



**Gender Strategy
Priority Definition Report
DRAFT**

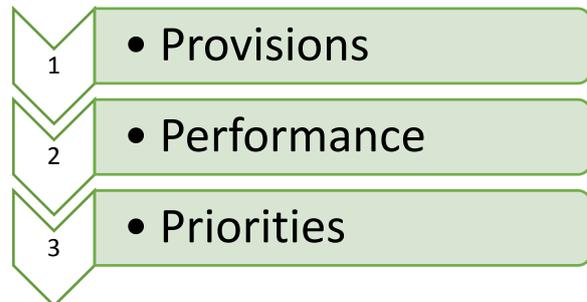
October 2017

This **priority definition report** paper builds the case for, and narrows down the focus of the African Union’s (AU’s) new gender strategy to the **most critical areas of investment that need to be pursued** with a justification for each recommendation. The definition is based on an analysis of existing secondary data sources and rapid key informant interviews (see inception report); feedback on the concept note (see consolidated feedback) and initial stakeholder consultations (see Annex B of the Strategy for schedule of meetings).

Methodology

Three P’s guided the review¹:

- **Provisions:** Mapping of the key gender instruments at continental, global and regional level (see Annex C of the strategy). The researchers developed key words for each of the provisions, sorted in a data base to identify top priority sectors and sub-sectors. The rationale for this approach is that African governments have



debated their key priorities and made commitments. *An important part of ensuring implementation and accountability is to ground strategies in existing normative frameworks. **Annex A of this document has a narrative summary of provisions by sector.***

- **Performance:** Comparing performance against provisions and identifying gaps.
- **Priorities:** These are based on:
 - The gap analysis.
 - A mapping of the five Regional Economic Commission gender instruments (see Annex D of the strategy). While there are different areas of emphasis in each region, common themes pointed to the six strategic pillars.
 - A study conducted by WGDD on priority areas of National Gender Action Plans.
 - Feedback from the consultation meetings, where partners identified their top six priorities.
 - The 2009 Gender Policy (see box) and the lessons learned from the evaluation **(to be added)**.
 - Specific action areas take account of the comparative advantage of the African Union, especially in light of institutional reforms that include: *"focusing on a fewer number of priority areas, which are by nature continental in scope, such as political affairs, peace and security, economic integration (including the Continental Free Trade Area) and Africa’s global representation and voice."*²

The **AU 2009 Gender Policy** has **eight priority areas**. Four of these relate to building strong institutional mechanisms. The 2009 policy refers to gender mainstreaming in all sectors but highlights legislation and legal protection; as well as peace and security. The key definitions propose **six sector pillars**: 1) Economic empowerment and Sustainable Development 2) Social justice 3) Women’s Rights 4) Leadership and governance 5) Peace and Security and 6) Media, Communication and Sports.

AU’s comparative advantage

- Policy making
- Standards and norm setting
- Advocacy
- Outreach
- Communication for change (campaigns)
- Common position making
- Facilitation (partnerships, coordination, linkages, etc.)
- Monitoring and evaluation
- Evidence generation

¹ Methodology devised by Gender Links.

² Annex to Assembly Decision on the Outcome of the retreat of the Assembly on the AU on institutional reform.

Pillar One: Economic Empowerment and Sustainable Development

The narrative for GEWE is rapidly changing. Recent research shows that “gender is smart business”. A 2015 McKinsey report shows that by narrowing the gender gap, sub-Saharan Africa has the opportunity to add 12%, or an estimated \$300 billion, to annual GDP by 2025.³ The FAO reports that closing the gender gap in agriculture can globally increase yields by 20-30 percent, raise agricultural output by 2.5 to 4 percent and reduce the number of hungry people by 12-17 percent.⁴ This section concerns key impediments to women’s economic empowerment and highlights priority action areas for the AU.

Performance

Macroeconomic policy and environment: After years as the world’s fastest growing continent, Africa registered its worst economic slowdown in almost two decades: growth declined from 3.7% in 2015 to 1.7% in 2016 (ECA, 2017). In most countries, ***poverty is on the rise and increasingly has a feminine face***. Women aged 20-59 years are more likely than men to live in poor households in 31 of the 37 sub-Saharan African countries with data.⁵ Only 55% of households are within 15 minute reach of a water source. Women take on 62% and girls 9% of the burden of water collection.⁶ Women’s and girls’ carry an unequal share of ***Unpaid Care and Domestic work (UCDW)***; this poses a serious constraint to their empowerment.⁷

The African Development Bank (AfDB) estimates that ***Illicit Financial Flows (IFF)*** have drained in excess of one trillion dollars from Africa since 1980; 5.5% of the GDP; exceeding Foreign Direct Investment (FDI) and Official Development Assistance (ODA). The AU estimates that 25% of GDP of African countries is lost to corruption every year.⁸ This affects tax revenue and has a direct impact on the provision of social services, care services and social protection.⁹ Institutionalised corruption continues to contribute to IFFs.

Productive resources: Nearly all AU member states have policies and legislation banning discrimination based on sex as well as programmes to promote access to, and control over, productive resources such as land, livestock, markets, credit, modern technology and formal employment. Yet, according to an FAO report, women own less than 10% of the land in most parts of Africa.¹⁰ Young, disabled and migrant women face particular constraints in accessing land. Women’s “access, control and ownership of land”¹¹ is a critical enabler of gender equality.

Agriculture is the backbone of most African economies, on average contributing 30 to 40% of GDP. Smallholder women farmers comprise nearly half of the labour force in Africa’s agriculture sector. The bulk of agricultural practices are subsistence and rain-fed, and climate change has already significantly impacted agriculture and food production. Smallholder women farmers are being especially hard hit by these changes, due to their limited adaptive capacity and high levels of vulnerability. This is exacerbated by insufficient

³ AU Gender Policy Concept note, p1.

⁴State of Food and Agriculture 2010-2011 <http://www.fao.org/docrep/013/i2050e/i2050e00.htm>

⁵ UNWOMEN (2016-2016) Progress of the World’s Women: Transforming Economies, Realising Rights.

⁶ African Economic Outlook (2015)

⁷ Our Voices, Perspectives and Experiences, Unpaid Care and Domestic Work. Oxfam, October 2017.

⁸ Africa Union

⁹ SADC Gender Protocol Barometer, 2017

¹⁰ Women in Agriculture Closing the gender gap for development

¹¹ Women and Land in Africa, A Common Position. Oxfam and Partners, 2017.

access to justice, particularly for rural women. Tackling the barriers that hold back agricultural production and productivity of smallholder women farmers could both enhance gender equality and usher in broader economic growth. Women and girls constitute the majority of those worst impacted by the effects of **climate change and environmental degradation** and are less likely to have access to environmental resources.¹² For women farmers to be more productive, they need equal access to **environmentally and socially sustainable** agricultural inputs, markets, and climate-resilient farming technologies and climate information. Land appropriation for **extractive industry projects** put women's livelihoods and food security in jeopardy. Women in mining are typically paid less than their male counterparts, and without access or opportunities to gain technical skills, they are often relegated to some of the most dangerous jobs¹³. Violence against women, Sexual and Reproductive Health needs of women affected by extractives, need to be prioritised.

Trade and enterprise: The globalisation of supply chains and outsourcing of production to the cheapest locations is contributing to the feminisation of poverty, including increased in-work poverty.¹⁴ **Informal cross-border trade** (ICBT), a sector in which women predominate, represents a significant volume of the total trade. In Southern Africa alone, ICBT generates an estimated \$17 billion USD annually¹⁵. Although women are breaking into **traditionally reserved industries** like mining, maritime, aviation, construction, IT and processing, the vast majority still operate **informally**.

Employment: In most of the countries in the continent, women constitute the highest proportion of the unemployed, while those employed are concentrated in low paying positions. Most women work in the informal sector; in casual, part-time and non-permanent jobs. The gender pay gap in Sub-Saharan Africa is 30% compared to the global pay gap of 24%¹⁶. There are only 22 countries in sub-Saharan Africa that meet or exceed the ILO standard of 14 weeks paid maternity leave¹⁷. The **privatisation of essential services** is impacting both on opportunities for decent jobs for women as well as opportunities to reduce women's unpaid care responsibilities.

Priorities

1. Develop economic models which recognise the impact of gender inequalities on poverty and influence related policies including care work.
2. Design and lead a flagship Women and Land Initiative as part of the AU Land Policy Initiative to achieve the 30 percent target for women access to land by 2025 and to "Retire the Hoe to the museum" by 2030.
3. Work with the Comprehensive Africa Agriculture Development Programme (CAADP) to ensure women's equal participation in agro-businesses and agro-value chains, including labour savings devices for women.

¹² CARE International (2012) *More Equal, More Resilient: Why CARE International is making gender equality and women's empowerment a priority for climate change adaptation*. London: CARE International, available at: http://www.careclimatechange.org/files/CARE_Issue_Brief_010412_GenderFINAL.pdf

¹³ Oxfam International (March 2017): Position Paper on Gender Justice and the Extractive Industries

¹⁴ See discussion in Oxfam (2014) *Even it up: Time to end extreme inequality*. Oxford: Oxfam GB, available at: http://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/cr-even-it-up-extreme-inequality-291014-en.pdf p.10

¹⁵ African Development Bank, *Informal Cross Border Trade in Africa: Implications and Policy Recommendations*, 2012

¹⁶ UN Women: *Progress of the World's Women 2015 – 2016*

¹⁷ Ibid. South Africa, with 17 weeks paid maternity leave, had the highest.

4. Set standards and norms for ensuring that governments do not condone, tolerate or perpetuate discrimination against women or girls affected by extractive industries.
5. Harness all African energy resources to ensure modern, efficient, reliable, cost-effective, renewable and environmentally friendly energy to all African households, businesses, industries and institutions.
6. Devise a gender and CFTA programme to remove barriers to women's trade and work with the RECs to facilitate and enhance value from cross border trade.
7. Promote the growth of women enterprises through a Women and Business programme to ease women's entrance in high return industries; go beyond micro-finance for women; harness e-trade as part of the Pan African E Network (one of the flagship projects of Agenda 2063).
8. Promote women's equal employment through ensuring domestication of the AU Social Protection Policy and Informal Economy Framework; work with industry leaders to set- gender targets; integrate gender into AU Labour Migration Governance for Development and Integration and Public-Private Partnerships.

PILLAR TWO: SOCIAL JUSTICE



The Africa evaluation report of the Millennium Development Goals (UNECA, AU & AfDB) cited gaps in women's wellbeing among the "unfinished business" of our century and priorities for sustainable development. The report placed particular emphasis on Sexual and Reproductive Health and Rights (SRHR) due to its critical links with other development enablers and children's wellbeing.¹⁸ Social justice is a broader concept than social development. It derives from the "right" to a better life. Given that the level of human development is 13% lower for African women than for men¹⁹ this is a critical pillar in the GEWE-WR

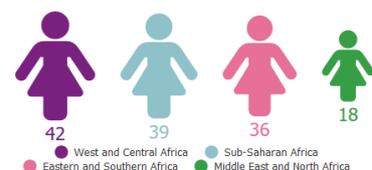
framework.

Performance

Education enrolment and retention: Women make up two thirds of the 38% illiterate adults in Africa.²⁰ Despite its proven links to women's economic empowerment and lessening the burden of care work, **Early Childhood Development (ECD)** gets less than 0.1 % of African government's budgetary allocations for education.²¹ While Africa has successfully **narrowed the gender gap at the primary level**²², the gender gap at secondary school is narrowing at a very slow pace. **Only a few countries have managed to attain 30% of girl's net enrolment in secondary school**²³. There are more men than women in tertiary education institutions²⁴.

SRHR and the youth: Roughly one third of all young African women become pregnant by the age of sixteen.²⁵ There is progress in allowing **pregnant teenagers** to continue with school but typically it is the girl child not the

% of women married under 18yrs



“ % of women 20-24yrs old married or in a union before 18yrs old.

¹⁸ <http://www.un.org/millenniumgoals/pdf/mdg2007.pdf>

¹⁹ Ibid.

²⁰ Literacy and non-formal education, UNESCO available at <http://www.unesco.org/new/en/dakar/education/literacy/>, UNESCO

²¹ Ibid

²² Millennium Development Goals Report, 2015

²³ Unesco Statistics <http://data.uis.unesco.org/>

²⁴ Unesco Statistics, 2017 <http://data.uis.unesco.org/>

²⁵ Global Initiative on Out-of-School Children, 2014 UNICEF Regional Office for South Asia

boy child who suffers the consequences. Sex education is not accompanied by adequate **reproductive health facilities** for young people in urban, let alone rural areas.²⁶ There are high levels of **sexual violence and sexual harassment** in schools that have a damaging effect on the performance of young women²⁷, often perpetrated by teachers.²⁸ Such basic factors as inadequate sanitation can affect the performance of girls.²⁹ In 2017, Botswana became the first African country to provide all schools with free sanitary pads. Niger (76%), Central African Republic and Chad (both 68%) have the highest rate of **child marriage** in the world.³⁰ The Gambia and Tanzania have banned child marriage, with tough penalties for perpetrators.³¹ In June 2015, the AU adopted *A Common Position to End Child Marriages* including establishing and enforcing laws which set the minimum age for marriage at 18. In June 2016 the SADC Parliamentary Forum adopted a model law for ending child marriages.³²

Gender gaps, biases and stereotypes: There is a gender gap in the **performance** of girls and boys at secondary school in most African countries³³ due to the dual role of girls as learners and care givers. While women constitute the majority of teachers at primary school level, the gender balance shifts at secondary school level³⁴. Research shows teacher biases towards encouraging boys to participate and answer questions more than girls - especially in maths and science.³⁵ Women and girls are scarce in Science, Technology, Engineering and Mathematics (STEM) subjects at secondary and tertiary level. However, countries are introducing incentives to encourage girls to take on STEM subject or courses.³⁶

Health and nutrition: African governments spend \$159 per capita on health compared to \$1121 globally. Many rural women lack access to health facilities (as high as 69% in Mozambique).³⁷ One in six people on the continent are **undernourished**,³⁸ this results in babies with low birth weight, perpetuating the cycle of under-nutrition and poor health. Africa continues to bear the brunt of **communicable and non-communicable diseases**.³⁹ The continent faces the highest rates of HIV infections,⁴⁰ highest among young women who are sometimes forced into transactional sex for survival.⁴¹ In 2016, SADC

²⁶ Expanding access to contraceptive services for adolescents,2012 World Health Organisation

²⁷ Global guidance: School-related gender based violence , UNESCO and UN Women,2016

²⁸ Violence against children ,United Nations Secretary General’s Study 2006,available

https://www.unicef.org/violencestudy/reports/SG_violencestudy_en.pdf

²⁹ Raising clean hands, Advancing Learning , Health and Participation through WASH in schools , 2010, UNICEF

³⁰ UNICEF State of the World’s Children, 2016

³¹ BBC Africa 8 July 2016 <http://www.bbc.com/news/world-africa-36746174>

Child marriage in Africa, A brief by Girls Not Brides, 2015

³³ Extracurricular and out of school factors affecting girls' participation and performance in SMT subjects : (home/community factors ; distance from school ; safety ; time use) : the experience of the pilot phase,1998, Forum for African Women Educationalists

³⁴ 2017/8 GEM Report - Accountability in education: Meeting our commitments,2017,UNESCO

³⁵ Addressing gender stereotypes in the classroom: how to achieve a conducive environment for adolescent girls’ learning?, Wikigender online discussion: synthesis report available at <http://unesdoc.unesco.org/images/0025/002506/250613e.pdf>

³⁶ SADC Gender Protocol MER Framework ,2017 ,SADC

³⁷ UNWOMEN Progress of the World’s Women 2015-2016. Transforming Economies, Realising Rights

³⁸ The State of food insecurity in the world 2012 ,FAO,WFP and IFAD

³⁹ Africa 2030: How Africa Can Achieve the Sustainable Development Goals,2017,The Sustainable Development Goals Centre ,Africa

⁴⁰ The Gap Report,2014,UNAIDS

⁴¹ Understanding the data: The HIV epidemic in Eastern and Southern Africa <http://www.saaids.co.za/Presentations%20AIDS%202017>

sponsored a resolution at the UN Commission on the Status of Women to commit governments to invest in ending new infections amongst women, girls and adolescents⁴². Despite great strides in reducing **maternal mortality**, the lifetime risk remains at 1 in 38⁴³.

Priorities

1. Elimination of all barriers to quality education, health and social services for women and girls by 2020.
2. Declaring illiteracy “a traditional harmful practice”, including mandating a requirement that all children have access to early childhood development enrolment, and all youth must complete primary through tertiary school.
3. Giving the girl child the best possible chance of success through ending child marriages, policy reforms for continued schooling for pregnant school girls, provision of sanitary pads in schools and support for girls’ access to STEM.
4. Developing and leading a comprehensive SRHR programme and campaign that includes ending preventable maternal deaths; ending the unmet need for family planning and providing universal access to SRHR, achieving UNAIDS 90/90/90 targets, especially reducing new infections amongst youth and adolescents.

PILLAR THREE: WOMEN’S RIGHTS



The AU applies a rights based approach to development and the Maputo Protocol guarantees women’s **choice** in all key areas. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its article 14 on rural women, as well as the recently endorsed CEDAW General Recommendation 34 on rural women lay a firm foundation for women’s rights and access to justice at all levels. UN resolutions and treaties address the needs of women affected by conflict and violence. The Constitutions of most African countries prohibit discrimination based on sex. But there is a big gap between the provisions and the reality for women. Gender-based discrimination in social institutions is estimated to represent income losses of USD \$340 billion per annum across the continent⁴⁴. *Now is the time to walk the talk of women’s rights!*

Performance

Ratification and domestication of the Maputo Protocol: Of the 54 AU member states, 36 have signed and ratified, 15 have signed but not ratified while 3 have neither signed nor ratified the Maputo Protocol.⁴⁵ The Protocol guarantees comprehensive rights to women including the right to partake in political processes, social and political equality with men, reproductive health and rights, and an end to Female Genital Mutilation (FGM). While cases of child rights violations are frequently taken up with the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) the African Court on Human and Peoples Rights (AfCHPR) has not been challenged in the same way on women’s rights. The domestication and enforcement of the provisions of the Maputo Protocol is a key priority.

Dual legal systems accord women some rights through general law and withhold others on the basis of traditional, customary and some religious beliefs and practices, denying women their fundamental rights⁴⁶. These contradictions affect women’s access to property,

⁴² SADC (2016) UN CSW Resolution 60 on Women, Girls, HIV and AIDS

⁴³ Gender Equality, Poverty Reduction and Inclusive Growth, World Bank Gender Strategy (2016-2023) p31.

⁴⁴ Ibid

⁴⁵ African Commission on Human and Peoples' Rights, October 2017

<http://www.achpr.org/instruments/women-protocol/>

⁴⁶ African Union (2009) Gender Policy

in particular land and housing as well as the domestic sphere of marriage, divorce and child custody. The systems also affect inheritance in cases of divorce or spousal death. Promoting gender equality in legislative frameworks, practices and attitudes fosters inclusive and dynamic economies, particularly important for the continent's development ambitions.

Access to justice: Agenda 2063 sets out a vision for "timely access to independent courts and judiciary that deliver justice without fear or favour." Most of the laws protecting women's rights **lack proper enforcement** due to lack of resources, political will, commitment and accountability. Additionally, legislative reforms need to be underpinned by budgetary allocations and monitoring and evaluation frameworks to ensure implementation. Realisation of women's rights is hampered by the **high cost of legal fees** for cases such as divorce, inheritance, domestic violence and claiming child maintenance. The DRC has started mobile courts to enable remote citizens to access justice. Free legal aid to women is rare, provided mainly by civil society organisations.

High levels of Gender Based Violence (GBV) are at odds with the Agenda 2063 vision of "human security and a sharp reduction in violent crime." According to the World Health Organisation (WHO) at least 46% women in Africa have experienced intimate partner violence (physical and/or sexual) or non-partner sexual violence or both, the highest prevalence in the world.⁴⁷ GBV has public health dimensions because of the mental and physical consequences. The public health sector provides a key entry point for survivors.⁴⁸ Women in conflict areas are especially at risk of displacement, violence and rape. New forms of gender violence, such as trafficking, are also on the rise.⁴⁹ Demographic health surveys show how GBV has become normalised in many countries. For example, 54% of women agree that domestic violence is justified on certain grounds.⁵⁰ **Change of attitudes** remains key yet programmes tend to be reactive rather than preventive.⁵¹

Harmful practices: Cultural practices which affect the status, dignity and health of women and often constitute violence against women include *virginity tests, son preference, early marriage, and harmful widowhood practices*.⁵² **Female Genital Mutilation (FGM)** is practiced among certain communities in 29⁵³ countries⁵⁴. In Somalia FGM/C prevalence stands at 98%, and in Mali at 89%. By 2050, nearly 1 in 3 births worldwide will occur in the 29 countries in Africa where FGM/C is concentrated, and nearly 500 million more girls and women will be living in these countries than there are today.⁵⁵

Priorities

1. Ensure standard setting and accountability on women's rights, especially the ambiguity created by dual legal systems, through universal ratification and domestication of the Maputo Protocol by all AU Member States by 2020 accompanied

⁴⁷ Ibid

⁴⁸ World Bank Group Gender Strategy 2016-2023, p33.

⁴⁹ Ibid

⁵⁰ Ibid

⁵¹ Ibid

⁵² <https://www.educationalresourceproviders.com/harmful-traditional-practices-in-africa/>

⁵³ Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Cote d'Ivoire, Democratic Republic of Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Somalia, Sudan, Tanzania, Togo, Uganda and Zambia

⁵⁴ Female Genital Mutilation/Cutting: What might the future hold? Available at

https://www.unicef.org/media/files/FGM-C_Report_7_15_Final_LR.pdf

⁵⁵ Ibid

by enforcement mechanisms involving the (AfCHPR) and the AU Special Rapporteur on Women’s Rights.

2. Develop standardised tools for measuring gender violence and mount a targeted campaign to reduce GBV by one third in 2023, in line with the key transformational outcomes of Agenda 2063.
3. Design an evidence-based campaign for ending harmful norms and customary practices in line with the key outcomes of Agenda 2063, that includes men and boys, traditional leaders, the youth, disabled and other marginalised groups who are especially affected by such practices.
4. Monitor progress in attaining women’s rights through the establishment of a Gender Observatory that collects, connects, and collaborates in dynamic ways, especially with civil society networks monitoring the Maputo Protocol.

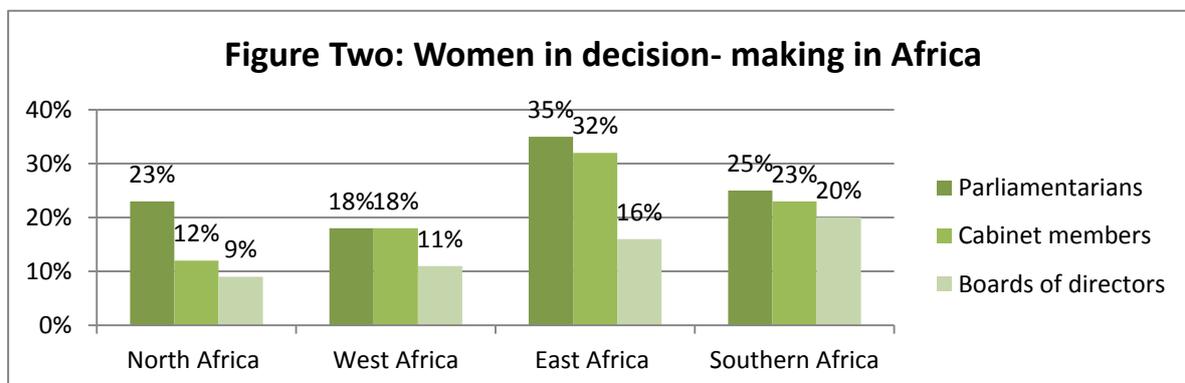
PILLAR FOUR: LEADERSHIP AND GOVERNANCE



For women to have a **voice**, they need to be equally represented in all areas of decision-making, at all levels, and be able to **participate with impact** through the removal of formal and informal barriers. This is a pre-requisite, but not only condition for **gender responsive governance**, which involves taking deliberate measures to transform institutions through **Gender Management Systems (GMS)**, including **Gender Responsive Budgeting (GRB)**. Aspiration 3 of Agenda 2063 is

concerned with democratic values and practices (Goal 11), as well as capable institutions and transformative leadership (Goal 12). This pillar responds to these key imperatives.

Performance



Source: *Women Matter Africa, McKinsey and Company, August 2016*

Representation and participation: Despite the many provisions for gender parity in decision-making in global and African normative frameworks, overall women comprise 24% of parliamentarians; 22% of cabinet members and 14% of Board of Directors,⁵⁶ with considerable regional variation as illustrated in Figure Four. East Africa leads the way in women’s representation in parliament and cabinet, but is behind Southern Africa on women’s leadership in the private sector. Women comprise a mere 5% of CEOs in the private sector in Africa⁵⁷. Despite **local government** being the tier of government closest to the people, data on local government is patchy, ranging from close to parity (49% in Lesotho) to less than 6% in many African countries.

⁵⁶ McKinsey & Company, *Women Matter Africa* (August 2016)

⁵⁷ *Ibid*, p4

Pockets of good practice show that **rapid change is possible** in this area. For example, 13 African countries are among the world’s leading countries on women’s representation in national parliaments.⁵⁸ All of these either have a Proportional Representation (PR) or mixed PR and First Past the Post (FPTP) electoral system combined with Constitutional, legislated or voluntary party quotas. This underscores the importance of **temporary special measures** in advancing gender parity in decision-making.

Gender responsive institutions: The world over, good intentions on gender have been hampered by failure to match these with strong institutional mechanisms. **The Women and Gender Development Directorate** which is located in the Office of the Chairperson leads gender mainstreaming in the AU Commission⁵⁹ through a **twin track approach** to GEWE/WR. The first track is **internal mechanisms** to attain the African Union (AU) Parity Policy as embedded in Article 4L of the Constitutive Act and the **AU reform** agenda.

Table Four: Women’s progress in AU structures (2013-2016)	% Women 2013	% Women 2016	Variance (2016-2013)
African Union Commission and Organs	50%	50%	0
Headquarters (D1)	29%	42%	+13%
Liaison Officers (D1)	8%	25%	+17%
Representational Offices	15%	25%	+10%
Professional Staff (P1-P5)	26%	32%	+8%
General Services (GSA-GSB)	36%	37%	+1%
Source: Dir Administration and Human Resource Management, Sept 2017			

Table Four shows that the AUC and its organs have applied the gender parity principle at political level. But women constitute 35% of staff; 42% at the most senior D1 level. The AU has developed a draft Workplace Gender Policy (2016) so that it *may lead by example on gender mainstreaming*. The capacity assessment that accompanies this strategy includes an AU Organisational Gender Score Card that gave the AU a score of 59%, with the highest scores on planning, and weakest on monitoring, evaluation and GRB. The assessment found that approximately half the Gender Focal Persons have formal training on gender, but 62% need in-depth training on gender analysis and GRB⁶⁰.

The second track is the AU marshalling its convening power to achieve peace and prosperity through realizing GEWE/WR on the continent. At a sub-regional level, the AU has provided guidance to the **Regional Economic Commissions**. SADC has a Protocol on Gender and Development (2008, updated in 2016); the EAC has a Gender Equity and Development Bill (2015); ECOWAS has a supplementary Act on Equality and Rights between Women and Men for Sustainable Development (2015). IGAD has a Gender Strategy and Implementation Plan 2016 to 2020. These instruments form part of the **mapping** and prioritisation for this strategy. All the RECS report having limited funding and capacity.⁶¹ At **national level**, governments are expected to ensure that the responsibility for the advancement of women is vested in the highest possible level of government and ensure that there are sufficient resources in terms of budget and professional capacity⁶².

⁵⁸ Inter Parliamentary Union, Women in National Parliaments, June 2017

⁵⁹ African Union (2009) Gender Policy

⁶⁰ AU Gender Capacity Assessment 2017, accompanying document to Gender Strategy.

⁶¹ Focus group discussion, consultation with the RECs on the AU Gender Strategy, 25 October, 2017.

⁶² African Union (2016) Journey to Gender Equality: Compendium of Reports on the Implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA): 2005- 2015

Table Five: National Gender Machineries

	Stand alone women's ministry	Stand alone gender ministry	Combined with other "marginalised groups"	Unit within a ministry	No gender apex structure	Gender Commission	Gender structures in parliament
No. of countries	9	1	4	38	0	5	15

Source: AU Member state websites, accessed September, 2017

Table five shows that all Member States have Gender Machineries in place. Ten Member States have stand-alone women's or gender ministries; four have such ministries combined with other "marginalised groups"; 38 have gender coordinating units within ministries; and five countries have independent gender commissions in addition to government structures. Fifteen countries have gender structures in parliament. Most countries have or are developing National Action Plans on Gender Equality and Women's Empowerment.

Monitoring and evaluation: 12 of the 94 objectives of Agenda 2063 relate to the social and economic well-being of women. The WGDD, in collaboration with UN-ECA and the AfDB produces an annual African Union Gender Score Card on different themes (in 2017 the theme is the demographic dividend). Among the RECs, SADC has a Monitoring, Evaluation and Results Framework (MERF) for the SADC Gender Protocol that is aligned to SADC's overall MERF Framework. The ECA, COMESA, ECOWAS and IGAD have general M and E metrics and tools with specific gender indicators aligned to strategic goals and objectives managed by the data reporting centres of the RECs. A survey of 22 national gender action plans by WGDD found that only seven have specific targets and indicators.⁶³ The efforts at AU, REC and national level, on setting targets, indicators, data collection, analysis and dissemination need to be effectively harmonised.

Financing for gender equality: Launched in January 2010 by the AU Heads of State and Government as part of the African Decade on Women, the Fund for African Women (FAW) devotes at least 0.5% of the AU's operational budget to projects on women's empowerment (105 projects worth \$1 603 977 had been funded by 2017).⁶⁴ While such targeted expenditure is symbolically important, it is a small fraction of what is required.

Priorities

1. Lead a high profile initiative to achieve gender parity targets in all areas and at all levels including at the local level by 2063 that includes a dynamic data base on the AU website; involvement of young leaders in tracking progress and sharing between African countries on special measures bringing about rapid changes in many countries through an African Governance Architecture Women's Engagement Programme (AGA-WEP).
2. Strengthen gender management systems internally and externally through harmonising of tools, targets and indicators; sharing of good practise (such as the UNDP Gender Seal); and awards based on an annual "State of Gender Equality Report in Africa"
3. Make the case for financing gender equality through tapping into all new financial mechanisms being devised by the AU and its affiliates as well as promote gender audits of budgets at all levels to promote transparent, accountable, gender responsive governance.

⁶³ National Gender Policies review of AU members states: for harmonization/alignment of NGPs with the Gender aspects of Agenda 2063

⁶⁴ Portfolio on Women, Gender and Development, p15.

PILLAR FIVE: PEACE AND SECURITY



In 2014, Africa experienced more than half of worldwide conflict incidents, despite having only about 16 percent of the world population.⁶⁵ Armed conflict results in more direct deaths of men than women. However, research shows that in interstate and civil wars, especially ethnic conflicts and conflicts in fragile states, women are overall more negatively affected than men because of limited food and access to water, poor sanitation and hygiene, weak or collapsed health services, increased displacement, family dislocation, stress and gender violence.⁶⁶ These conflicts have a crucial bearing on efforts to achieve gender equality. The 2017 Global Peace Index ranks Mauritius and Botswana as the top two most peaceful African countries; showing that peace is possible and it is a top priority.

Adoption of UN Resolution 1325⁶⁷ Action Plans: 19 AU Members States that have adopted national action plans, mostly in West Africa where 13 of the 15 countries have adopted these plans. Southern, Central and Northern African countries are behind⁶⁸.

Women are still poorly represented in peace keeping processes. By 2011, only two countries had women signatories in peace keeping processes, only three had women as lead mediators, six had women witnesses in peace processes and five had women in negotiating teams⁶⁹.

Priorities

1) To strengthen the Women, Peace and Security programme to ensure that all African countries adopt and implement UN Resolution 1325 including provision of Transitional justice and reparations.

PILLAR SIX: MEDIA, COMMUNICATION & SPORTS



At its heart, Agenda 2063 is about re-writing the African narrative, and Africa claiming its rightful place in global affairs. This cannot be achieved when half the population is effectively silenced. *Now is the time to ensure that "her story" is effectively written into African history.* The AU Gender Strategy also needs to be accompanied by a high visibility drive and campaign. The media, ICTs and sport can either be part of the problem, or part of the solution, depending on how they are harnessed. They are also essential tools for engaging the youth, a key target audience of this strategy.

Representation and portrayal of women in the media: Nowhere is women's lack of **voice** more apparent than in their absence from media ownership and decision-making, as well as media content. The 2015 Global Media Monitoring Project noted that in Africa women's relative presence in the news increased by a mere one percentage point from 19% in 2010 to merely 22% in 2015.⁷⁰ Women are more likely to be seen (for example in images

⁶⁵ <http://nationalinterest.org/blog/the-buzz/the-wars-ravaging-africa-2016-14993>

⁶⁶ Thomas Plumber and Eric Neumayer, "The Unequal Burden of War: The Effect of Armed Conflict on the Gender Gap in Life Expectancy." *International Organisation* 60 (3): 723-754 (2006).

⁶⁷ The Windhoek Declaration of May 2000 championed by Namibia led to this first landmark resolution on Women, Peace and Security that has since been built upon by eight further resolutions.

⁶⁸ Implementation of the Women, Peace and Security Agenda in Africa, p13.

⁶⁹ UN Women (2012): Women's Participation in peace processes in Africa (1992 – 2011)

⁷⁰ World Association of Christian Communicators. 2015. Global Media Monitoring Project. Toronto WACC

in advertising) than to be heard (for example as news sources). Numerous studies show that women are more valued by the media for their physical rather than intellectual attributes.⁷¹

ICTs: The gender gap in ICTs in Africa is 23%⁷². Key factors include availability; affordability; culture and norms (e.g. boys prioritised for technology use at home, online gender-based violence, restrictions to movement and limitations on access to devices); capacity and skills; relevant content; participation in decision-making roles pertaining to the internet and/or in the technology sector; relevant policies (e.g. lack of policies with a gender focus and/or that address women's ability to access and benefit from the internet); and/or other systemic barriers⁷³. Advances in the functionality and accessibility of social media are providing new opportunities for women's rights and equality movements to organise and campaign for change. But more than 70% of people who have reported being abused on the Internet during the past decade have been women.⁷⁴

Sport: Women are also glaringly missing in almost all sports, sports administration and sports marketing. Prioritising gender in sport has the potential to contribute to promoting female leadership, female role models and access to resources; raise awareness on gender related issues including sexual reproductive health and gender based violence; positive impact on health and reducing the risk of chronic diseases later in life; fostering better mental health, self-esteem and well-being among women and girls; fostering community cohesion and inclusion of marginalised groups; engaging men and boys; as well as addressing discrimination and gender stereotypes of women and girls in the media⁷⁵:

Priorities

1. Ensure that women's views and voices form part of the new African narrative through high profile online and offline initiatives in the count-down to the end of the African Women's Decade in 2020 and beyond.
2. Work with the ICT STC of the AU on a programme to advance gender equality in and through the media and ICTs including setting standards and norms for media regulation and self-regulation.
3. Form alliances with sports and women in sport associations to use opportunities like the World Conference on Woman and Sport in Botswana in 2018 for profiling this strategy.

⁷¹ Lowe-Morna, C, and Ndlovu, S: Whose news, Whose Views, Gender and Media Progress Study (2015).

⁷² International Telecommunication Union. (2016). ICT Facts and Figures 2016. www.itu.int/en/ITU/Statistics/Pages/facts/default.aspx The gender gap estimated by the ITU represents the difference between the internet user penetration rates for males and females relative to the internet user penetration rate for males, expressed as a percentage.

⁷³ Research by the Association of Progressive Communications, May 2017.

⁷⁴ . Gurumurthy (2004), 'Challenging gender inequalities in the information society', *Gender and Development in Brief*, Issue 15, September 2004

⁷⁵ Dudfield, O and M Dingwall-Smith (2015), *Sport for Development and Peace in the 2030 Agenda for Sustainable Development: Commonwealth Analysis*. Commonwealth Secretariat, London.

Annex A: Provisions in normative frameworks for achieving Gender Equality

African	Global	Regional Commissions (RECs) ⁷⁶	Economic
Agenda 2063	Sustainable Development Goals (SDGs).	East African Community (EAC) Gender Equality Bill.	
AU Gender Policy 2009	Framework Convention on Climate Change CP 21.	Southern African Development Community (SADC) Protocol on Gender and Development.	
Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (the Maputo Protocol)	UNSCR 1325 and subsequent Women in Peace and Security related resolutions.	Supplementary Act on Equal Rights between Women and Men for Sustainable Development in the ECOWAS region, 2015.	
The Solemn Declaration on Gender Equality in Africa	Beijing Platform for Action and Beijing Plus Twenty.	Common Market for Eastern and Southern Africa (COMESA) Gender Strategy	
Addis Ababa Declaration on Population and Development.	Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW).	Sahara and Sahel Observatory Gender Policy (Community of Sahel-Saharan States (CEN-SAD).	
Maputo Plan of Action on Universal Access to Comprehensive Sexual and Reproductive Health Services in Africa (2016-2030).			
Common African Position on Ending Child Marriage in Africa			

Overarching commitments of Agenda 2063

African Union Agenda 2063 provides for an Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children. Goal 17 aims for: Full Gender Equality in All Spheres of Life.

Economic empowerment

Agenda 2063 aims to eradicate **poverty**, hunger and food insecurity in one generation and build shared prosperity through social and economic transformation improving incomes and livelihoods.⁷⁷ The SDGs aim to reduce the proportion of men, women and children of all ages living in poverty by half by 2030⁷⁸. The SDGs recognise and value **unpaid care** and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. Agenda 2063, Agenda 2030 and the Beijing Platform for Action (BPFA) plus 20 (B+20) cover equal participation by women in **economic policy formulation** and mainstreaming gender in such policies. the Addis Ababa Action Agenda

⁷⁶ The African Union recognises eight RECs. Five have gender policies, strategies, laws or Protocols. At the time of drafting this paper no instruments had been received from the Arab Magreb Union (UMA); Economic Community of Central African States (ECCAS) or Intergovernmental Authority on Development (IGAD).

⁷⁷ Africa Union Agenda 2063 document

⁷⁸ United Nations Sustainable Development Goals

(AAAA) of the Third International Conference on Financing Development (UNDESA, 2015: 23) includes the need to reduce *illicit financial flows*, also one of the targets in the 2030 Sustainable Development Goals (UN, 2015).

Agenda 2063 and the SDGs aim to ensure that women have access to *productive resources* ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, with Agenda 2063 putting particular emphasis on rural women. Agenda 2063 aims to retire the hand-held hoe by 2063.

The SDGs commit to make *climate knowledge and information* gender-responsive and accessible to women, especially rural women. By 2063 Africa will “act with a sense of urgency to put in place programmes on climate change targeting women and youth”. B+20 commits to undertake gender analyses of climate change risks to women’s livelihoods and mitigate these risks; strengthen women’s capacities to manage and prevent natural disasters; build capacities in environmental public institutions to integrate gender concerns into policymaking and programming for equitable sustainable development. The B+20 platform will make climate knowledge and information gender-responsive and accessible to women, especially rural women.

The African Mining Vision (AMV) adopted by African Union in 2009 calls for a ‘transparent, equitable and optimal *exploitation of mineral resources* to underpin broad-based sustainable growth and socio-economic development. B+20 provides for access to clean water and renewable energy technologies to all households, particularly to rural women, including by investing in and promoting the development of *alternative safe and clean energies (such as hydropower and solar)* in order to reduce reliance on non-sustainable energy sources.

Both the Agenda 2063 and SDGs cover *employment* related issues including equal access to employment; affirmative action; equal pay for equal work of equal value; redressing occupational discrimination; sexual harassment and family friendly work practices.

Social justice

Aspiration 1 of Agenda 2063 commits to achieve Africa’s prosperity through *well educated and skilled citizens*, underpinned by science, technology, innovation. All the instruments have strong provisions on equal access to education, with specific targets on achieving universal access to basic education by 2030 (SDGs) and eliminating gender disparities in primary and secondary education with a strong focus on getting more girls taking up STEM at all levels of education⁷⁹. Goal 2 of the AU Agenda 2063 aims to increase the enrolment rate for early childhood education is at least 300% of the 2013 rate⁸⁰. The SDGs , Agenda 2063, Maputo Protocol and B+20 address the high levels of illiteracy among women, with the BPFA plus 20 setting a target of reducing the female illiteracy rate to at least half its 1990 level (though without a timeframe for doing so). The BPFA plus 20 also has extensive provisions on recognition of non-formal education and creating learning opportunities for unemployed women, women re-entering the labour market, indigenous and rural women.

⁷⁹ Sustainable Development Document, 2015

⁸⁰ African Union Agenda 2063 (March 2017): First Ten Year Implementation Plan (2013-2023) Core indicators Profile Handbook for Member States

All the instruments have provisions on removing **gender stereotyping** in school curriculum, career choices and professions which play a key role in assigning women to lower paid jobs in the economy. The BPFA Plus 20 and CEDAW address the need for pregnant adolescents and young mothers to be able to complete their schooling. The SDGs addresses the burden of care work on the girl child. SDG Goal 4 includes a target to build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all linked to ending gender based violence at learning institutions. AU Agenda 2063 aims to end **child marriages** as part of ending gender based violence and discrimination. Article 6 of the Maputo Protocol focuses on marriage including setting the age of marriage at 18 years.

All frameworks provide for appropriate measures to provide adequate, affordable and accessible **health services**, including information, education and communication programmes to women especially those in rural areas. The reviewed frameworks commit to reducing maternal mortality through the establishment and strengthening of existing pre-natal, delivery and post-natal health and nutritional services for women during pregnancy and while they are breast-feeding. Although abortion is still a sensitive subject, in the interests to protect the reproductive rights of women; medical abortion is mostly authorised in cases of sexual assault, rape, incest, and where the continued pregnancy endangers the mental and physical health of the mother or the life of the mother or the foetus.

Article 14 of the Maputo Protocol provides for States Parties to ensure that the right to health of women, including sexual and reproductive health is respected and promoted. Goal three of Agenda 2063 aims to increase 2013 levels of **Sexual and Reproductive Health (SRHR) Services** to women by at least 30%. Goal 3 of the SDG includes SRHR targets of reducing maternal mortality, child mortality, ending AIDS, tuberculosis, malaria, tropical diseases, hepatitis, and other communicable and water-borne diseases,⁸¹ universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

The Maputo Protocol's Article 11 provides that State Parties undertake to protect asylum seeking women, **refugees, returnees and internally displaced persons**, against all forms of violence, rape and other forms of sexual exploitation.

Agenda 2063 Goal 3 aims to reduce reduce the 2013 incidence of **HIV/AIDs**, Malaria and TB by at least 80%. Under the same Goal, the AU targets 100% access to Anti-Retroviral (ARV) drugs.⁸² Article 14 of the Maputo Protocol provides for the right to self-protection and to be protected against sexually transmitted infections including HIV and AIDS. The same Article calls for the right to be informed on one's health status and on the health status of one's partner, particularly if affected with sexually transmitted infections, including HIV and AIDS, in accordance with internationally recognised standards and best practices.

BPFA +20 calls for revising existing policies to address emerging trends of violence against women and girls such as forced and coerced sterilisation and forced abortion of women living with HIV/AIDs. It also calls for implementing programmes that ensure men's shared responsibility, especially with regard to family planning, HIV and sexual and gender-based

⁸¹ Sustainable Development Goals

⁸² African Union (2016) Journey to Gender Equality: COMPENDIUM OF REPORTS ON THE IMPLEMENTATION OF THE SOLEMN DECLARATION ON GENDER EQUALITY IN AFRICA (SDGEA): 2005- 2015

violence. There is general lack of recognition of the linkage between care work and HIV and AIDS

Women's rights

Aspiration 3 of Agenda 2063 concerns the **rule of law and respect for human rights**. The Maputo Protocol guarantees comprehensive rights to women including the right to partake in political processes, social and political equality with men, reproductive health and rights, and an end to female genital mutilation. Grounded in the Universal Declaration of Human Rights, the SDGs envision a world of universal respect for human rights and human dignity, the rule of law, justice, equality and non-discrimination; of respect for race, ethnicity and cultural diversity; and of equal opportunity permitting the full realization of human potential and contributing to shared prosperity.

Agenda 2063 provides for **equal, affordable and timely access to independent courts** and judiciary that deliver justice without fear or favour. All reviewed frameworks provide for constitutional and legislative commitments to commit to gender equality and non-discrimination on the basis of gender. The 2009 AU Gender Policy provides for non-discrimination through its Commitment 2 on legislation and legal protection actions against discrimination, for ensuring gender equality. Beijing Plus Twenty Review (B+20) calls for the review and revise national constitutions and legal systems to systematically remove all discriminatory laws, norms, practices and policies to make the legal framework conform to international and regional instruments on women's human rights. It also calls for **building the capacity of the judiciary** and law enforcement agencies in gender and women's human rights.

All frameworks have provisions on **Gender Based Violence**. The SDGs call for elimination of GBV. Maputo Protocol's Article 12 provides for protection of women, especially the girl-child from all forms of abuse, including sexual harassment in schools and other educational institutions and provide for sanctions against the perpetrators of such practices.

Harmful Social Practices: AU Agenda 2063 provides that all harmful social practices (especially female genital mutilation and child marriages) will be ended and barriers to quality health and education for women and girls eliminated. All frameworks commit to appropriate measures to eliminate harmful social and cultural practices affecting the welfare, dignity, normal growth and development of in particular; the girl child and women. The measures include specific legislature to end harmful practices such as child marriages and female genital mutilation. Some of these practices include but not limited to child marriage and the betrothal of girls and boys for marriage, polygamy, wife inheritance, wife kidnapping, sexual cleansing of widows, female genital mutilation and virginity testing.⁸³

Leadership and governance

Agenda 2063 aims for **full gender parity**, with women occupying at least 50% of elected public offices at all levels and half of managerial positions in the public and the private sectors. The SDGs target women's **full and effective participation** and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

⁸³ Morna C, Dube S, Makamure L (2016) SADC Gender Protocol Barometer

Peace and security

AU Agenda 2063 Aspiration 4 calls for a ***peaceful and secure Africa***. SDG 16 promotes peaceful and inclusive societies for sustainable development. B+20 calls for developing, financing and implementing national action plans for the implementation of Security Council resolution 1325 and all other relevant Security Council resolutions. It also strengthen and finance the response to terrorist threats and make special provisions for the protection of women and girls, including responses to early warning signs.

The Women, Peace and Security (WPS) Agenda with the United Nations Security Council Resolution 1325 (UNSCR1325) as its blueprint is designed to prevent violence against women and girls, ensure their inclusion in decision-making, protect their human rights and ensure that their specific needs are met in conflict and post-conflict situations. The UN SCR1325 is structured under four pillars: prevention; participation; protection; and relief and recovery. Several other relevant resolutions that have since been passed include:

- UNSCR 1820 (2008) is the first Security Council resolution to recognise conflict-related sexual violence as a tactic of warfare⁸⁴.
- UNSCR 1888 (2009) strengthens implementation of resolution 1820 including high-level leadership, judicial response expertise, service provision and ensuring more systematic reporting on sexual violence in armed conflict. Member States are encouraged to deploy greater numbers of female military and police personnel to UN peacekeeping.⁸⁵
- UNSCR1960 (2010) provides an accountability system for addressing conflict-related sexual violence including by listing perpetrators and establishing monitoring, analysis and reporting arrangements.
- UNSCR 2122 (2013) calls for stronger measures to increase women's participation in decision-making in conflict prevention, resolution and recovery and requires gender expertise in UN mediation teams.
- UNSCR 2242 (2015) places the WPS agenda at the centre of global challenges, including rising violent extremism and counter-terrorism, climate change, illicit transfer and misuse of small arms and light weapons and displacement. It links women's participation and sustainable peace, and urges funding for women's organisations.

Media and communications

The SDGs and Agenda 2063 do not specifically reference gender and the media but the Beijing Platform for Action and regional gender frameworks include:

- Encouraging ***research***⁸⁶ and media monitoring.
- Setting ***targets*** Such as women sources reaching 30% of the total by 2020, and 50% by 2030 (in line with AU targets for women's representation in decision-making) and increasing programmes for and by women.⁸⁷
- Ensuring that gender is mainstreamed in all publicly funded ***media training institutions***, and training curricula.⁸⁸
- Improving enrolment of women in media training institutions in particular for programmes that are usually stereotyped such as sports, politics and economy reporting.⁸⁹

⁸⁴ UN Women (2017) Reporting on Gender, Peace and Security in Africa

⁸⁵ Ibid

⁸⁶ East African Gender equality Bill 2016 encourages state parties to develop mechanisms for the collection and analysis of media and ICT disaggregated data on the basis of sex and gender

⁸⁷ SADC Protocol on Gender and Development and ECOWAS Supplementary Act on Gender equality note member states shall encourage the media to give equal voice to women and men in all aspects of coverage, including increasing the number of programmes for, by and about women on gender specific topics and that challenge gender stereotypes

⁸⁸ SADC Protocol on Gender and Development and ECOWAS Supplementary Act on Gender equality Member States shall ensure that equality of rights between men and women is taken into account in all media-related legislation, policies, programmes, training and recruitment. training centres take account of the principle of equality of rights between women and men

- Establishing quotas on the participation of women in the media industry that will increase the number of women in the media, including in leadership and decision-making roles and as media owners.⁹⁰
- Ensuring that national gender policies and or strategies and action plans make specific reference the role of media and ICTs in advancing gender equality and women's empowerment agenda and commit to achieving targets on gender and media. They must also ensure the review of media and ICT laws, and policies and mainstream gender in them to eliminate gender stereotypes and biases in content to improve the access, use participation and the voices of women in the media. Enact laws that will protect women and girls against cyber based GBV.⁹¹
- Reviewing **media and ICT laws, regulations and policies** and mainstream gender in them to eliminate gender stereotypes and biases in content and improve access, participation and voices of women in the media.
- Ensuring that women have greater access participation and can use ICTs⁹² and relevant content for their own empowerment that can enhance their lives and economic opportunities.⁹³

⁸⁹SADC Protocol on Gender and Development and ECOWAS Supplementary Act on Gender equality Encourage the development of educational and training programmes for women in order to produce information for the mass media, including funding of experimental efforts, and the use of the new technologies of communication, cybernetics space and satellite, whether public or private;

⁹⁰ SADC Protocol on Gender and Development and ECOWAS Supplementary Act on Gender equality note Member States shall take all necessary measures to promote equal representation of women in media practice and in media-related decision-making structures and ownership

⁹¹ East African Gender Equality bill encourage the elimination all stereotypes in all forms of contemporary and traditional media

⁹² States Parties shall put in place ICT policies and laws in in order to ensure women's and girl's access to information and communication technology.

⁹³ Solemn Declaration on gender equality in Africa **recognized** of the digital divide between, men and women and the role of information telecommunication technologies (ICTS) in the advancement of the gender issues

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