

Southern African Gender Protocol Alliance



Members of the Southern African Gender Protocol Alliance with Dr Phumzile Mlambo-Ngcuka (centre), head of UNWOMEN, during the 58th Commission on the Status of Women meeting in February 2014.

Photo: Gender Links



“The SADC Gender Protocol Barometer is emulated as a best practice in tracking gender equality at the Commission on the Status of Women. The Barometers were like hot cakes for the women's movement.”
Dr Mary Shawa, Principal Secretary in the Ministry of Gender, Malawi, 2014

“But as an Alliance I think they have had a very sustained and successful campaign on the Gender and Development Protocol that I think many CSOs can learn from. The processes, conditions and factors may be different. But I think they have been one of the few organisations at the regional level with a very consistent, sustained and well-focused campaign and generally one issue-based. I think it has worked very well to the extent that we depend on them.”

Boichoko Abie Dithlake, Executive Director of SADC CNGO

“The work of GL is being replicated in Africa and globally due to its innovative nature. The work of GL with Alliance, justice, local government and the media are being replicated in other regions of Africa. In 2009, the Alliance produced a handbook based on lessons learned during the campaign for the SADC Gender Protocol. The handbook has been used as a training and discussion tool on lobbying and advocacy to inform the campaign for the East African Protocol. SADC CNGO has documented the SADC Gender Protocol campaign from signing to implementation as a good practice that should be replicated. The Alliance Network represents the regional gender sector in the SADC Council of NGOs (SADC CNGO) and will assist the umbrella body to mainstream gender in its programmes and inform the “SADC We Want Campaign.”
DFID Governance and Transparency Fund Evaluation

FACT FILE

Programme	Alliance																
Sub-programmes	Costing, Research - Barometers, Post-2015, SADC Gender Protocol Summit, Strengthening civil society																
No of focal networks	Country	Ang	Bots	DRC	Les	Mad	Mal	Mau	Moz	Nam	Sey	SA	Swa	Tan	Zam	Zim	Total
	No	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	15
No of events	Country	Ang	Bots	DRC	Les	Mad	Mal	Mau	Moz	Nam	Sey	SA	Swa	Tan	Zam	Zim	Total
	No	0	4	8	0	0	4	3	0	1	5	18	4	0	2	2	51
No of participants	MALE					FEMALE					TOTAL						
	523					2162					4459						
Outputs	Reports				Action plans				Books				DVDs		Pamphlets/posters		
	6				5				13				3		22000		
Outcomes	<ul style="list-style-type: none"> • Contribution to the strengthened capacity of civil society, especially gender NGOs, to demand that governments deliver on commitments to gender equality against the provisions of the Protocol. • Tracking of progress in implementation and using this as evidence for advocacy. • Capacity building of citizens through popularising the SGP. • Building a robust women's movement through mobilising. • Creating a platform for learning through the SADC Gender Protocol summits. 																
How rated by partners in evaluations - average scores	Content	Design	Documen-tation	Facilitation	Group work	Outputs	Outcomes	Learning	Networking	Admin	Overall						
	78	83	82	84	82	86	85	88	88	76	83						
Main risks	<ul style="list-style-type: none"> • Working with governments bureaucracy - external • Different types of networks form part of the alliance - external • Country focal networks are at different levels in terms of implementation of the SGP - internal • Non formal registration of the SGP Alliance network - internal • Multiple reporting forums for gender equality - need for capacity building in-country for these to be synergised. • Post 2015 development agenda - new development framework • Fast approaching deadline of the SADC Gender Protocol targets - 2015 																
Lessons	<ul style="list-style-type: none"> • Working with governments and civil society is the best way to achieve gender equality - the political buy-in is important. • Strong systems can be emulated and used elsewhere; the alliance network sometimes uses our systems for implementation. • Ownership at the local level for the programme is critical, with the country network leading from the front and secretariat providing guidance from the back. • Documentation amplifies the voices of the vulnerable - the SADC Gender protocol case studies are voices from the ground reaching policy levels. • The SADC Gender Protocol is being implemented in a mixed bag of ways in various contexts, seeking guidance for local expertise is critical. 																
Innovation	<ul style="list-style-type: none"> • Online championship matrix • Online uploading of M and E • E-newsletter • Incorporating voices of women through the Speak Out platforms in the Barometer 																
Budget	R6,228,703																
How VFM is being realised	<ul style="list-style-type: none"> • On demand printing • Facilitation of implementation by country networks • Combining events • Stakeholder consultations • Complimenting work on the ground by networks • Use of online platforms • Triangulating evidence through the SADC Protocol@work case studies 																



Sifiso Dube, Alliance and Partnerships Manager



Lucia Makamure, Alliance and Partnerships Officer



Nomthandanza Mankazana, SA Alliance Coordinator

Synopsis



As the SADC region counts down to 2015, member states, civil society and citizens are accelerating efforts to meet the targets of the Gender Protocol. It is clear from the annual Barometer, which shows countries of the region at about two thirds of where they should be, that most of the targets are not going to be met by the 2015 deadline. The strategy of the SADC Gender Protocol Alliance is two- fold: to accelerate pressure in the count-down to 2015, as well as start campaigning for a strong post-2015 agenda.

The 12 elections in the region provide an opportunity both to accelerate momentum on the 50/50 campaign and look beyond 2015. This underpins the theme of the 2014 summits: 50/50 by 2015 and a strong post-2015 agenda. The Gender Links Alliance and Partnerships programme provides the secretariat to the Southern Africa Gender Protocol Alliance, a loose network of networks, which seeks to campaign for and contribute to the attainment of the 28 targets of the SADC Protocol on Gender and Development to be achieved by 2015, in line with Millennium Development Goal three (MDG3). The Alliance coordinates the gender movement in the region to ensure monitoring, attainment and documentation of progress on targets.



Participants go through the SADC Gender Protocol at a village level meeting in Matadi - Democratic Republic of Congo, October 2013.

Photo: Anna Mayimona Ngemba

The SADC Gender Protocol is a one-stop shop sub-regional instrument that brings together all existing commitments; Beijing Platform for Action, CEDAW, Millennium Development Goals, African Charter and enhances them through time bound targets. The Alliance and Partnerships programme ensures that member states are accountable to the legally binding protocol whilst stakeholders engage in strategies to ensure progress in implementation. The programme's main activity areas are lobbying and engagement, partnership building, mobilising, tracking progress through research and gathering evidence and capacity building in enabling frameworks. (See <http://www.genderlinks.org.za/page/sadc-and-gender-protocol>)

Objectives

- Contribute to the attainment of the 28 targets of the SADC Protocol on Gender and Development and MDG3.
- Lobby governments that have not signed and or ratified to do so with haste as 2015 deadline is near.
- Strengthen the national Alliance focal networks through identifying national level theme cluster lead organisations and champions of the 28 targets in each country; and supporting them in developing on the ground campaigns.
- Provide technical assistance to governments to accelerate implementation through integrating the 28 targets into government gender policies; planning and budgets. This will contribute to providing a clear roadmap for attaining the targets of the SADC Gender Protocol and MDG3.
- Coalition building at regional and national level through country focal networks and theme cluster networks.
- Research, monitoring and evaluation to inform advocacy strategies. This is a mix of empirical data, citizens' perceptions and case studies as key elements to measuring progress.
- Accelerated advocacy campaigns to maintain the momentum up to 2015.
- The Alliance uses the SADC Gender and Development Index (SGDI) in the Barometer as a measure of governments' commitment to achieving gender equality by 2015 through implementing the 28 targets of the SADC Gender Protocol.
- Knowledge creation and sharing of good practices through documenting the SADC Gender Protocol@Work.
- To campaign for an Addendum to the SADC Gender Protocol on gender and climate change to be formally

placed on the SADC agenda to show governments' pledge to addressing the issue as a priority area.

- Citizens, especially women, become aware of, and are empowered to claim their rights and make demands of their governments through the SADC Gender Protocol campaign.
- To contribute to the global dialogue on the post-2015 development agenda.

Background



South African women read their demands for gender equality at the launch of the South Africa Barometer, Pretoria, November 2013. Photo: Albert Ngosa

The Alliance and partnerships programme is the spine of the vision and mission of GL. The journey on gender equality has not been an easy one in the sub-region of Southern Africa due to the deeply entrenched patriarchy in most of the countries. As the programme that coordinates the SADC Gender Protocol Alliance, the programmes cuts across Anglophone, Lusophone and Francophone countries bringing diversity to the mobilisation on gender equality. The Alliance was established in 2005 after the SADC Summit made the decision to work towards the adoption of a Protocol on Gender and Development. 2008 proved to be the turning point for the Alliance campaign after two thirds of SADC Member States adopted the SADC Gender Protocol. Following several meetings and research on the most appropriate institutional structure, the Alliance is now a coalition of independent NGOs linked and clustered at country and thematic level. The programme has progressed over the year from a probability mode to a non-negotiable mode pushing the envelope for an inclusive development process in the region through partnerships as shown by the logos below.



The SADC Gender Protocol Alliance has deepened mobilisation for gender equality in-country as the race towards 2015 heats up. Aligning strategies of each country context with regional, continental and global contexts has been the thrusts of the country alliance focal networks in

2013. Being a network of networks, the Alliance is driven by passion for gender equality which is implemented through each network's expertise on the ground. What cuts across all network members is the ability to mobilise at a national scale, the interface with governments and linkages with different sectors on gender equality. In 2013, strengthening the country focal networks formed a large part of the deliverables with major milestones achieved in South Africa in revitalising the gender movement across all provinces. The ownership of the implementation process by the focal networks has created synergy and enabled a holistic way of working avoiding duplication and creating value for money.

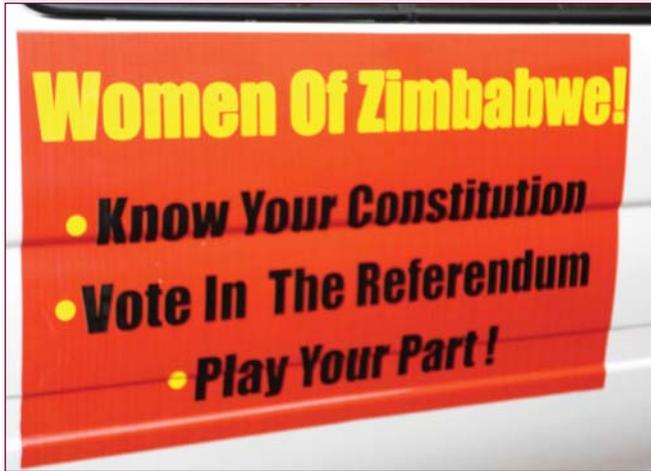
Targets

Through outreach from the country alliance networks, the alliance programme targets ordinary citizens mainly women and the women/gender networks and gender NGOs who are key allies in taking the SADC Gender Protocol campaign forward. Other key targets are faith based organisations, governments, the Gender Unit of the SADC Secretariat, UN agencies and citizens in general. Through the village level workshops conducted in local communities, the Alliance programme has been able to contribute directly to ensure that marginalised women in local councils and communities are empowered to claim their rights using the SADC Gender Protocol as a tool.

Indirectly women and citizens will benefit if governments implement the costed gender action plans aligned to the SADC Gender Protocol that GL working with Alliance partners have assisted in developing. This is because governments have the obligation as duty bearers as well as the infrastructure to facilitate change in women's lives if there is sufficient political will and resources provided to achieve this. The alliance network has identified the men's sector as essential in contributing to the achievement of the targets of the Protocol through joint campaigns and using men as drivers of change. The Barometer has been used as a benchmark for successfully tracking progress on gender equality without fear or favour implying the general benefit of the global gender movement from the programme.

How the Alliance works

The Alliance is a coalition of fifteen country networks, theme clusters (governance, economic justice, climate change, care work, peace and security, constitutional and legal) as well as cross cutting networks (Faith Based Organisations and Men's Groups). Representatives of these groups constitute a steering committee. GL provides a secretariat for the Alliance, and is guided in its daily work by a Think Tank of senior Alliance members. In 2013 the Alliance focused on strengthening country networks. The Women's Coalition of Zimbabwe is an example of a country focal network of the Alliance. Many such networks working together create giant footprints for the SADC Gender Protocol.



Women's Coalition of Zimbabwe minibus plastered with messages to encourage women to vote 'yes' in the constitution referendum, 2013.
Photo: Women's Coalition

The Women's Coalition of Zimbabwe (WCoZ) has national outreach in all ten provinces of Zimbabwe. The board of the coalition is elected annually whilst the national coordinator is appointed by the board. With the national office stationed in the capital Harare, the coalition can easily link with the GL Zimbabwe office. The coalition is chaired by Virginia Muwanigwa an Alliance Think Tank member.

The WCoZ is a network of women rights activists and women's organisations with national structures. The WCoZ is a forum where women meet to engage in collective activism on issues affecting women and girls in Zimbabwe. Its central role is to provide a focal point for activism on women and girl's rights. WCoZ brings females from diverse backgrounds to collectively advocate for the attainment and enjoyment of their rights. The organisational members of the Coalition work in diverse fields including health, legal aid, access to education, gender based violence, torture, skills training, poverty reduction, research, property rights and governance issues. WCoZ has chapters in Bulawayo, Masvingo, Kariba, Gweru, Gwanda, Bindura, Marondera and Mutare.

The WCoZ played a pivotal role in lobbying for gender provisions of the new Constitution adopted in March 2013 which it said met 75% of women's demands. These include enshrining gender equality in the Constitution, affirmative action and a quota for women in the National Assembly. In 2013, WCoZ embarked on nationwide community meetings to popularise the SADC Gender Protocol. WCoZ also organised a high-level launch of the Zimbabwe SADC Gender Protocol Barometer country report and has been pivotal to ensuring that the 2013 country report is published as a record of the historical changes that took place during the year that provide a window of opportunity for women to push their agenda further. The coalition also mobilised funds to ensure that all the national structures are represented at the launch of the Zimbabwe barometer.

In addition, the focal network held a country level meeting to strengthen the country networks through thematic clusters. The mapping exercise is still ongoing and the

country structure that will emerge will be shared with other country alliance networks. These include:

- Economic Empowerment - Zimbabwe Women Resource Centre Network (ZWRN)
- Health - Women's Action Group (WAG)
- Education - Girl Child Network (GCN)
- Peace building and Conflict Resolution - Young Women's Christian Alliance (YWCA)
- Gender Based Violence - Msasa Project
- Legal and Constitutional Affairs - Zimbabwe Women Lawyers Association (ZWLA) and Women in Law in Southern Africa (WLSA)
- Culture, Media and ICT - Women Film Makers of Zimbabwe (WFOZ)
- Politics and Decision Making - Women in Politics Support Unit (WiPSU)
- Environment - Women Land in Zimbabwe (WLZ)

WCoZ achievements



- WCoZ created a forum where Zimbabwean women in their diversity come together and reach a common understanding on issues affecting women and girls.
- The national structures of the WCoZ provide the country's new Gender Commission with a strong civil society constituency with the knowledge and 'know-how' on how to keep track of the government's progress at national and local levels.
- WCoZ has brought women to speak with one voice on issues affecting them.
- WCoZ has a membership of over 60 organisations, eight chapters and individual membership and this reflects its national outlook
- WCoZ managed to bring women together to engender the constitution making processes during 1999-2000 and has worked for the same during the constitutional reform process that started in 2009.
- WCoZ has coordinated its membership to prevent, address and mitigate violence against women at the household and public levels, especially survivors of sexual violence and internal displacements. WCoZ has coordinated its membership to work towards the safety and security of women and children in Zimbabwe during situations of internal conflict.



Minister of Women Affairs in Zimbabwe Oppah Muchinguri caucuses with Women's Coalition chair Virginia Muwanigwa at the Zimbabwe Barometer Launch, January 2014.
Photo: Tapiwa Zvaraya

- WCoZ contributed to the campaign for the enactment of the Domestic Violence Act in 2006
- WCoZ has led Zimbabwean women to commemorate international events such as International Women's Day (IWD), Rural Women's Day and the Sixteen Days of Activism against Gender Based Violence.
- During the transition phase WCoZ has brought women together to raise awareness of major issues affecting women, brainstorm and strategise on a way forward on such issues.
- WCoZ has persistently lobbied for the equal representation of women in transitional bodies.
- WCoZ has remained apolitical and has managed to work with women from all political parties.

WCoZ networks regularly with other Alliance members through the Alliance list serve. For example, when Muwaningwa sent out this message to the rest of the Alliance, she received many positive responses from the whole Alliance, many vowing to pass on the news: "Just to share a test case in Zimbabwe where a woman has won awards against the state for failing to assist her to terminate a pregnancy that arose from a gang rape by robbers in 2006. This just goes to show that we can get to that point where women's rights will be delivered by both public and private institutions. Well done to the Zimbabwe Women's Lawyers Association (ZWLA), and all of the alliance members for persisting with the arduous process of demanding access to justice for

Mildred Mapingure and serving yet another example of what can be done for women and girls of the region."

In 2013/2014, WCoZ is focusing on the following targets:

- To hold duty bearers accountable for the respect of women's constitutional rights. This should be duty bearers at all levels.
- To introduce several strategic test litigation on constitutional issues as well as publicise provisions of the constitution.
- WCoZ and its membership to engage in research on issues affecting women, strengthen documentation and profiling of women in leadership at all levels.
- Intergenerational mentoring, direct support and awareness raising for younger women.
- Strengthen capacity building efforts around information, knowledge and skills transfer.
- Evidence based and robust advocacy on the ten thematic/clusters areas.
- To examine issues of sustainability, continuity and innovation.
- To keep the international, regional, national to grassroots linkages strong.
- Build a multi-sectoral cooperation/approach (civil society, government, UN and other development partners).
- The WCoZ media cluster and the wide movement to engage in a robust media engagement to push for coverage of women.

Delivery - activities and inputs



Head of SADC Gender Unit Mme Magdeline Madibela Launching the Barometer at the Botswana 2013 summit, Gaborone, April 2014. Photo: Vincent Galathwe

2013 saw the Alliance deepening work in country with the following key activities:

- Production of the fifth edition of the SADC Gender Protocol 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.
- Production of 12 country Barometer reports with nine having been launched.
- Holding SADC Gender Protocol village level workshops in ten countries through the country networks resulting in 72 meetings.
- Strengthening the country focal networks through mapping of country thematic clusters and championing

resulting in 11 country level meetings and 82 signed up champions.

- Holding the Regional SADC Gender Protocol Summit preceded by 12 national summits with a special category on the Faith Based Organisations (FBOS).
- Accelerating advocacy efforts on gender and climate change through collection of 1067 signatures on the protocol addendum on climate change.
- 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.
- Strengthening the alliance network through a strategy meeting held in August 2013 and a think tank meeting held alongside the SADC HOS summit.
- Training of trainers workshop on costing of Gender National action plans for gender machineries. DRC and Mozambique have since taken the costing work forward. This ensured ownership of the costing process by governments and country specific contexts shared amongst participants.
- Contributing to global process on development goals through the Africa Common Position and preparations for the 58th Commission on the Status of Women (CSW58).

The Alliance programme demonstrated in 2013 that key stakeholder involvement with country expertise on the front line delivers results. The country focal networks know their terrain and have continuously provided guidance on pushing the right buttons for gender equality progress. Leading from behind, the Alliance secretariat coordinates

the multiple efforts of the gender movement across Southern Africa to ensure voice, choice and control to achieve value for money. The programme uses innovative approaches to prompt governments in covering glaring gaps in gender equality. This is backed by evidence from the SADC Protocol@Work case studies that highlight the work on the ground and what needs to be supported.

Cross cutting issues

Cross cutting issues involved in the programme include tracking progress in reducing HIV/AIDS through the SADC Gender Protocol Barometer and highlighting the work done by care givers who are mostly women. In the 2013 Barometer, the programme noted that 34% of all people living with HIV and AIDS in the world live in the SADC region despite AIDS-related deaths having decreased by 32% since 2001 due to the expansion of anti-retroviral therapy. In 13 of the 15 SADC countries, women have a higher HIV prevalence than men. There is evidence that prevention campaigns have begun to change sexual behaviour patterns and lead to a reduction in HIV and AIDS. However, gender disparities continue to be a major driver of the epidemic in the region. Zimbabwe adopted a progressive policy on care work. Several other countries, including Mozambique, Zambia and Malawi have begun work on the development of a care work policy.

“Through progress in access to ARVs, survivors of HIV/AIDS now need to be integrated into the productive sector through empowerment programmes. The caregiving dimensions need to be broadened to accommodate other chronic illnesses, caring for the elderly and children. Policy frameworks supporting this are crucial as we move towards post 2015.”

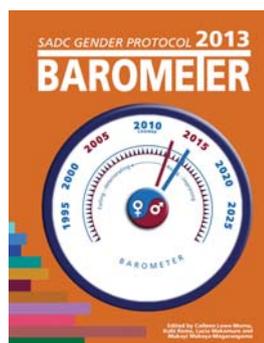
Bongai Mundeta VSO
Regional Director.



The SADC Gender Protocol is weak on sustainable development. For two years, the Alliance ran a campaign on addendum to the SADC Gender Protocol on Climate Change, and has been assessing government performance on this in the country and regional Barometer. The Alliance is now campaigning for gender and climate change to be integrated into the post-2015 SADC Gender Protocol.

Outputs

- Signing and ratification of the SGP - 13 countries have signed the Protocol and 12 out of 13 have now ratified the protocol.
- Up to date research in each country on progress towards achieving gender equality as measured against the 28 targets of the Protocol - one regional barometer and 13 country barometers produced in 2013.
- 617 case studies of the SADC Gender Protocol@Work that demonstrate how the SADC Gender Protocol targets are being operationalised across sectors are featured in the 2013 Barometer and can be viewed on: <http://www.genderlinks.org.za/page/protocol-work>
- Strengthening the alliance networks in country - Identifi-



fication of national champions for the targets of the SADC Gender Protocol. Ten country alliance meetings were held in 2013 and 57 village level workshops identified.

- Aligning national gender policy with the SADC Gender Protocol through costed action plans held with gender ministries - a workshop with six governments namely Lesotho, Democratic Republic of Congo (DRC), Malawi, Mozambique, Tanzania and Zimbabwe resulted in buy in for the costing exercise in DRC and Mozambique. See <http://www.genderlinks.org.za/page/implementation>. The costing exercise will be accelerated in 2014 in order to reach ten countries as targets of costed action plans. Two in-country workshops were held in Zimbabwe and Swaziland on the costing exercise.
- The Alliance has signed to date 22 MOUs with country and regional thematic networks. Gender Links signed an MOU with SAWID to strengthen the alliance network in South Africa. An MOU with the Norwegian Church Aid is under review whilst a draft MOU was presented to the Fellowship of Christian Councils in Southern Africa church body FOCCISSA. The MOU with the men's sector is still in a draft form and will be finalised in 2014.
- 1067 signatures on the climate change addendum were collected prompting a debate on opening up the Protocol for review in 2015.
- Special issues of the Roadmap to Equality newsletter were produced during the 2013 SADC Gender Protocol summit and the Commission on the Status of Women (CSW57). The Alliance will use new media to reach more of its stakeholder and foster engagement from members in the run up to 2015.
- Two Alliance network meetings were held during the summit (April) and in the run up to the 2013 SADC HOS Summit held in Malawi. The Alliance drafted a statement that was presented to President Joyce Banda on the gaps in implementation of the SGP.

“Our clients are member states however, civil society are a resource to us so we see them as important resource to reflect and to analyse the work that member states are doing. Gender Links is able to come up with tools that are very useful for monitoring. For example, now Beijing Plus-20 is coming up so if you look at the Barometer, if you look in the research that they do, we've tapped on their work on how they network and reach out to member states -- we try and learn from that when we are working with member states - to be able to operationalize a continental framework to a regional or sub regional level - As a result, SADC has been able to progress much faster than all of the regions -- so Gender Links is like the hands and feet.”

(Thokozile Ruzvidzo, Head of Gender and Development Center in United Nations Economic Commission for Africa, Ethiopia), in an interview for the DFID GTF final evaluation

Outreach

The Alliance programme targets 15 focal networks in the SADC region. These are networks of networks that mobilise from grass root level upwards. The programme collaborates with governments especially in the Ministries of Gender

and civil society at large for women and men to enjoy equal opportunities in the region. The Alliance is involved in capacity building, production of advocacy materials, gathering information through research and linking national processes to the Protocol provisions. Capacity building outreach is usually carried out at village level meetings, Barometer reference group meetings, country level alliance meetings and costing workshops. The outreach process happens through networking of networks as demonstrated by the Zambia network below.

The Alliance works with media to cover the work that happens on the ground especially the SADC Protocol@Work. Below is a breakdown of the outreach of the programme:



Participants familiarise themselves with the SADC Gender Protocol during a village level meeting in Maputo, Mozambique, December 2013. Photo: Karina Tamele

Outreach area	Quantity
Number of MOUs	22
Number of publications in 2013	13
Number of village level meetings	72
Number of focal networks	15
Number of in-country researchers	13
Number of action plans	5
Number of newsletters	Two sets (CSW57 and SADC HOS 2013)
SADC Gender Protocol@work case studies	617 (regional)
Number of development partners for programme	4
Number of languages for the protocol pamphlet	21 - Including English, French and Portuguese. These also include indigenous languages.

The programme ensures that publications are accessible on the website, see <http://www.genderlinks.org.za/page/sadc-research>. A large platform for outreach for the programme is the SADC Gender Protocol summits which bring together local government, media, civil society, government and development partners. The programme ensures that publications are available in indigenous languages whenever possible. The SADC Protocol pamphlets have been popular even in the remotest areas because they relate to the community. Additionally, the alliance country focal networks and Gender Links country offices are able to popularise the protocol using local languages. Some SADC Protocol@Work summit case studies were submitted in local languages; for example in Madagascar and Swaziland. The entrants for the summits have also presented some of their case studies in their mother tongue with the Alliance network and volunteers stepping in for interpretations. The Alliance mailing list serves as another major outreach for distribution of information. The programme contributes to the Gender Links New Service.

In South Africa, where South African Women in Dialogue (SAWID) is the focal network of the Alliance, GL and SAWID embarked on a spirited campaign dubbed *Women Demand Action Now* in August, Women's Month in South Africa.

Outcomes

“Citizens are utilising the spaces created by SADC governments for civil society and citizens to be fully involved in regional integration enshrined in Article 23 (1) of the SADC Declaration and Treaty through the campaign for the ratification and implementation of the Protocol and campaign on the “SADC We Want” through Alliance’s representation on SADC CNGO. The Alliance has mobilised citizens through country networks to demand their governments implement the provisions of the Protocol such as ensuring gender sensitive constitutions, affirmative action through quotas and 50:50 campaigns to increase women’s representation and participation in decision-making in the public and private sectors, and implementation of policies and programmes to address GBV.”
DFID Governance and Transparency Fund (GTF) Evaluation

The outcome of the Alliance and Partnerships programme is to contribute towards the strengthened capacity of civil society, especially gender NGOs, to demand that governments deliver on commitments to gender equality against the provisions of the Protocol. In 2013 the Alliance contributed towards this outcome through the following:

Mobilising civil society and strengthening the women’s movement: The Alliance brings together a mixture of

The SADC Gender Protocol@work in South Africa through a network of networks

In 2013, Gender Links (GL) established and strengthened its partnership with South African Women in Dialogue (SAWID) the national coordinating network of the Southern Africa Gender Protocol Alliance in South Africa (SA). As part of the coalition building efforts supported by this grant, 90 organisations (ten in each province) have committed to champion the major thematic areas of the Protocol. The South Africa alliance has been strengthened through the leadership of SAWID which has ensured mobilisation in all South Africa's provinces as part of the *Women Demand Action Now* campaign that peaked in August - Women's Month in South Africa. The strength of the Alliance has seen the action bringing together diverse civil society movements, the government of South Africa and donors to rally behind the gender equality agenda. Of significance is the revitalising of the women's movement in South Africa by the Alliance through provincial dialogues bringing voices from the grassroots to policy making level. With a robust South Africa Network, further plans are underway to rope in the South Africa faith based sector as part of the alliance network.



Partnerships at work: GL and SAWID collaborate in the Women Demand Change campaign. Photo: Colleen Lowe Morna

institutions including the governments, civil society, faith based organisations, media and multi-lateral organisations. In 2013, the Alliance demonstrated how the SGP is a one stop shop in institutionalising gender at continental (African Union) and global forums (CSW). The Alliance focal network are using the SGP to ensure that national processes adhere to the regional processes of the SGP. Alerts are sent through the mailing list to ensure that advocacy forces are mobilised region wide. The Alliance has made linkages with other networks such as CIVICUS to share best practices on gender mainstreaming. The Alliance has signed 22 MOUs with networks and in country and regional thematic clusters. The Alliance is accelerating efforts towards bringing the faith based sector to be part of the Alliance.

Strengthening the Alliance at country level: The country focal networks have strengthened their thematic clusters to cover the ten thematic areas of the Alliance network. This has involved online sign-up on the championship matrix page. Additionally, organisations have signed up

Through the provincial *Women Demand Action* dialogues, the South Africa Alliance has become a model on how to foster community dialogues that ruffle feathers at policy making level. The Alliance network in South Africa has been strengthened through nationwide coverage of consultations during the provincial dialogues to map out all the themes of the protocol and identify champions. SAWID and GL held nine provincial dialogues that produced content to feed into a Women's Charter through making every voice count. A robust mix of voices from the ground in the provinces highlighted the importance of maintaining the momentum of mobilising from the ground in order to create change. GL drew from the strength of SAWID's provincial coordinators who are seasoned mobilisers on the ground in terms of gender equality issues. This partnership has enabled GL to be visible and create impact throughout South Africa by conducting province by province mobilising.



The preliminary meeting between GL and SAWID strengthened the gathering of case studies that were presented at the April 2013 SADC Gender Protocol summit held at Indaba Hotel. The stakeholder mapping brought together civil society and the local government sector in South Africa to show evidence of the protocol at work. Different civil society groups in South Africa participated at the summit, which also brought synergy between GL programmes. The themes constituted all areas that affect gender equality in South Africa. The mapping of the country clusters that were already working with SAWID has been further strengthened by identifying champions from nine provinces to be lead focal persons in each area. The voices of the South African women are entrenched in the 2013 South Africa barometer which was launched for the first time in the country during the kick start of the 16 Days of Activism.

to lead thematic clusters through country network nominations. The championship mapping will be intensified during the planned country alliance networks meetings in 2014 to include champions in every theme cluster of the Alliance. The result of the championing activity was that lead organisations in the different thematic areas were brought together as part of the country alliance networks and deliberated on specific country issues that would form the agenda of the Alliance in 2014.

GL convened the annual Alliance meeting where agreements were drawn for the country networks to conduct outreach and capacity building to the citizens through the SADC Protocol village workshops. As experts in mobilising for gender equality, the alliance networks are best placed to conduct the SADC Protocol village workshops. This will be further complemented by the village workshops that are being conducted through local government. The alliance network has emerged stronger with a clearer mandate on the collaboration with GL. An additional

outcome of the meeting was the mandate given to the network to finalise the country barometers and coordinate the launches supported by GL satellite offices where applicable. The alliance networks have held the validation meetings in at least half of the countries for the country barometers and workshops to strengthen in country alliance clusters.

Signing and ratification: Out of the 13 SADC countries that have signed 12 countries have ratified and ten have deposited instruments of ratification with the SADC Secretariat. By SADC standards the SADC Gender Protocol went into force in record time - testimony to the success of the Alliance advocacy and lobbying efforts.



Head of the AU Nkosozana Dhlamini-Zuma launches the SADC Gender Protocol Barometer 2013 in Malawi, Lilongwe.
Photo: Colleen Lowe Morna

Tracking progress of implementation 2009 - 2013:

Research on the progress of achieving gender equality in 2013 was conducted through the production of the Barometer. The new dimensions of the 2013 regional Barometer include; in country validation meetings for the country level Barometers, capacity building workshop for the Barometer researchers to ensure uniformity and standardisation, prominence of the constitutional and legal rights chapter featuring countries that have had constitutional reforms. Although there has been some regression in the implementation of constitutional provisions in countries such as Swaziland with a lowered representation of women, the provision in Zimbabwe enabled 60 women to be parliamentarians. The Barometer has been used as a yard stick by governments to scrutinise the progress they make on the ground in terms of gender equality. Over the years, the Southern Africa Gender and

Development Index (SGDI) has risen by a mere two percent, from 64% to 66%. But the SADC Citizen Score Card (CSC) has risen from 57% to 66% - on par with the SGDI. This shows that there is now a strong perception that governments are taking action.

Costing implementation: GL brought together Gender Ministry representatives to have training on costing their national action plans. Six country delegates that included Permanent Secretaries from Gender Ministries representatives from Planning and Economic Ministries, Country Focal Networks and the SADC Gender Unit, UN Women, as well as the GL Staff were involved in the capacity building and training workshop on costing. This has led to political buy-in for four more countries to cost their plans; DRC, Mozambique, Tanzania and Zimbabwe.

Good practices from Namibia and Zambia were shared; a review of the status of national policies and Action Plans was carried out; approaches for the implementation of the SADC Gender Protocol targets was developed and agreeing on the processes required by each country as well as the technical and financial support required by each country to speed up the process of implementation. See <http://www.genderlinks.org.za/article/sadc-protocol-on-gender-and-development-and-costing-implementation-background-2013-06-13>. Of the six countries that had delegates that went through the capacity building workshop, progress towards mainstreaming targets in Gender Policies and National Action Plans is mixed as shown:

“Governments have demonstrated political will by adopting, signing and ratifying the Protocol thus responding to the needs of the women articulated in the 28 targets of the Protocol. The main challenges for governments in demonstrating the political will is in devoting adequate resources for implementation of the Protocol. The Alliance network through GL leadership are innovating gender mainstreaming toolkit and approaches like gender-responsive budgeting to build capacities of gender ministries with their focal points in line ministries to help governments respond by allocating resources for implementing the provisions of the Protocol.”
DFID Governance and Transparency Fund Evaluation

Country	Implementation
DRC	Gender Policy and Action Plan adopted in 2011. The Strategic Plan for Gender mainstreaming was adopted in 2012, however there are certain elements of the Action Plan that are not aligned to the SGP. GBV, climate change and conflict resolution are main priority areas. There is need to review the timelines in the National Action Plan.
Lesotho	Gender Policy need to be reviewed; a series of meetings are required with Cabinet and directors and Permanent Secretary. A briefing from SADC will be required to move the process of alignment and cost implementation forward.
Malawi	Gender Policy has been reviewed, need to ensure that the Policy is aligned to the key provisions of the SGP; follow up on Malawi's status of ratification with SADC.
Mozambique	There is buy in from the Ministry of women and social Action and need to plot the way forward for alignment and cost implementation; Review of Gender Policy and Action Plan in Line with SGP; SADC Gender Mainstreaming Resource Kit needs to be translated into Portuguese.
Tanzania	Gender Policy (2000) and Action Plan (2002) not reviewed; going through Constitutional Review Process; needs to learn from the Malawi and Zimbabwe harmonisation processes to the SGP. Fertile Ground for SADC Engagement to move the process of harmonisation and cost implementation forward.
Zimbabwe	Gender Policy has been reviewed; need to draft An Action Plan and has good baseline data on GBV.



UN Women Executive Director Phumzile Mlambo Ngcuka with Gender Links staff members Shamiso Chigorimbo and Nomthandazo Mankazana during the 2013 SADC Gender Protocol summit in Johannesburg. *Photo: Colleen Lowe Morna*

Mobilising for an inclusive post 2015 agenda: The Alliance has started mobilising for an inclusive post-2015 agenda through an online campaign on how the Protocol needs to be strengthened. The Alliance has contributed towards an Africa common Position and UN platforms in highlighting the SADC gender movement position for a post 2015 inclusive agenda.

Africa wide footprints

GL also created a strong synergy between this programme and the regional SADC Gender Protocol Alliance campaign. In August, as the *Women Demand Change* campaign kicked off in South Africa, GL launched the SADC Gender Protocol Barometer in Malawi with a strong countdown

to 2015 message. Malawi President Joyce Banda, the only woman SADC Head of State, and Dr Nkosozana Dlamini-Zuma, Head of the AU, launched the Barometer in Lilongwe during the SADC Heads of State Summit.

At a special banquet commemorating the Protocol to the African Charter on Human and Peoples Rights on the rights of women in Africa, the two leaders presented GL with an award for its contribution to promoting the rights of women in Southern Africa.



GL CEO Colleen Lowe Morna receives the African Union award on behalf of the Alliance for its contribution to promoting the rights of women in Southern Africa, in Lilongwe, Malawi August 2013. *Photo: Lucia Makamure*

In early 2014, the Alliance received the following Email from Jamie Herd, Economic Community Of West African States (ECOWAS) Gender Development Centre and the Coalitions: "I wrote to GL some time ago to share about a West African initiative similar to the one led by the Southern African Protocol Alliance. The CSOs involved in the campaign for the adoption of an ECOWAS Protocol on Equality of Rights between Women and Men for Sustainable Development have, in fact, achieved some important milestones (PEWM/SD). Since we first exchanged emails almost two years ago, the coalitions and organi-sations that support the movement were able to hold a regional workshop to share and validate the work carried out to date.

At the workshop, they hammered out amendments to what would become a "Draft proposal" for an ECOWAS PEWM/SD (November 2012). This proposal was submitted to the former ECOWAS Commissioner for Human Development and Gender (February 2013). Delegates from coalitions were also able to advocate and lobby for the initiative at CSW57. ECOWAS held a high-level meeting at CSW57 and 58, at which the initiative was presented by our institutional partner, the ECOWAS Gender Development Centre.

The new ECOWAS Commissioner for Social Affairs and Gender has promised her support for the initiative and to push for adoption. However, the instrument may become a "directive" or an "additional act". With new leadership, we have new hope for adoption.

Before my mandate ends and the next begins, I would like to share some documentation with you on our initiative and invite you to like our Face Book page - still in its infancy. The SADC initiative and the Alliance's work have been and continue to be an inspiration for women here - a like for a page, a signature from your part of the world, would mean a lot to folks here."

Alliance partners responded:

- This is really inspiring and encouraging to forge forward towards Gender Equality. Let's support each other to change Africa and the world into a better place.

Anna Mayimona Ngemba, DRC

- Thank you for keeping us informed about the latest gender development in our country. This is a good example of how we can work to go forward.

Gaby Razafindrakoto, Madagascar

- It is very encouraging to hear that West Africa is also in the process of coming up with a Protocol that will drive the achievement of gender equality and the empowerment of women and girls. This is something to really appreciate our efforts and passion. West Africa needs the specific Protocol to deal with their particular issues and push forward the work around Female Genital Mutilation (FGM). Congratulations are in order for all of us.

Matrine Buuku Chulu, Zambia

- Encouraging news indeed from West Africa. Evidence of how one regional initiative has the power to cascade to other regions and become a stronger force to reckon with. Against caution that governments are seeking to do away with rights language in the advocacy instruments that give us mandate to demand, it is good to hear that we are forming some kind of wall demanding equality between women and men in Africa. Well done GL and Alliance partners, proud to be part of this initiative and invigorated by these successes.

Virginia Muwaningwa, Zimbabwe

- Congrats to Gender Links and the Alliance. You are indeed making the road and Africa and the world is following you. Keep charging!

Netsai Mushonga, Zimbabwe



Members of the coalition advocating for a West African women's protocol.

Photo: Jamie Herd

Challenges and responses

Challenges	Mitigation	Influences	Negative	Positive
Government bureaucracy	Providing a front through the country networks for lobbying.	Mobilisation from the ground upwards.		✓
	Capacity building through costing workshops and research.	Lessons from each country through the regional barometer.		✓
Non-legally binding Alliance network	MOUs for working relationship, contracts for specific deliverables.	Evidence based approach through drivers of change.		✓
High cost of research for tracking progress	Use of information and resources from focal networks also improves ownership.	Online feedback from website users, media.		✓
Limited time before 2015 target	Accelerating efforts to open up review process for the Protocol.	Government bureaucracy.		✓
Botswana and Mauritius not signatories of the protocol	Lobbying through advocacy and evidence for final push in signing before 2015.	Limited resources pot.	✓	
Conflicting priorities with alliance members	Compliment efforts on the ground by providing backstopping and support.	Global processes on post 2015 - Sustainable development goals.		✓
Regression in implementation e.g. governance and GBV	Training before elections, support on anti-GBV policies and structures.	Emerging sectors - FBOs, Men's sector and environment.	✓	

Next steps

The final evaluation makes the following recommendations for improving programme design and programme management:

- The Alliance through the leadership of GL should continue to give technical assistance and build capacities of gender ministries and focal persons in line ministries to budget and lobby for funds to be allocated to implement gender mainstreaming in the different sectors.
- The constitutional and legal cluster should take lead in developing a model constitution for advocacy and for benchmarking progress of gender sensitive constitutions. The model should draw on best practices from constitutional reviews in Zambia and Zimbabwe. Such a model would enhance the lobby work of the theme cluster at the regional level.

- GL as the regional secretariat of the Alliance should start engaging the members of the Alliance to set up a post-2015 agenda and strategy to address the issues sidelined in the negotiations for adoption of the Protocol.
- GL as the regional coordinator of the Alliance should lead the Alliance to reconfigure and phase out the current regional clusters structure to national theme clusters to strengthen work on implementation. Now that most governments have signed and ratified the Protocol the thrust of the Alliance work should shift to monitoring implementation in the count down to 2015.
- GL should translate the wealth of knowledge garnered through various studies and researches into financial wealth through designing training modules targeting governments in SADC. GL should do an assessment of the gaps in skills and competency in governments which constraints gender mainstreaming and then develop a business-training model to meet the demand.

Changing lives in churches

Rosemary Munaki gender justice programme officer with the Zimbabwe Council of Churches (ZCC), says her life will never be the same after participating in the 2014 Zimbabwe SADC Gender Protocol@Work summit.



During the summit she learnt new strategies on how to approach gender issues from presentations made by other participants drawn from local authorities, government departments and civic organisations and communities.

"I pledge to incorporate those strategies into my work," she said.

She always knew that the presence of churches in a community must benefit that community as many people look up to church organisations for inspiration and guidance.

As such, Munaki vowed to use her position as gender justice programmes officer for the ZCC to influence member churches to implement gender justice within churches and communities.

Munaki said her organisation has many advantages in development work owing to its non-partisan stance and is found everywhere in Zimbabwe through its membership. "Many people accept and respect ZCC because it promotes human dignity and integrity of creation.

Our programmes include training in different developmental activities, peace building, national healing, election cycle monitoring and observations, management of environment, food security, church administration, women empowerment and youth programs, leadership development, learning for transformation, entrepreneurship development, rainwater harvesting and health issues.

"ZCC's policy is driven by transparency, faithfulness, justice, accountability, integrity, humility and unity. We recognise the need to ensure that we understand and live up to these standards and our mission statement is: *To develop the capacity of the church and community to be self-sustaining and to enable the church to speak with one voice on issues of national interest.*"

With the aim to work towards achieving gender equality in the country, the organisation is working round the clock to raise gender awareness amongst its members. "We do gender audit in all member churches and in ZCC institutions through report production, distribution and implementation of the recommendations. We assist churches in gender policy formulation and implementation through church leaders."

ZCC is currently targeting church leadership on gender mainstreaming and GBV and is facilitating for strategies to ensure the flow of the initiative down to general members. The organisation is networking with other organisations working on gender justice like GL to promote women and encourage them to share and learn new things.

"We always participate in provincial Sixteen Days of Activism and celebration of Global Women's Day. We currently boast of several achievements born out of our consented effort. Churches took on board the gender audit programme and some were interviewed including church congregants. Church organisations who were audited agreed to implement gender audit recommendations."

Munaki further explained that member churches agreed to have gender policies to show their commitment to gender justice implementation and they agreed to include women in decision-making positions. She is happy that church leaders accepted to be involved in advocacy

activities for interventions in gender injustices at all levels of society.

"It is important to promote equality between males and females for their rights, responsibilities and opportunities to be the same. In most cases women are caught up being less privileged, being weak to advocate for their rights and those of their children because of the expected qualities in society.

"I personally consider gender justice as a tool which would bring freedom to vulnerable groups and empower them to enjoy same opportunities. This would include issues in marriages, families at large and local communities' benefits in relation to culture. There is need to consider human dignity for all and not for one group of people to be on an advantage than others because of sex. Each person needs to enjoy peace inside them and not to guard peace for others, sacrificing your own because of your sex."

ZCC supports women's advocacy initiatives that have pushed for the formulation of policies on gender equality, but decried lack of commitment on implementation, hence the need for advocacy skills. "We are looking forward to achieve more practical implementation skills from GL through networking and exchange programs. We request that GL to assist with contacts of other organisations who presented at the national summit for us to invite them to facilitate during our program on different themes in relation to gender justice for the benefit of church community."



Rosemary Munaki, Zimbabwe Council of Churches participant at the Zimbabwe SADC Gender Protocol Summit, Harare 2014. Photo: Loverage Nhamoyebonde