mushangahande Sally Ncube Violah Chidemo	Executive director Technical advisor Student intern National coordinator Legal Intern Finance and admin officer Program manager Program officer Intern National coordinator Program assistant



It is my honour to write the foreword to the 2017 Southern African Development Community (SADC) Gender Barometer. Now in its ninth edition, the Barometer has been tracking progress towards gender equality

in the region since the historic adoption of the SADC Protocol on Gender and Development in 2008 in Johannesburg. As the SADC Heads of State and Government Summit comes back to South Africa in 2017, we have much to celebrate.

The Protocol that we as citizens of SADC fought for is the only SADC instrument so far to have been updated in line with the Sustainable Development Goals (SDGs); AU Agenda 2063 and Beijing Plus Twenty. It is also the only SADC Protocol that has a Monitoring, Evaluation and Reporting Framework (MERF), adopted by Gender Ministers at their meeting in Swaziland in June 2017. This resonates with the call by the Southern African Gender Protocol Alliance for an “action and results” framework in the count down to 2030 - the deadline for the SDGs.

The 2008 Protocol had 28 targets to be achieved by 2015. As the “network of networks” that actively campaigned for the adoption and updating of the Protocol, the Alliance expressed disappointment that the Post-2015 SADC Protocol dropped all specific references to targets and timeframes. However, the MERF, with its 121 gender indicators at various levels (from input to impact) provides a solid basis for measuring progress. The more flexible nature of the Protocol also allows for variable progress, so that those who are further ahead can set timeframes earlier than 2030, which the Barometer takes as the *outside* deadline for the attainment of gender equality.

The revision of the Protocol also paved the way for Botswana to sign. We extend our sincere congratulations to the Government of Botswana for signing, and thank our colleagues in the Botswana Council of NGOs, BOCONGO (the Alliance focal network in Botswana) for their persistent lobbying. We also congratulate Mauritius for coming second in the 2017 Barometer ranking of countries according to the SADC Gender and Development Index (SGDI). This shows that despite the issues that Mauritius still has with the Protocol, efforts on the ground to attain gender equality are bearing fruit. We urge Mauritius to “find its way into the fold”, as the last signatory to the Protocol.

This year is the first full assessment of progress in the region against the updated SADC Gender Protocol. This is why we have adopted the UN Women slogan - “*Planet 5050 by 2030, Step it Up for Gender Equality!*” We congratulate the decision by the Gender Ministers in Swaziland to step up efforts to gather data in the Post-2015 era, and to report more fully to the SADC Secretariat every two years. Nothing can be more effective than self-monitoring and assessment! At the same time, we believe it is important for civil society to continue its shadow monitoring, reflected in this Barometer.

Unique and new features include:

- The expanded *Citizen Score Card*, measuring 40 provisions of the Protocol, including new areas and new areas of emphasis, compared to 28 targets in the past. This assessment “by the people” is a unique and special feature of the Barometer: one that enhances ownership and participation. This M and E plays a crucial role in getting the word out on the SADC Gender Protocol, a process also measured through a revamped *knowledge quiz*.
- The expanded *SGDI*, now based on a basket of 36 indicators rather than 23, but also dropping nine of the original indicators that have been achieved or did not add much to our understanding of gender gaps in the region, offers a more accurate way of measuring progress. The SGDI encompasses unique Alliance tools, including the newly introduced *Gender and Rights Assessment (GRA)* for Constitutional and Legal Rights; questions from the Gender Progress Score (GPS) reported on last year; and findings from media monitoring.
- The *SADC Protocol@Work 2016 case studies*, (several from local government) on how this instrument is being used to effect change on the ground.
- The *multi-media formats* in which we plan to produce the Barometer, at country and regional level, including a *year-long social media campaign on the findings*.

The Alliance cherishes the space that has been accorded to us over the years by SADC Gender Ministers to work together. The inclusion of civil society in SADC gender processes has been a unique feature of the sector - one that has delivered results. As the representative of the gender sector in the SADC Council of NGOs (which is accredited to SADC) the Alliance will continue to make the case for inclusion. The “SADC we want” is one in which - to quote the SDG slogan - no one is left behind! This Barometer - timely, informative and engaging - reflects this vision.

Malibongwe!

Emma Kaliya

Chairperson, Southern Africa Gender Protocol Alliance and Chairperson, FEMNET



The SADC Gender Protocol offers a better future for the next generation: Johannesburg students Mpumi Msibi, Pretty Skihonde, Nhanhla Mbulawa and Kayla Shetu. Photo: Mona Hakimi

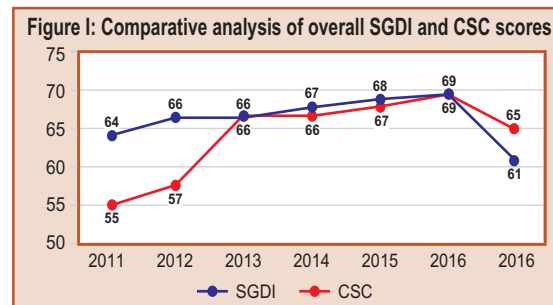
The SADC region is less than two thirds where it needs to be to achieve gender equality by 2030. This is the key message of the 2017 Southern Africa Development Community (SADC) Gender Barometer: the inaugural audit of the status of women against the Post- 2015 SADC Protocol on Gender and Development. The new Protocol is aligned to the UN Agenda 2030 and the AU Agenda 2063 and Beijing Plus 20. All three frameworks aim to take forward the unfinished business of the Millennium Development Goals (MDGs) by “leaving no one behind”. The Barometer has been produced annually since 2009 by the Southern Africa Gender Protocol Alliance, a “network of networks” that campaigned for the Protocol and now for its implementation. “Stepping it up for gender equality” - Planet 50/50 by 2030 - means adopting new measures and ways of measuring change in line with the SDGs and the SADC Gender Protocol Monitoring, Evaluation and Results Framework adopted by Gender Ministers in June 2017.

Progress against the SGDI and CSC

Originally, the *SADC Gender and Development Index (SGDI)* measured 23 empirical indicators in six sectors (governance, education and training, the economy, health, HIV and AIDS and the media). Post 2015 (see Table I), nine indicators have been dropped as these have either been achieved or did not add much insight to progress. Twenty two new indicators have been added, giving a total of 36 indicators in nine sectors (constitutional and legal rights, governance, education and training, the economy, gender violence, health, HIV and AIDS, the media and climate change), all adjusted to a factor of 100. Twenty of these indicators are in the MERF and SDGs (the majority of gender indicators for which data is readily available).

The *Citizen Score Card (CSC)*, administered to a representative sample of women and men of different ages across the region, measures perceptions of the change that is taking place around them. Originally measuring the 28 targets of the SADC Gender Protocol to be achieved by 2015, the CSC has been expanded to include the 40 key provisions of the Gender Protocol (for which there are now no specific timeframes), but covering all ten sectors (as before). Unlike the SGDI,

the CSC captures nuances that are not incorporated in the empirical data. For example, while the SGDI records enrolment levels for boys and girls, the CSC includes qualitative aspects like safety in schools and gender biases in curriculum. The CSC covers (in addition to the nine SGDI sectors) Peace and security for which there is no SGDI scores because on the unavailability of data. Like all indicators, both the SGDI and the CSC have limitations. However, read together, they provide a fair reflection of the progress and challenges.



Source: Gender Links, 2017.

Figure I tracks the SGDI and the CSC since 2011, the first year in which the Barometer had data for both. Typical of empirical measures, the SGDI moved slowly, from 64% to 69%, a five percentage point increase. In 2017, with the refined and expanded set of indicators, the SGDI dipped sharply, to 61%. The CSC on the other hand increased by 14 percentage points from 55% to 69%, but dipped to 65% in 2017. The graph shows that by 2017 the SGDI and the CSC had diverged again, but this time with the CSC higher than the SGDI by four percentage points. Both indices underscore the key message of the 2017 Barometer: *step it up for gender equality!*

TABLE I: Analysis of the 2017 SGDI

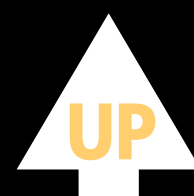
Indicators	Source	Type	Retained	New	Dropped	Rationale
Constitutional and legal						
GRA of Constitutions and Laws	Peer review	Access		1		Most reliable measure of an area for which there are no quantitative measures
Sub total			0	1	0	
Governance						
% women in parliament	MER/ SDG	Access	1			Data readily available
% women in local government	MER/ SDG	Access	1			
% women in cabinet	MER/ SDG	Voice	1			
% women in top party posts	MER	Access		1		Help to deepen our understanding of gender and governance, especially political parties.
% women judges	MER	Access		1		
% women in Electoral Management Bodies	MER	Choice		1		
% women sources on political topics	Media	Voice		1		Strong proxy indicator for voice
Sub total			3	4	0	
Education						
Secondary school enrolment rates for girls vs boys	MER/ SDG	Access		1		Enrolment rates are the proportion of boys and girls, women and men in school, compared to total. This is a more revealing indicator than simply enrolment rates.
Secondary school completion rates for girls vs boys	MER/ SDG	Access		1		
Tertiary enrolment rates for women vs men	MER /SDG	Access		1		
% women in tertiary education	MER/SDG	Access		1		As gender parity has largely been achieved at primary and secondary level, it is important to push the envelope.
% women teachers in secondary schools	MER	Access		1		While gender parity has been achieved or exceeded at primary level, the secondary level is one in which gender gaps still need to be addressed. This is also true at tertiary level but data is insufficient across all countries to use this indicator.
% women in STEM subjects in tertiary education	MER/SDG	Choice				STEM has a key bearing on women's career choices.
Primary school enrolment girls vs boys					1	Primary and secondary school enrolment have been removed from the SGDI as these have now largely been achieved.
Secondary school enrolment rates for girls					1	
Sub total			0	5	2	
Economic justice						
% women in economic decision-making	MER /SDG	Voice	1			This is a good proxy indicator for voice.
Length of maternity leave (weeks)	Old SGDI	Choice	1			This is a good indicator of appreciation for the multiple roles of women.
% who agree or strongly agree that men should share the work around the house with women such as doing dishes, cleaning	Attitude Survey	Choice		1		This is a good proxy indicator for choice.
% women sources on economic topics	Media	Voice		1		This is a good proxy indicator for voice.
Maternity leave benefits (% of wages paid)					1	Data is unreliable (especially from the private sector).
Labour force participation -women					1	Tells us very little about the extent of participation.
Unemployment - women					1	Data unreliable
Women in non-agricultural paid labour (% of labour force)					1	The majority of women in Africa are either in the agriculture sector or the informal sector.
Sub total			2	2	4	

**NEW
SGDI**

has

36

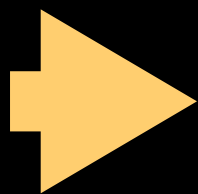
indicators



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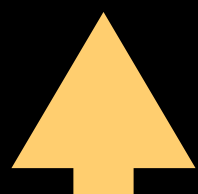
23

indicators



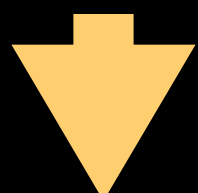
14

indicators retained



22

new indicators



9

indicators dropped

Indicators	Source	Type	Retained	New	Dropped	Rationale
GBV						
% who say if a woman wears a short skirt she is asking to be raped.	Attitude Survey	Choice		1		As only seven countries in the region have undertaken comprehensive GBV prevalence surveys, questions from the attitude survey (that forms part of this, and has been administered widely across the region) have been used as proxy indicators for GBV. Attitudes are a major driver of GBV in the region.
% who say if a woman works she should give her money to her husband	Attitude Survey	Control		1		
% who say if a man beats a woman it shows that he loves her	Attitude Survey	Control		1		
% who say if a wife does something wrong her husband has the right to punish her	Media	Control		1		
Sub total			0	4	0	
SRHR						
Maternal Mortality Ratio (per 100,000)	MER/ SDG	Access	1			Readily available data
Skilled attendance at birth (per 100,000)	MER/ SDG	Access	1			Readily available data
Contraceptive coverage	MER/ SDG	Choice	1			Major bearing on women's choice
% coverage with improved sanitation	MER/ SDG	Access		1		Major bearing on women's practical needs and improving family health.
% who say a woman should be able to choose to terminate a pregnancy in the first three months of her pregnancy	Attitude Survey	Choice		1		Strong SRHR rights indicator; moving beyond practical to more strategic measures.
Sub total			3	2	0	
HIV and AIDS						
Comprehensive knowledge of HIV and AIDS	Old SDGI	Choice	1			Readily available data
Women who are HIV positive as a % of total	Old SDGI	Control	1			Readily available data
MTCT coverage	MER/ SDG	Access	1			Readily available data
% of those living with AIDS who are on ARV treatment	MER/ SDG	Access		1		Important bearing on care work.
% who say a woman has the right to insist on a man using a condom.	Attitude Survey	Control		1		Strong SRHR rights indicator; moving beyond practical to more strategic measures.
Sub total			3	2	0	
Media						
% women media management positions	Media	Control	1			Important indicator of women's ability to influence change
% women images	Media	Choice	1			Important indicator of visibility, though needs to be accompanied by qualitative analysis of messaging.
% women sources	Media	Voice	1			Powerful indicator of voice
% women in the Board of directors					1	Data unreliable
% Female staff in institutions of higher learning					1	Achieved
%women students in media studies					1	Achieved
Sub total			3	0	3	
Climate change						
% women sources on gender and climate change	Media	Voice		1		Proxy indicator for voice.
% women in climate change decision-making	Old SDGI	Control		1		Important indicator of women's ability to influence change.
Sub total			0	2		
Total			14	22	9	

Source: Gender Links, 2017.

How the SGDI and CSC work

There have been several attempts globally and in Africa to develop indexes for measuring progress towards attaining gender equality. Each of these is fraught with challenges. Running through all these challenges is the difficulty of obtaining a wide enough variety of indicators to capture the many facets of gender equality or the lack of it.

The revamped SGDI is a paradigm shift on measuring gender equality in the region. The previous SGDI (like other gender-related indexes) drew heavily on political participation, education and labour related indicators because the data is easily available. However such indicators did not adequately capture the more rights-based issues, such as voice; agency; the right to make decisions about one's body; safety and security.

An expert group meeting held in March 2017 highlighted the need to adopt a new index that would result in 'better data for better decisions' to close all gender gaps by 2030. As reflected in Table I, the new SGDI is an innovative mix of empirical data and quantitative indicators that measure some of the more hard-to-measure areas. The sources of data include:

- Three indicators from the original SGDI that are unique to this monitoring.
- 20 indicators from the MERF/ SDGs for which there is readily available and reliable data.
- Six indicators from the Gender Progress Score (Attitude Survey) that are powerful indicators for voice and choice. The most important use of the survey is as proxy indicators for GBV, for which there is still no reliable data across the whole region. This is clearly not ideal, but it is an important start.
- Six indicators from media monitoring that are strong proxy indicators of voice. These supplement indicators in areas such as governance and the economy, providing a more nuanced way of measuring progress in these areas.
- The *Gender and Rights Assessment Score Card*, a peer review mechanism that Alliance networks across the region contributed to, in order to assess the all-important Constitutional and Legal sector, for which previously there was no score.

The index has 36 indicators across nine sectors of the Protocol. An Index for peace and security could not be obtained due to the unavailability of data.

These have been categorised into four key areas of measuring progress on achieving gender equality; access, voice, choice and control. 15 of the 36 indicators are on access, followed by choice (10), voice (7) and control with 4 indicators.

Table II: CSC Sample 2017

Country	Female	Male	Total submissions
Angola	269	65	334
Botswana	174	92	266
DRC	114	213	327
Lesotho	198	200	398
Madagascar	331	212	543
Malawi	98	113	211
Mauritius	210	255	465
Mozambique	186	151	337
Namibia	104	63	167
Seychelles	38	20	58
South Africa	275	152	427
Swaziland	172	81	253
Tanzania	248	229	477
Zambia	160	63	223
Zimbabwe	278	274	552

The CSC has been running for eight years now and it is a key accountability tool. At village level workshops, when the Protocol is being explained, participants are asked to rate how their governments are doing. The CSC gives ordinary men and women the opportunity to hold their government accountable. It also ensures that women and men engage critically with the provisions of the Protocol.

The sample size for the 2017 is substantially lower compared to previous years due to financial constraints that have impacted on Alliance work at country level. Still (see Table II), Alliance members collected 5038 score cards (57% for women, 43% men.)



Many
RED
numbers
(less
than
30%)

Few
GREEN
numbers
(**50%**
or more)

Table III: Key Indicators of the status of women in SADC countries in 2017

% Women	ANGOLA	BOTSWANA	DRC	LESOTHO	MADAGASCAR	MALAWI	MAURITIUS	MOZAMBIQUE	NAMIBIA	SEYCHELLES	SOUTH AFRICA	SWAZILAND	TANZANIA	ZAMBIA	ZIMBABWE
Constitutional and legal															
GRA of Constitutions and Laws	56	68	54	57	56	73	74	68	76	61	64	40	53	62	72
Governance															
% women in parliament	37	10	9	25	21	17	12	40	41	21	42	6	37	18	31
% women in local government	n/ap	20	6	49	8	11	31	36	48	n/ap	38	12	34	6	16
% women in top party posts	0	0	0	0	27	17	17	17	17	0	41	n/ap	17	17	17
% women in electoral bodies	24	14	31	40	n/a	30	53	13	40	20	20	25	43	22	38
% women in cabinet	22	13	11	22	20	11	12	29	22	23	42	26	32	26	12
% women judges	37	24	6	36	88	26	50	30	15	11	34	20	35	49	48
% women sources on political topics	n/a	17	5	7	13	26	8	20	19	13	17	18	23	11	14
Education															
Secondary school enrolment rates for girls	23	43	41	45	32	36	86	19	65	81	88	41	31	43	44
Secondary school completion rates girls	15	87	34	50	37	n/a	90	21	63	100	n/a	50	32	51	67
% women in tertiary education	8	28	4	12	5	1	42	5	10	20	23	5	2	3	8
% women teachers in secondary schools	48	53	12	56	44	20	59	21	50	62	56	49	28	n/a	48
% women in STEM subjects in tertiary education	34	46	17	36	32	n/a	41	22	n/a	23	46	31	22	n/a	28
Economic justice															
% women in economic decision-making	29	29	21	30	17	13	10	25	33	33	25	20	14	23	35
Length of maternity leave (weeks)	12	12	12	12	14	8	12	12	14	16	12	12	12	12	14
% women sources on economic topics	n/a	5	8	28	16	18	9	18	18	22	17	20	20	15	19
% who agree or strongly agree that men should share the work around the house with women such as doing dishes, cleaning	43	59	66	70	75	64	85	68	63	42	57	54	59	63	52
GBV															
% who say if a woman works she should give her money to her husband	35	34	54	86	37	40	15	52	23	38	39	38	55	29	29
% who say if a wife does something wrong her husband has the right to punish her	38	34	64	55	55	42	31	48	33	46	39	37	45	34	30
% who say if a man beats a woman it shows that he loves her	29	26	24	46	23	34	11	48	25	58	34	29	35	20	22
% who say if a woman wears a short skirt she is asking to be raped.	43	36	39	63	40	39	15	56	40	57	40	36	75	33	27
SRHR															
Maternal Mortality Ratio (per 100,000)	477	129	693	487	353	634	53	489	265	n/a	138	389	398	224	443
Skilled attendance at birth (per 100)	47	100	16	76	50	74	41	28	75	n/a	94	81	50	64	86
Contraceptive coverage	18	53	20	60	40	59	76	12	56	41	60	66	34	49	67
% who say a woman should be able to choose to terminate a pregnancy in the first three months of her pregnancy	55	42	27	54	34	39	54	59	43	58	54	39	80	32	36
% coverage with improved sanitation	39	62	20	44	10	44	93	24	34	100	73	58	24	31	39
HIV and AIDS															
Women who are HIV positive as a % of total	59	55	59	59	46	59	28	58	60	42	60	58	61	52	58
PMTCT coverage	44	95	70	66	3	84	97	80	95	100	95	95	84	84	84
Comprehensive knowledge of HIV and AIDS	14	97	27	81	3	73	96	66	90	100	87	95	71	86	82
% of those living with AIDS who are on ARV treatment	29	78	33	42	3	61	100	53	69	100	48	67	53	63	62
% who say a woman has the right to insist on a man using a condom.	45	62	66	80	61	53	78	64	72	62	60	72	79	72	71
Media															
% women media management positions	n/a	32	17	53	34	39	43	31	40	24	35 ¹	44	24	37	10 ²
% women sources	n/a	28	6	21	21	21	10	25	19	28	20	18	22	19	24
% women images	n/a	34	15	21	29	26	30	24	27	50	27	28	10	25	30
Climate change															
% women in climate change decision-making	33	0	0	40	33	8	31	17	24	40	47	21	8	21	44
% women sources on gender and climate change	n/a	7	21	38	23	14	20	30	10	55	41	22	23	30	39

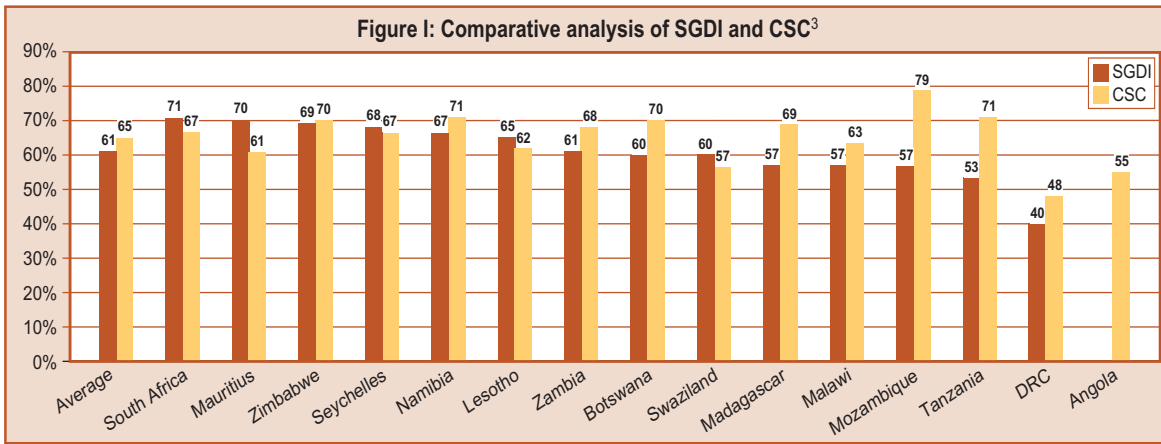
Source: Gender Links, 2017.

Numbers in red have failed to reach 30%; Numbers in black have reached 30% but failed to reach 50%. Numbers in green have reached the 50% target.

n/ap means not applicable.
n/a means not available.

¹ 2010 data used due to inadequacy 2015 was not sufficient enough.

² 2010 data as the sample for 2015 was not sufficient enough.



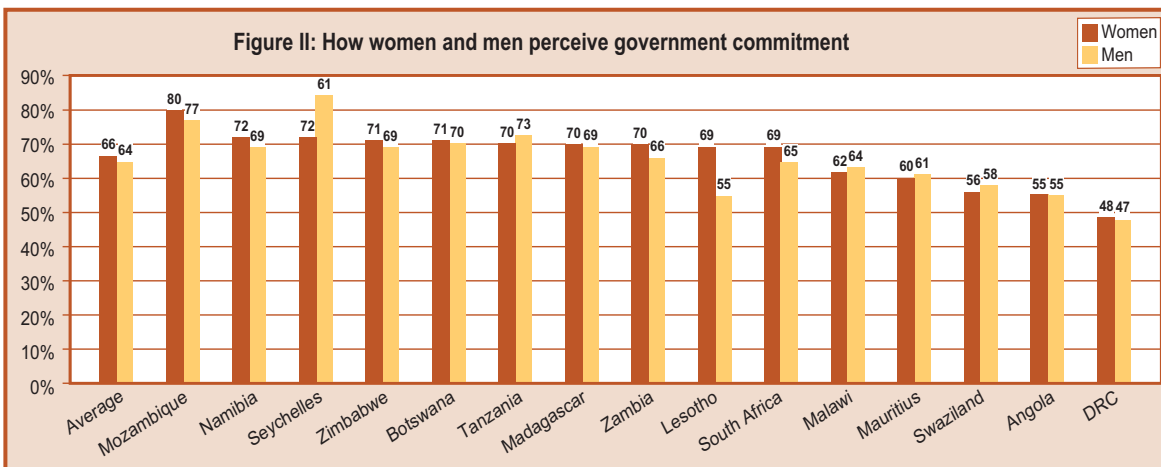
Source: Gender Links, 2017.

Figure I shows that with an SGDI of 71%, South Africa comes first, followed by Mauritius, Zimbabwe, Seychelles and Namibia. Mozambique, Tanzania and DRC come lowest. South Africa, Mauritius and Seychelles are the only countries with higher SGDI than CSC scores (i.e. citizens are more skeptical than what the numbers suggest). Mozambique has the highest CSC. Tanzania also has a larger gap between the CSC and SGDI, i.e. citizens are much more optimistic than what the numbers suggest. At least six countries (South Africa, Zimbabwe,

Mauritius, Namibia, Lesotho and Seychelles) have a baseline over 66% for the SDGI which is two thirds of the 2030 target. The rest range from 61% to 40%. At 40% DRC is the only country in the region with an SGDI score below 50%. As media monitoring did not take place in Angola in 2015 due to financial constraints, this excludes six indicators for the country, making it impossible to award an SGDI score in 2017. Angola scored 55% in the CSC.

SDGI ranking

- 1 SA
 - 2 Mauritius
 - 3 Zimbabwe
 - 4 Seychelles
 - 5 Namibia
 - 6 Lesotho
 - 7 Zambia
 - 8 Botswana
 - 9 Swaziland
 - 10 Madagascar
 - 11 Malawi
 - 12 Mozambique
 - 13 Tanzania
 - 14 DRC
- (Angola, insufficient data to rank)



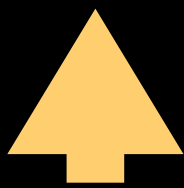
Source: Gender Links, 2017.

Figure II provides sex disaggregated data on the CSC. It shows that overall there is no significant gap in the scores of women (66%) and men (64%). Women scored their governments higher than men in Mozambique, Namibia, Africa, Namibia, Seychelles, Zimbabwe, Botswana, Zambia, Lesotho,

South Africa and DRC. The opposite is true in Tanzania, Malawi, Mauritius and Swaziland, Lesotho, and Mauritius. The more optimistic scores by women underlines the progress achieved in the MDG era with women's issues becoming more visible in the developmental agenda.

³ Angola does not have an SGDI because the media monitoring, accounting for six of the 36 indicators, did not take place in this country. Where Angola data is complete for the country, this is included in the sector analyses.

Highest sector score



SGDI

Education

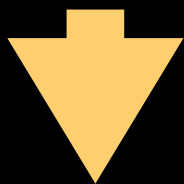
84%

CSC

HIV & AIDS

72%

Lowest sector score



SGDI

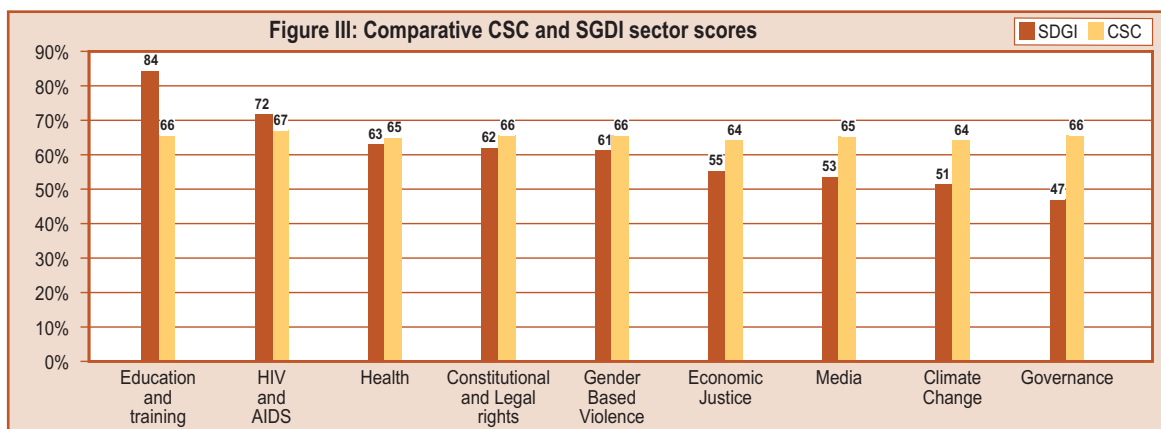
Governance

47%

CSC

Climate change, Economic Justice, Peace and Security

64%



Source: Gender Links 2017.

Figure III compares the SGDI (empirical scores) and CSC (perception) scores in the nine sectors that have both these scores. While the scores are constructed in different ways, the trends are interesting, as they reflect the extent to which perceptions and reality either converge or diverge. The graph is sorted in descending order according to SGDI scores.

SGDI sector scores range from Education and Training (84%) followed by HIV and AIDS (66%), Health (63%), Constitutional and Legal Rights (62%), GBV (61%), Economic Justice (55%), Media (53%), Climate Change (51%) and Governance (47%).

The CSC scores are more even. At 67%, the HIV and AIDS CSC has the highest score. This reflects the positive perceptions engendered by prevention, treatment and care campaigns over the period that have resulted in a decline in new rates of infection

as well as constitutional reviews across the region. Constitutional and legal rights (66%) and Education (66%) closely follow. This may be attributed to the constitutional reviews and the achievement of gender parity in school enrolment in primary and secondary school by most SADC countries. Climate Change, Economic Justice and Peace and Security are all tied on the last position. This is consistent with the poor representation of women in these sectors.

The biggest gap between the two scores is for the Governance sector. The SGDI ranks Governance last (47%) while at 66% the CSC score for Governance is number two in the region. This is a stark reminder of the need to consider both quantitative and qualitative evidence in assessing progress. SADC countries have done well recently in increasing the number of women in key government positions but the efforts still fall short of the 5050 target.



Southern Africa Gender Protocol Alliance Members at the inaugural meeting of the Sexual Reproductive Health and Rights Cluster led by SAFAIDS and supported by AmplifyChange, Harare 2016. Photo: Lucia Makamure



- **2005:** Audit of achievements against the SADC Declaration on Gender and Development leads to a paper - "Rationale for the Elevation of the SADC Declaration on Gender and Development to a Protocol"

- the most legally binding of SADC instruments. Civil society organisations for the Southern African Gender Protocol Alliance.

- **2005-2008:** Alliance members form part of a Task Team constituted by the SADC Gender Unit to prepare drafting notes for a legal team, comment on and canvass seven drafts of the Protocol before its final presentation to Heads of State.

- **August 2008:** 13 out of 15 HOS Sign the SADC Gender Protocol, a unique sub regional instrument that brings together and enhances existing commitments to gender equality through 28, time bound targets aligned to the 2015 deadline for MDG 3. Alliance members launch a campaign to get Mauritius and Botswana to sign.

- **August 2009:** The Alliance launches the SADC Gender Protocol Baseline Barometer - a key tracking tool assessing progress of 15 countries against the 28 targets of the Protocol - <http://www.genderlinks.org.za/page/sadc-research>.

- **August 2009:** Alliance launches the "Roadmap to Equality" - strategies and lessons learned in the campaign; key provisions of the Protocol in 23 languages; radio spots; a DVD; knowledge and attitude quiz; village level meetings to popularise the Protocol that have since reached 15,000 citizens directly and thousands more indirectly.

- **2009/2010:** Alliance devises a Citizen Score Card that is used to gauge citizen perceptions of government progress and is administered at village meetings.

- **August 2010:** Progress Barometer and Alliance annual meeting. Alliance gets better organised into country and theme clusters, each leading on a key issue, e.g. GBV, economic justice.

- **August 2011:** SADC Gender Protocol goes into force with South Africa becoming the ninth country to ratify the Protocol giving the two thirds critical mass required. With data from 15 countries on 23 indicators, the 2011 Barometer introduces the SADC Gender and Development Index - see <http://www.genderlinks.org.za/page/sadc-sgdi>. Alliance forms a Think Tank to guide the work of the Alliance in between annual meetings.

- **September 2011:** The Alliance collaborates with the SADC Gender Unit on a tool and process for aligning national gender action plans to the targets of the SADC Gender Protocol, and costing their implementation. Namibia pilots this process - see <http://www.genderlinks.org.za/page/implementation>.

- **November 2011:** Intense lobbying for an Addendum to the Protocol on Gender and Climate Change linked to COP17.

- **February 2013:** Gender ministers meeting in Maputo ahead of the 57th meeting of the Commission on the Status of Women (CSW) commit to take forward the Addendum. Alliance releases a progressive statement on gender justice concerns in the region. Mounts a presence at the CSW and produces a daily newsletter; generates debate on the post 2015 agenda.

- **March-April 2013:** Twelve country summits and a regional summit lead to 672 case studies being gathered on the SADC Protocol@Work from NGOs, CSO, Faith-Based Organisations and

- **August 2013:** Alliance annual meeting ahead of the SADC Heads of State Summit in Malawi with a key focus on implementation, the 50/50 campaign, gender and climate change and Coalition Building. Round table meeting with the new Southern African head of UNWOMEN, Phumzile Mlambo-Ngcuka. Study visit to the Gauteng *Women Demand Action Now* Alliance networking meeting sparks ideas for strengthening country, provincial and district-level networking.



- **August 2013:** Coalition building and networking at the regional level through the SADC Heads of state summit held in Malawi in August 2013. The regional barometer was officially launched then.

- **August 2013:** Production of the fifth edition of the SADC Gender Protocol Regional Barometer, tracking progress against the 28 targets. The 2013 barometer had in-depth analysis of implementation of the SADC Gender protocol by the governments and civil society.

- **December 2013:** 12 country barometer reports; 9 launches. SADC Gender Protocol village level workshops in 10 countries through the country networks resulting in 72 meetings.

- **By October 2013:** Strengthening the country focal networks through mapping of country thematic clusters and championing resulting in 11 country level meetings and 82 signed up champions.

- **May 2014:** SADC Gender Protocol@Work summit preceded by 12 national summits with a special category on the Faith Based Organisations (FBOs).

- **March 2014:** Alliance participates in the 58th Commission on the Status of Women.

- **July 2014:** Gender ministers meeting in Malawi ahead of the 35th HOS Summit in Harare in August, followed by the SADC CNGO civil society forum in Harare. Alliance makes the case for a strong post 2015 gender agenda.

- **August 2014:** 35th SADC Heads of State Summit in Victoria Falls; Alliance lobbies for review of the SADC Gender Protocol.

- **March 2015:** The Alliance participate at CSW 59 with a focus on the targets and indicators for the SDGs and the SADC Gender Protocol Post-2015

- **May 2015:** The SADC Executive Secretary requests the Alliance together with UN Women to work with the SADC Secretariat as technical partners in the review process.

- **May-June 2015:** The Alliance holds 13 national SADC Protocol @ work summits.

- **August 2015:** The Alliance launched the sixth edition of the SADC Gender Protocol Barometer in Botswana on the eve of the 35th SADC HOS Summit in Gaborone at the SADC Protocol@Work summit.



- **October 2015:** The Alliance participates actively at the first review process of the Protocol together with UN Women, governments and the SADC secretariat.

- **March 2016:** The Alliance holds two side events on localising SDGs through the SADC Gender Protocol at the 60th session of the Commission on the Status of Women.

- **June 2016:** The Alliance participates at the SADC Gender Ministers meeting which adopted the reviewed Protocol.

- **June/July 2016:** The Alliance holds country level consultations on the Post 2015 Protocol reaching 1224 people.

- **August 2016:** The Alliance launches the eighth edition of the SADC Gender Protocol Barometer in Swaziland ahead of the 36th SADC HOS Summit.

- **November 2016:** The Alliance holds eight national SADC Gender Protocol Summits producing 737 case studies.

- **November 2016:** The Alliance reviews M and E tools for the SADC Gender Protocol.

- **December 2016:** The Alliance joins the social media platform, Twitter @GenderProtocol.

- **January 2017:** The Alliance joins the Women's March Global.

- **March 2017:** The Alliance participates at the 61st session of the Commission on the Status of Women.

- **May 2017:** The Alliance works with EASSI to produce the pilot East Africa Community Barometer.

- **July 2017:** The Alliance finalises the reviewed SGDI which has 36 empirical indicators.

- **June/July 2017:** The Alliance holds gender and rights scoring meetings in 15 countries giving a baseline score for the indicator on Constitutional and Legal Rights.

- **August 2017:** The Alliance will launch the ninth edition of the SADC Gender Protocol Barometer in Johannesburg, South Africa ahead of the 37th SADC HOS Summit.





Table VII. Summary of progress and challenges 2017

Red lights	Green lights
Implementation	
The SADC Gender Unit has been subsumed under the directorate of Gender and Social and Human Development.	SADC has adopted a Monitoring, Evaluation and Reporting Framework to implement the SADC Gender Protocol with 82 indicators.
Knowledge of the revised Protocol is at 47% compared to 46% score of 2016.	Nine SADC countries (Angola, Botswana, Democratic Republic of Congo, Lesotho, Madagascar, Mozambique, Swaziland, Tanzania and Zimbabwe) have signed the revised Protocol.
	Botswana signed the Protocol for the first time in May 2017.
	Local government level implementation of the Protocol spans 442 councils in the SADC region with over 3 billion dollars committed to gender responsive budgeting.
The Gender gap in SADC is still very high with an SGDI average score of 61%.	The Alliance has reviewed the SADC Gender and Development Index in line with the Post 2015 Protocol giving a total of 36 empirical indicators. The index now covers all sectors of the Protocol.
	The Alliance reviewed monitoring tools for the Protocol knowledge and citizens perception in line with the Post 2015 Protocol.
	The Alliance is gearing up to establish the Young Women's Alliance ahead of the 2017 SADC Heads of States Summit. The SGDI places gender progress in the region at 61 while the citizens rated their governments at 65.
Constitutional and legal rights	
In July 2017, the Botswana Parliament rejected a motion for the country to craft a new Constitution to replace the 1966 independence one. The crafting of a new constitution would have helped in addressing some of the shortcomings in the country's current constitution in relation to women's rights and gender equality and would also have helped in aligning the country's constitution with the SADC Gender Protocol and other international women's rights instruments.	In Malawi, Parliament passed a constitutional amendment in February 2017 to make 18 years the marriageable age. This brings the 2015 Marriage, Divorce and Family Relations Act which put the marriageable age at 18 in line with the Constitution.
	In Mozambique, the Government in 2016 unveiled a National Strategy to end child marriages by 2019.
	In 2017, Madagascar passed an amendment to its Nationality Law, making it possible for women to pass their nationality to their children. Previously, only men could pass their nationality to their children.
	The Government of Zimbabwe proposed mandatory sentences for rape in July 2017. 60 years' imprisonment will be imposed on people convicted of raping children below the age of 12 and the disabled, and 40 years would be imposed in all other cases of rape. If adopted, these would be the highest prescribed mandatory sentences for rape in the SADC region.
Governance	
Seychelles significantly dropped in the global rankings of women parliamentarians from 4th in 2016 to 87th position after the September 2016 elections that saw a change in political party leadership and formation of a coalition government.	This 2017 chapter presents progress made in women's effective political participation and representation in elected leadership at local and national levels, and also in political parties and presidents of parliament.
The drop in women's representation experienced in Seychelles as a result of change in political party leadership and the formation of the coalition government, emphasises that political commitment to electoral systems reforms and the adoption of quotas especially within political parties is essential to achieve women's equal and effective participation in decision-making.	"Special measures" through quotas and policy reforms that adopt proportional representation and mixed electoral systems remain ideal for increasing women's representation in political leadership from local to national levels of governance.
The average women's representation in parliament remains at 27%, 23% in cabinet and 24% in Local government.	Analysis shows that countries with a PR or mixed system and quotas have double the percentage of women (36% to 42% at local and national levels) compared to 9% to 17% in the FPTP system (with no quota).
Equal representation and the effective participation of women in leadership and decision-making remains low for most countries even with renewed commitments by SADC Heads of States and Governments in 2016.	South Africa moves two places up from 8th to 10th in the top 10 global rankings of women parliamentarians. At 27% women in parliament, SADC maintains a four percentage lead over the global average of 23% and is 3% ahead of the Sub-Saharan Africa average of 24%.
Education and training	
Levels of literacy amongst women older than 25 is much lower than women and men below 25 years old.	The expanded definition of education to include all forms of education extends the notion of education beyond classrooms and focuses on life-long learning as opposed to a stipulated period in the formal schooling system.
STEM subject graduations for women and men are very low compared to enrolment for both.	International, continental and SADC instruments are in place to improve the quality of education and to provide all citizens with access to diverse educational opportunities.
Primary education is not adequately preparing learners for higher levels of education.	Almost all countries in SADC have achieved gender parity in primary school enrolment.
Very few teachers at secondary level are trained amongst both women and men and this is impacting on completion rates at secondary and tertiary levels.	Most SADC countries have reached gender parity in enrolment at secondary school level.
Teenage pregnancy often results in young girls stopping their education because of punitive measures in countries and at schools.	Part of SADC's vision is to develop a region where science and technology drive sustainable social and economic development.
There is inadequate water provision in most schools in SADC resulting in inadequate sanitation and hygiene.	
Gender based violence has significant financial, time and emotional cost on male and female learners.	



Red lights	Green lights
To measure curriculum and stereotypes there needs to be clear baseline data and indicators for measuring progress.	
The compulsory length of schooling is too low in most countries.	
Economic growth is severely compromised low completion rates at secondary and tertiary level.	
The demographic dividend will not occur if the region does not curb its burgeoning youth population.	
Productive resources	
Women in SADC remain underrepresented in economic decision making and paid less than men. They also have limited access to economic resources.	The Sustainable Development Goals, Africa Union Agenda 2063, SADC Gender Protocol and the SADC Industrialisation Strategy have robust provisions on gender justice and women's economic empowerment.
Key economic indicators in the region point towards growing inequality in the 15 SADC countries.	The new provisions of the Revised Protocol make a strong link to the global Post-2015 Agenda's pledge to "leave no one behind."
Women have experienced a large decline in labour force participation in the past two years and women's unemployment rate remains higher than men's in most countries.	The new SADC Gender Protocol Monitoring, Evaluation and Reporting (MER) Framework has 17 indicators to track progress on economic justice and women's empowerment, however data is not readily available for all indicators.
Women predominate in the services sector of employment, especially in education, health and social work.	
The gender pay gap in SADC is higher than the global average of 23% with highest gap in Mauritius at 57%.	
Gender Based Violence	
Seven countries have undertaken the GBV Baseline Studies (Mauritius, Botswana, South Africa, Zambia, Zimbabwe and Lesotho).	11 out of the fifteen countries have put in place domestic violence and thirteen have sexual assault legislation.
The SADC MER framework adopted nine of the 42 indicators in the GBV Indicators Study, however, of the nine adopted indicators, none measures the prevalence of gender based violence.	14 countries have legislation on sexual harassment and all countries have laws on human trafficking.
	All the countries offer some form of services to survivors of GBV, however, the main challenge remains that the service providers, are mainly under-resourced NGOs.
	15 countries offer comprehensive treatment including PEP to survivors of violence. Botswana has set the pace by adopting the study as monitoring tool as they are currently doing a follow up study five years after the 2012 baseline.
	Botswana and Mauritius have expanded the survey to include men's experiences of violence.
	Article 20.1(b) of the revised SGP calls for member states to develop strategies to prevent and eliminate all harmful social and cultural practices such as child marriage, forced marriage, teenage pregnancies, slavery and female genital mutilation.
	The new protocol takes a huge step forward in localising the Sustainable Development Goal 5 by moving from "halving" to "eliminating" gender based violence.
Sexual and reproductive health and rights	
Mauritius, whose Maternal Mortality ratio (MMR) was 53 per 100 000, is the only country in SADC which has already achieved the SDG target of an MMR below 70. DRC and Malawi with MMRs of 693 and 634 are considered to have very high levels.	There is renewed emphasis on sexual and reproductive health and rights, recognizing that that individual human rights and dignity, including the equal rights of women and girls and universal access to sexual and reproductive health and rights, are a necessary precondition for sustainable development.
The percentage of births attended by skilled personnel varies from a low of 44, 3% in Madagascar to a high of 99, 9% in Botswana.	Malawi has made significant progress in expanding access for deliveries in a health institution with an urban: rural differential of only 96:91 and differential between the highest income quintile and lowest of only 96:89.
Births before the age of 18 range from 13% of young women who had given birth before the age of 18 in Lesotho, to 40% in Mozambique. Angola has the highest adolescent fertility rate in SADC at 191 of girls 15 to 19 per 1000 giving birth (which is also the fourth highest rate in Africa), while Mauritius has the lowest at 31.	
The unmet need for contraception in SADC varies from a low of 4% in Mauritius (the lowest in Africa) to a high of 29% in Mozambique. Unmet need of greater than 25% is considered very high.	
HIV and Aids	
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<p>Peace building and conflict resolution</p> <p>Democratic Republic of Congo (DRC) is still the only SADC country to have adopted the UNSCR 1325 National Action Plan, Namibia is in the process of formalising one. While South Africa and Madagascar have consultative plans underway.</p> <p>Seychelles and Lesotho held peaceful parliamentary elections in 2016 and 2017 respectively. Zambia's elections in 2016, though peaceful for the most part were met with credibility question by the opposition.</p>	<p>SADC Secretariat's efforts to develop a Regional Framework for the implementation of Resolution 1325 are underway following a regional consultative meeting in November 2016.</p> <p>Eight countries deployed women to Peacekeeping missions (Zimbabwe, Namibia, Tanzania, South Africa, Madagascar, Malawi, Zambia and DRC) had the biggest proportion of women to deployed in Peacekeeping at 35%, followed by Namibia at 26%. DRC had the lowest at 3%.</p>
<p>The region experienced a decline in peace as measured by the Global Peace Index ranking for 2017. Lesotho slipped 27 positions from position 63 in 2016 to position 90. Swaziland had the biggest improvement from position 90 in 2016 to 77 in 2017. Mauritius is still ranked as the most peaceful country on the continent and DRC as the least peaceful regionally.</p>	
<p>Media and communication</p> <p>Existing media laws and policies have weak (or no) specific gender provisions. These are key tools for holding the media accountable in the promotion of gender equality.</p> <p>Existing media laws and policies have weak (or no) specific gender provisions. These are key tools for holding the media accountable in the promotion of gender equality.</p>	<p>A new SADC Protocol provision on media ownership paves the way for a critical mass of women media owners and balanced participation of women in decision-making in media.</p> <p>The Gender and Media Progress Study (GMPS) remains the latest research on women's voices and their role in the media sector. It shows a paltry one-percentage point increase in women sources in the media from 17% in the 2003 Gender and Media Baseline Study (GMBS) to 19% in the GMPS 2010, and 20% in the GMPS 2015.</p> <p>Staff from institutions of higher learning in nine countries participated in a Gender in Media Education (GIME) symposium in 2016 to discuss gender in media research.</p> <p>There has been an encouraging increase in the proportion of women in management: a key indicator of progress of gender mainstreaming in decision-making.</p> <p>The 2016 Gender and Media Summit in Namibia highlighted efforts by media houses and journalists to increase women's voices, participation and women's issues in the media.</p> <p>Gender Links is developing media monitoring tools to help media houses and media development organisations assess progress towards achieving the SADC Protocol targets linked to media content and in decision-making in the media sector.</p>
<p>Climate change</p> <p>Climate change projections in Southern African Development Community (SADC) point towards a warm climate, particularly in the inland subtropics; frequent occurrence of extreme heat events; increasing aridity; and changes in rainfall with a particularly pronounced decline in Southern Africa.</p> <p>Southern Africa's already high rates of poor nutrition and infectious disease are expected to increase and affect more women due to climate change. Southern African countries need specialists trained on climate change issues, adaptation and mitigation in each and every Ministry.</p> <p>Declining agricultural livelihoods fuels the rural-urban migration, adding to the already significant urbanisation trend in the region. This has widened the gender gap on income streams.</p> <p>Women still lack basic information on climate change and survival skills. Women are more prone to climate change vulnerability in SADC, and as a result should be involved in developing adaptation and mitigation policies as well climate finance.</p> <p>Women in many countries in the SADC region continue to rely heavily on environment-related livelihoods placing them as important partners in promoting and implementing climate-friendly farming techniques.</p> <p>Southern African governments need to move from gender mainstreaming to integration to deeply address the inadequacies noted especially at implementation of climate change policies and strategies. Providing funding to improve women's access to climate-resilient technologies could lead to positive impacts on women's economic and social empowerment.</p> <p>Only 61% of the region's population has access to safe drinking water and 39% has access to adequate sanitation facilities.</p> <p>Access to electricity in some SADC member states is below 20% and approximately 190 million people in the SADC region live without access to electricity.</p>	<p>The updated Protocol's gender and climate change provisions help close the gender equality gap around climate change.</p> <p>SADC leaders reached a milestone when they agreed to include a new article in the Gender Protocol to address the current challenges linked to climate change facing the region. Part 10 of the Protocol now contains Article 31, which focuses on Gender and Climate Change.</p> <p>Cross referencing with the Protocol on Environment and Sustainable Development will ensure synergy amongst SADC instruments.</p> <p>In two decades, discussion about climate change has gained increased traction on the international scene. The 13th Sustainable Development Goal (SDG13) invites the world "to take urgent action to combat climate change and its impacts."</p>