

# Alliance and Partnerships



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**SADC GENDER PROTOCOL ALLIANCE**

## 15 years of service

1. 15 country Alliance gender/women networks.
2. Nine regional gender networks.
3. Seven Regional Barometers.
4. 15 country Barometers in 2013, 13 country barometers in 2014/15.
5. 15 National gender machineries.
6. Seven Alliance logos since 2008.
7. 2934 SADC Protocol@work case studies.
8. 1067 signatures appended to the addendum on gender and climate change.
9. Six regional SADC Gender Protocol@work summits.
10. One continental network partner - FEMNET.
11. Two global gender network partners - Women's Major Group and Post-2015 Women's Coalition.
12. Two global mainstream civil society partners - CIVICUS and African Civil Society Circle.
13. Participated in eight sessions of the Commission on the Status of Women since 2009.
14. One Mail and Guardian semi-finalist 2015 award; semi-finalist in the One Africa Award 2015.
15. Tracking progress of gender equality targets across 10 sectors since 2009.

No. of focal networks	Country	Ang	Bots	DRC	Les	Mada	Mal	Maur	Moz	Nam	SA	Sey	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 during the year	Country	Ang	Bots	DRC	Les	Mada	Mal	Maur	Moz	Nam	SA	Sey	Swa	Tan	Zam	Zim	Total
	No.	1	2	3	1	1	1	32	1	4	1	0	2	0	1	1	51
No. of participants in 2015	MALE					FEMALE					TOTAL						
	1 024					2 140					3 164						
Outputs in 2015	Reports			Action plans			Books			DVDs			Pamphlets/posters				
	15			7			15			0			1500				
Outreach in 2015	Website hits		Contacts generated			Media mentions			Other events attended			No of MOUS with partners					
	8 380					17			15			26					
Evaluation scores in 2015	Content	Design	Documen-tation	Facili-tation	Group work	Outputs	Outcomes	Learning	Networking	Admin	Overall						
	88	87	85	88	84	84	84	89	88	86	86						

## Synopsis

The Alliance is a “network of networks” that campaigned for the SADC Protocol on Gender and Development (the Protocol), and now for its implementation, updating and alignment to the Sustainable Development Goals (SDGs). The Alliance networks works with communities to popularise the Protocol. The Alliance networks consult the target individuals during planning for the annual SADC Gender Protocol @Work summits. The Protocol is a unifying factor that brings together gender NGOs and government through the gender ministries and SADC Gender Unit to work together for a common cause. The SADC Gender Unit is critical for gender mainstreaming and implementation of the Protocol because of its direct

link with governments. The Unit works closely with civil society as partners for change. These factors are critical in the implementation of the Protocol. GL has developed a strategic partnership with the Gender Unit to provide technical expertise for the review process of the Protocol. Country networks ensure mobilisation of member states for a strong Post-2015 Protocol.

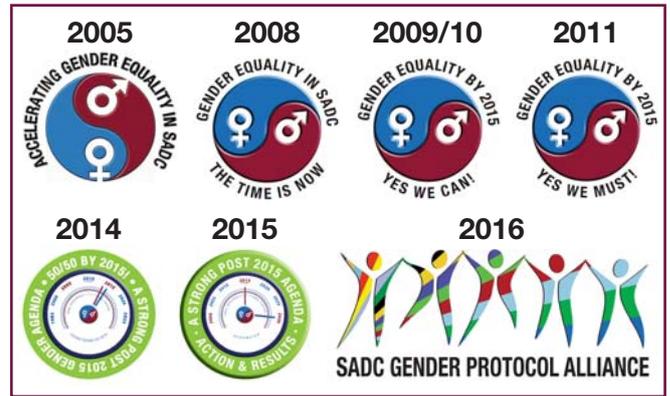
## Objectives

- To mobilise for a strong Post-2015 SADC Gender Protocol that will enhance gender mainstreaming in the SADC region.
- To raise awareness of the regional and global gender equality frameworks that will form the Post - 2015

SADC Gender Protocol and the attainment of Sustainable Development Goal Five.

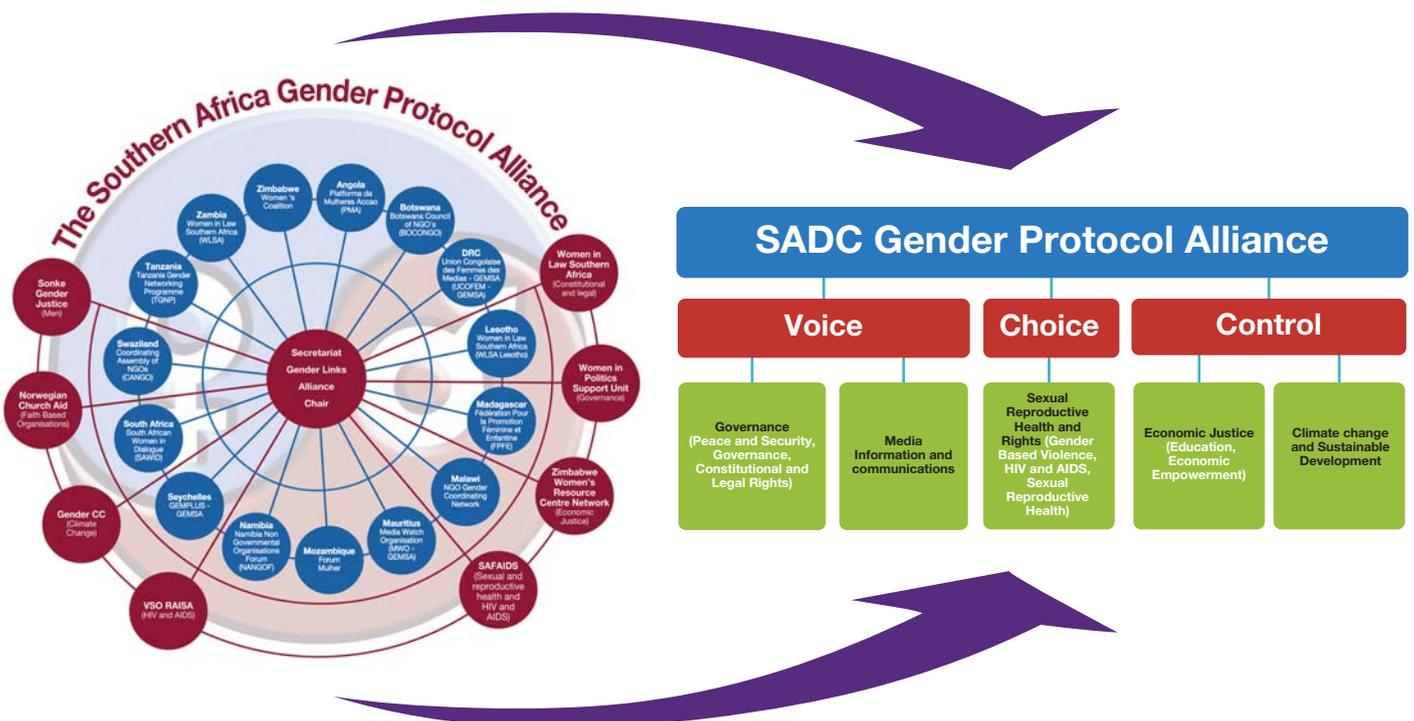
- Holding governments accountable through research, monitoring and evaluation to inform advocacy strategies.
- Lobby governments and the SADC Gender Unit for stronger targets in the Post-2015 SADC Gender Protocol.
- Strengthen the national Alliance focal networks through capacity building, sharing best practices and information resources and through supporting them in developing on the ground campaigns.
- Provide technical assistance to governments to accelerate implementation through integrating the SADC Gender Protocol targets into government gender policies; planning and budgets.
- Coalition building at regional and national level through country focal networks and theme cluster networks.
- Knowledge creation and sharing of good practices through documenting the SADC Gender Protocol @Work.
- Raising citizens' awareness, especially women, 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 through advocacy efforts that would benefit the SADC region.
- To ensure that critical groups and areas such as climate justice and building movements including the faith based sectors are addressed beyond 2015.

## How the Alliance works



GL is the coordinating NGO of the SADC Gender Protocol Alliance (the Alliance); a coalition of 15 national gender organisations and ten regional gender equality organisations. The coalition is brought together to campaign for the implementation and review of the Southern African Development Community (SADC) Protocol on Gender and Development, which is now a Southern Africa's roadmap for achieving Sustainable Development Goal (SDG) five - gender equality. GL mainstreams the targets of the Protocol in its three core programme areas - media, governance and justice.

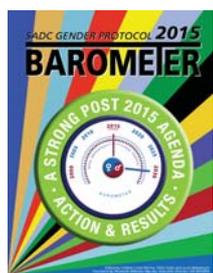
The Alliance programme is gearing up for implementation of its five year strategy that will ensure equal voice, choice and control as demanded by the Sustainable Development Goals. A mapping exercise will consolidate the network into five strong pillars as depicted in the diagram:



## Key activities

### ***Holding governments accountable through research, lobbying and advocacy***

“Ladies and gentlemen, it is worth informing you that my office has a very healthy partnership with Gender Links on promoting gender equality and this relationship dates as far as 2008 when Gender Links opened its satellite office in Botswana. My Government therefore continues to collaborate with Gender Links on the implementation of the National Gender Programme.” *Minister Batshu, SADC Gender Protocol Summit, 2015*



Since 2011, the Alliance has been measuring progress towards gender equality in the region using two indices namely the SADC Gender and Development Index (SGDI) and the Citizen Score Card. The SGDI measures progress against 23 empirical indicators in six sectors

(education, political participation, the economy, health, HIV and AIDS, and the media), all adjusted to a factor of 100.

The 2015 SADC Gender Protocol Barometer reveals that there are still areas that need rigorous implementation in order to attain the gender equality in the region. It is upon this premise that the Alliance sees the Post-2015 Protocol review as an opportunity to strengthen gender equality targets and develop a strong monitoring mechanism for the attainment of Post-2015 Protocol. The alignment of timeframes of the new Protocol with the Sustainable Development Goals, the Beijing Platform for Action and the African Union Agenda 2063 is crucial to achieve gender equality in the region. Implementation of the Post-2015 Protocol is critical to yield results of progress against targets. It is clear from the 2015 Barometer that gender equality has not been achieved in the region. The region still struggles with high prevalence levels of gender based violence, low political will for 50/50 women's representation, gender insensitive media content and lack of a rights based approach to sexual health and reproduction.

### ***Strengthening the gender movement in SADC region***

“The SADC Gender Protocol Alliance has succeeded in setting up affiliate networks in all 15 SADC countries, as well as across ten themes and cross cutting interest groups. In great part due to these efforts and relationships driven by the Alliance, that in May SADC Gender Ministers resolved to review the Protocol and align it to the SDGs, the Beijing Plus Twenty Review, and Africa's Agenda 2063. Additional cause for celebration is that the ministers declared that they want the updated Protocol to be accompanied by a Monitoring, Evaluation and Results Framework.” *Phumzile Mlambo-Ngcuka, Executive Director, UN WOMEN, SADC Gender Protocol Summit, Botswana, August 2015*



Dr Phumzile Mlambo Ngcuka and former Malawi Minister of Gender Patricia Kaliati addresses participants at the GL/Malawi side event during CSW60, March 2016.  
Photo: Siliso Dube

The Alliance has been strengthened from year to year through the country mapping, country specific research and gathering of case studies at the annual national and regional summits. The following are some of the actions that the Alliance networks have been taking to influence policy change.

***Mobilising at community level:*** In 2015 the Alliance held village workshops on popularising the SADC Gender Protocol linked (in the ten countries where GL has offices) to its 425 local government COE's. The evidence gathered from citizens collaborates with empirical evidence about gender equality progress in the SADC region.

There is need to raise awareness at community level about the SDGs and the Post-2015 Protocol in order for all citizens to rightfully claim their rights. Gender attitudes in the region remain blind in issues such as LGBTI rights and the rights to abortion. This is despite several progressive constitutions that call for equality amongst all citizens. The Alliance is gearing up for the Post-2015 Protocol implementation that will enable equal voice and choice of all citizens. The Alliance will be aligning the monitoring and evaluation tools with the Post-2015 agenda.



The Alliance has been creating linkages with mainstream civil society through CIVICUS and the African Civil Society Circle membership. The Alliance has worked closely with UN Women and the Women's Major Group on the Post-2015 agenda implementation. This has involved advocating for gender and media targets in the SDGs and comments during the SDG drafting process. GL is now working closely with the Women's Major group to advocate for financing for gender equality. The Alliance is actively involved in the continental discussions on the Post-2015 agenda through FEMNET membership where the Alliance chair is also the FEMNET chair.

### **Sharing best practices on gender mainstreaming during summits**

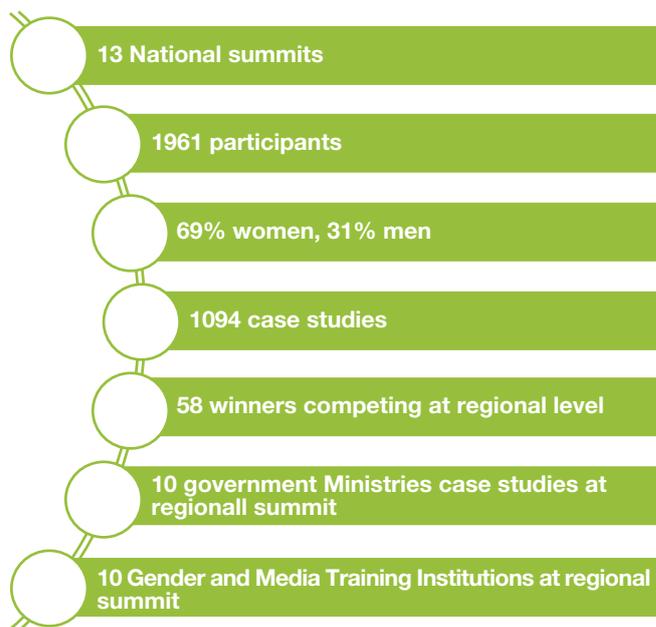
GL, the Alliance, local government associations, Faith Based Organisations and the Gender and Media Diversity Centre (GMDC) coordinated the SADC Gender Protocol@Work summits under the strapline **"Now and Post-2015, Action and Results."** The summits served as a springboard to call for a stronger framework for gender equality aligned to the Sustainable Development Goals whilst the region took the final stock of progress made to fulfil the 28 targets of the SADC Protocol by the 2015 deadline.

The 2015 SADC Protocol@Work Summits attracted 1961 participants (1345 women and 616 men), garnering 1394 entries from across the region. Some 185 winners (53 men and 132 women) were given awards at the summits. The summits were held under five umbrella categories to cover entries at local and national level, and from the media in four categories: 1) Institutional - civil society, government, local government, the media, media training institutions; 2) Leadership and theme across all target groups. Theme awards included the 50/50 campaign, GBV, gender and climate change as well as women's rights. 3) Media awards - features and documentaries in print, radio, TV and photo journalism.

The 2015 SADC Gender Protocol Summits and Awards aimed to:

- Take stock of the progress made through the gathering of case studies of the SADC Gender Protocol@Work, at the local level, in government, civil society, Faith Based Organisations and the media, as well as across the key theme areas of the SADC Gender Protocol.

- Turn up the pressure for the review of the SADC Protocol on Gender and Development which expires in 2015.
- Make use of the upcoming elections in the SADC region to demand women's equality.
- Build linkages between civil society and government work on the ground as part of the broader objective of gender responsive governance and accountability.
- Develop a critical citizenry around the SADC Gender Protocol and the Sustainable Development Goals.
- Develop strategic partnerships and networking opportunities across different sectors.
- Strengthen the gender movement from local to national to regional to international level.



### **Unique features of the 2015 summit**

- Held outside South Africa for the first time since 2008 and on the eve of the SADC Heads of State summit in Gaborone.
- A stronger institutional and sustainability focus.
- Stand-alone category for most resourceful local government Centre of Excellence promoting learning on sustainability.
- Increased number of entries for the Sexual and Reproductive Rights and Health category.
- A special category on the 50/50 campaign, to put the spotlight on SADC countries in the ten elections due to take place over the next two years, and turn up the pressure for delivery.
- A special category on gender and climate change, to increase pressure for strong provisions on gender and sustainable development in the Post-2015 Protocol.

Under the strapline, 2015-Action and Results, the 2015 summits focused on progress made towards achieving the 28 targets of the SADC Gender Protocol as well as action in strengthening the regional

instrument Post- 2015. The 2015 regional summit took place on the eve of the SADC Heads of State summit in Botswana, one of the two SADC countries that is not signatory to the SADC Protocol on Gender and Development, although the country has been leading the review process of the Protocol as SADC chair.

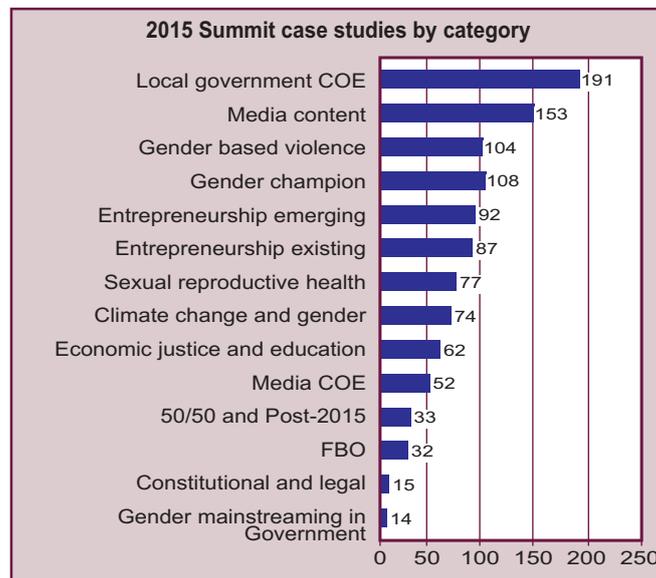
Regional summit keynote speakers included Botswana Vice President Mokgweetsi Masisi, Executive Director of UN Women, A message from Dr Phumzile Mlambo-Ngcuka, Minister of Labour and Home Affairs Edwin Bhatshu, as representatives of SADC Troika Member States. Dr Athalia Molokomme, the Attorney Gender of Botswana while Magdeline Madibela, former SADC Gender Unit Head and GL Board member, directed the summit awards ceremony, directed the official opening of the summit.

Activists, local authorities, media practitioners and government officials from all across SADC presented 1094 SADC Protocol@work case studies in 2015. The regional summit provided a platform for Government Ministries and departments, survivors of gender based violence and local government COEs to present their case studies.

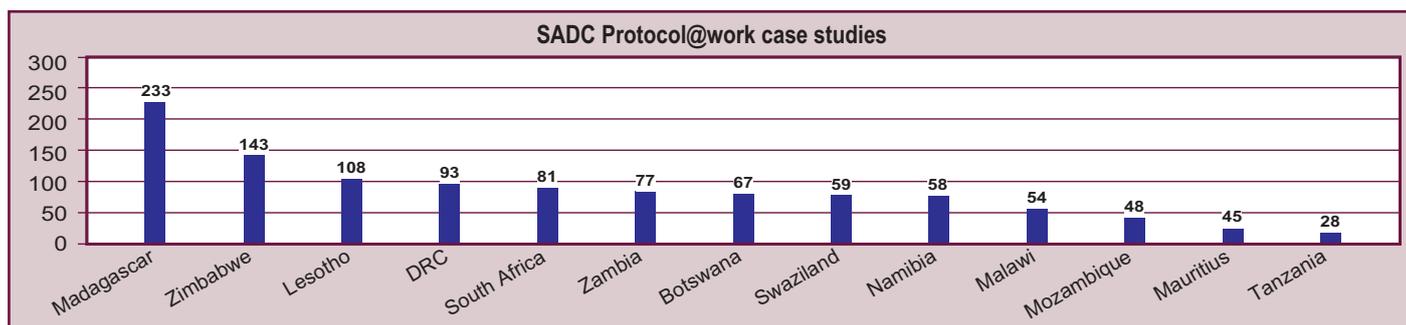
Alliance members emphasised the importance of grass roots mobilisation in advancing gender equality, as well as the vital role that youth, men's groups and faith-based organisations play in fighting for human rights and achieving gender justice. SADC Gender Protocol Alliance members also discussed measures to strengthen and diversify the Alliance in terms of its mandate to fit the Post-2015 agenda.

As part of the post-2015 agenda discussion, the Gender, Media and Diversity Centre (GMDC) held a parallel session on gender and media, strategising on how SADC media houses and media training institutions can contribute to the Beijing plus 20 review as well as various initiatives with the newly formed Global Forum on Media and Gender (GAMAG).

### SADC Protocol@work case studies

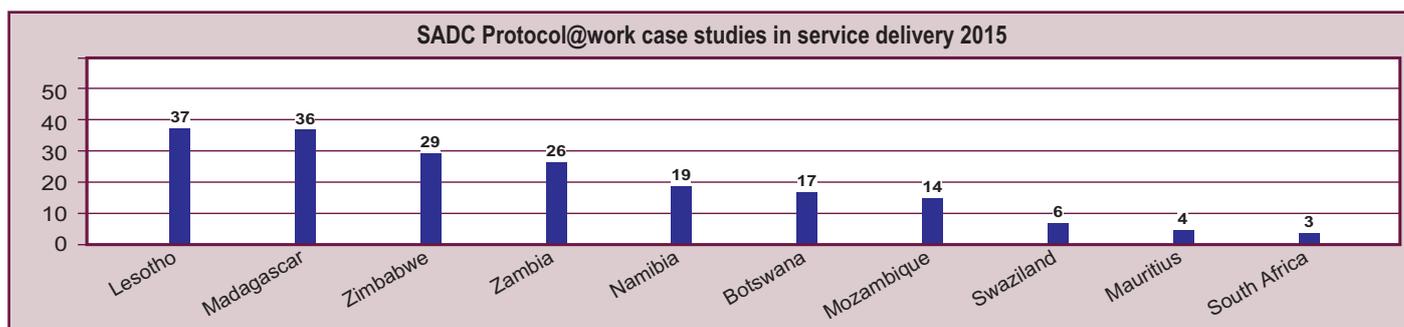


As reflected in the graph, local government and media COEs submitted the highest number of entries (191 and 153) respectively. Government Ministries submitted ten case studies. The new Sexual Reproductive Health and Rights (SRHR) category attracted 77 entries. The climate change category remained prominent with 74 case studies.



Madagascar submitted the highest number of case studies (233) followed by Zimbabwe (143). The summits, held in 13 SADC countries, yielded a total of 1094 case studies, for a cumulative total of 2934 SADC Gender Protocol @Work case studies to date. Survivors of gender based violence participated in the emerging entrepreneurs.

## Local government implementation



Councils presented 191 case studies at the 2015 SADC Gender Protocol summits, 158 of these on the COE process. COEs are taking the lead in championing women's rights through service delivery. Gender specific projects emerging from the COEs include adequate provision of water, improving health care access to women, reducing GBV through safety and awareness campaigns, climate change mitigation

through education and greening projects. Although the councils still have challenges in funding gender mainstreaming, they have come up with innovative ways of streamlining activities within service delivery. Councils deepened implementation through other gender specific projects presented in women's rights and leadership categories. The graph shows that Lesotho submitted the most entries in the COE category (37).

## Strengthening the gender movement in SADC region



"The review of targets in the SADC Protocol on Gender and Development is very critical. It is encouraging to note that the review is one of the main agenda items that this meeting will focus on so as to align these targets to the Post-2015 Sustainable Development Goals, the AU Agenda 2063 and other relevant regional, continental and international instruments." *Statement by SADC Executive Secretary, Dr Stergomena Lawrence Tax at the May 2015 SADC Gender Ministers meeting, Harare*

With the expiry of the MDGs in 2015, the Alliance led a regional campaign for the Protocol to be updated, and used its indicators to influence the global setting of gender targets and indicators for the SDGs, now being used to strengthen the Post-2015 Protocol.

The Alliance has lobbied at a global level for the inclusion of gender targets in the Sustainable Development Goals. The SDG Indicators team officially recognised GL for this work in its March 2016 report. The Alliance has been systematically working towards aligning the SADC Gender Protocol with the SDGs and formulating indicators to measure the targets. With lessons learnt from the MDG era through costing of gender action plans, the Alliance has pushed the envelope to have indicators to measure Protocol targets. The work of the Alliance in collaboration with Member States and the SADC Gender Unit makes the Protocol the only instrument

in the region with targets and possibly indicators. The Alliance has collaborated with gender networks such as Beyond 2015 and the Women's Major Group to lobby the United Nations for stronger gender equality goals. The Alliance produced several press statements highlighting the need to strengthen gender in the SDGs through a rights based approach.

On the ground, the Alliance has been part of the tripartite team for the review of the SADC Gender Protocol together with UN Women and the SADC Gender Unit. The Alliance brings to the table individual lobbying experience with SADC Gender Ministers. The Alliance has worked with seven SADC countries (Seychelles, Namibia, Zambia, Swaziland, DRC, Mozambique, and Malawi) to align their gender policies and action plans with the SADC Gender Protocol thereby strengthening the economic justice aspect of gender mainstreaming.

## Opening the door for Botswana and Mauritius to sign



Botswana Vice President Mokgweetsi Masisi officially opening the regional SADC Protocol@Work summit, August 2015.

Photo: Gender Links

Replacing affirmative action with “special measures” in the draft Protocol may open the door for Mauritius to sign the new Protocol. Mauritius has up to now not signed the Protocol on grounds that the affirmative action provisions conflict with its Constitution. As Chair of SADC with primary responsibility this year for the review of the Protocol, Botswana came under pressure to sign during the SADC Protocol@Work summit. A high level Alliance delegation met with Minister of Labour Batshu to make the case. Opening the summit, Vice President Mokgweetsi Masisi reiterated that Botswana is broadly in agreement with the Protocol, but found the 2015 deadlines unrealistic. He hinted that the review offered room for a rethinking of the Botswana's governments position.

SADC Member States met in Johannesburg from 26 to 28 October 2015 to review the SADC Gender Protocol in line with the mandate given by the Gender Ministers meeting held in Harare in May 2015, that drew up a review roadmap. The review process linked the Protocol with the SDGs, the African Union Agenda 2063, the Beijing Plus Twenty Review and cross reference with other SADC Protocols. This is a historic convergence of key development processes at a global, continental and regional level. The review of the SADC Protocol on Gender and Development created a platform for dialogue and debate between SADC Ministers of Gender, civil society, UN Women and the SADC Gender Unit. The review meeting acknowledged the input of civil society in the process and provided equal opportunity for all to input.

### **The Protocol review process**

The Alliance members accelerated lobbying for a strong Post-2015 agenda through individual Member States. Preparation by the Alliance networks produced a reference document aligned to the SDGs, Beijing Plus Twenty, African Union Agenda 2063 and other SADC Protocols. The review of the SADC Protocol on Gender and Development created a platform for dialogue and debate between SADC Ministers of Gender, civil society, UN Women and the SADC Gender Unit. Through UN Women, a consultant was hired to do a preliminary draft of the Protocol before the working meeting. As a technical partner in the review process, the Alliance identified areas to strengthen the draft Post-2015 Protocol as follows:

### **Summary of key milestones involving the Alliance on the Post-2015 agenda**

- **March 2015:** The Alliance participated at CSW 59 with a focus on the targets and indicators for the SDGs and the SADC Gender Protocol Post-2015
- **March 2015:** The UN SDGs working group acknowledges The Alliance's input on the Global SDGs consultations.
- **May 2015:** The SADC Executive Secretary requests the Alliance together with UN Women to work with the SADC Secretariat as technical partners in the review process.
- **May - June 2015:** The Alliance holds 13 national SADC Protocol @ work summits.
- **July - August 2015:** The Alliance completes an alignment exercise for the review of the SADC Gender Protocol; aligning to the SDGs, African Union Agenda 2063 and Beijing Plus 20 review. The Alignment exercise also cross referenced the possible targets with other SADC Protocols.
- **August 2015:** The Alliance launched the sixth edition of the SADC Gender Protocol Barometer in Botswana on the eve of the 36th SADC HOS Summit in Gaborone at the SADC Protocol@Work summit.
- **October 2015:** The Alliance participates actively at the first review process of the Protocol together with UN Women, governments and the SADC secretariat.
- **January 2016:** The East African gender movement emulates the SADC Gender Protocol Barometer and requests capacity building from Gender Links for an East Africa Barometer aligned to the SDGs.
- **March 2016:** The Commission on the Status of Women adopts the SADC led Resolution on HIV and AIDS.
- **March 2016:** The Alliance holds a side event at CSW60 which was attended by the UN Women Executive Director who affirmed commitments to conduct research on gender equality in the region.

## Priority areas for strengthening in the final Post-2015 SADC Gender Protocol

Area	Proposed area for strengthening
<b>Constitutional and legal rights</b>	Equal rights in marriage, cohabitation and legal partnerships and equality in marriage and after marriage in the event of divorce or death of either spouse.
<b>Education</b>	Ensure inclusion of gender analysis of the education curriculum to make it more gender-responsive and remove stereotypes. A target on safety in schools and access by marginalised groups such as the disabled and indigenous people is important.
<b>Economic empowerment</b>	Missing is women's role in agriculture and mining, the role of rural and indigenous women in the economy.
<b>Gender based violence</b>	Ensure that gender based violence has a target on its elimination as per the SDGs and the AU Agenda 2063.
<b>Sexual reproductive health</b>	Recognition of the rights aspect of sexual reproductive health in line with UNAIDS, ICPD and BPFA.
	Include a target on sharing reproductive roles with men and boys as per the HeforShe campaign
<b>HIV and AIDS</b>	Need to cross reference with the Maseru Declaration on HIV and AIDS and the UNAIDS targets calling for an end to HIV and AIDS.
<b>Peace building and conflict resolution</b>	Highlight the role of cultural practise in peace building.
<b>Media</b>	Emphasise equal access and affordability of ICTs and equal voice to women and men in all areas of coverage.
<b>Climate change and Sustainable Development</b>	Include targets on food security, energy, disaster management and financing.

## Risk analysis

Risks	Rate - High/Medium/Low	How these will be mitigated
<b>Internal</b>		
Limited funding for implementation of programme across the 15 SADC countries	Medium	Joint events, application of value for money approach, collaboration with governments, accelerated fundraising.
Conflicting priorities with alliance members		Compliment efforts on the ground by providing backstopping and support, mapping exercise of Alliance members.
Changing personnel for Alliance country focal networks	Low	Up to date information access uploaded on country page in the website, regularised communication.
Lack of government buy in for some projects	Low	Continued lobbying - sharing case studies from other countries
Sustaining the building of a body of knowledge in the form of summit case studies	Low	Frequent collection of case studies in the form of drivers of change; use of online tools.
Competing partner priorities	Low	Synergising programme deliverables with that of partners e.g. the Civil Society Forum and barometer launches.
<b>External</b>		
Limited funding for women's rights	High	Capacity building for Alliance networks to fundraise for barometer research, use of Training of Trainers workshops instead of individual workshops resulting in wider outreach.
Delays in the review of the Post-2015 Protocol	Medium	Advocacy efforts towards a review of the SGP through country networks.
Government bureaucracy	High	Working closely with Member States during the review process and at international and regional platforms.
Botswana and Mauritius not signatories of the protocol	Medium	More progressive language in the draft Post - 2015 Protocol.
Limited knowledge by citizens on reviewed gender Protocol	Medium	Capacity building on Post-2015 Gender Protocol through country consultations

Assumptions about external factors that have changed include the level of capacity for implementation of the Post-2015 Gender Protocol. This implies a need to build capacity of Alliance networks and gender ministries on the Post-2015 Protocol.

## Outputs

Target for the year	Baseline	Indicators	Achieved
3 Annual meetings	No regional meetings held in 2016.	Level of coordination and ability to influence regional and global agenda through the Post-2015 SADC Protocol.	Regional meeting scheduled for May, Alliance members met during the CSW 60.
1 regional meeting on LGBTI, LGBTI cluster incorporated into the Alliance	No LGBTI organisation is part of the Alliance network.	Presence of an LGBTI sectors in the regional and country Alliance Networks.	Grant for LGBTI work, regional meeting planned for in May.
16200 sample reached for Attitudes, Knowledge, CSC	Sample size reached by Nov 2015 as follows: Attitudes = 41454; Knowledge = 36768; CSC = 37299.	Number of questionnaires administered for Attitudes, Knowledge, CSC; Improved knowledge amongst beneficiaries on the SGP and improved attitudes on gender equality.	Outstanding data collection from Angola, DRC, Malawi and Tanzania.
15 country reports, 3 regional reports. All researchers paid	2014 Regional barometer finalised, 12 country reports to be finalised by the 16 days of activism.	Improved gender equality implementation in the region reflected in the barometer.	Regional Barometer to be produced in June 2016.

## Outreach

- **Media** - Alliance programme staff regularly participate in mainstream media interviews and contribute opinion and commentary pieces. The blog site will be used by the Alliance to highlight topical gender issues e.g. when participating in global platforms.
- **New Media** - the Alliance programme has a twitter handle @GenderProtocol which is managed by both staff members of the unit and feeds into Gender Links twitter handle. A number of regional and continental gender movements follow the Alliance on twitter. The Alliance unit is planning to establish a community of Practice on Facebook after the May 2016 regional meeting.
- **Website** - the Alliance has a dedicated page on the Gender Links website. Navigation through the website is possible by countries and project. The Alliance blog is embedded on the website.
- **Publications** - Alliance publications are marketed and distributed through a list of key stakeholders. The publications are also available online for sale for those who want to use them as reference materials. All publications are shared with members for wider distribution.

- **Village meetings** - these meetings are used to popularise the Protocol and gather monitoring data from the citizens. In 2015, no village meetings were held therefore the Alliance members used their own platforms to collect data and popularise the Protocol.
- **Working through and with partners** - The Alliance is a member of the Women's major group, the Post-2015 Women's coalition and FEMNET. The Alliance also collaborates with mainstream civil society through CIVICUS, the African Civil Society Circle, SADC CNGO and Southern Africa Trust. Alliance members have Memorandum of Understanding with Gender Links.



Influencing the global agenda: Alliance team at the Malawi High Commission with Minister of Gender Patricia Kaliati, CSW 2015. Photo: Colleen Lowe Morna

## Institutional partnership: Women and Law in Southern Africa Research and Education Trust (WLSA) leads the way in fighting for women's rights

Women and Law in Southern Africa Research and Education Trust (WLSA) is an action-oriented research organization working in seven countries of Southern Africa: Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia and Zimbabwe. WLSA is a renowned Southern African feminist and human rights organization that supports evidence based interventions to promote and protect women and girls' rights through legal and policy reform and changes to discriminatory socio-cultural practices. WLSA Lesotho, Zambia and Regional have partnerships with the Alliance programme as focal points and experts in Constitutional and legal rights.



Colani Hlatshwayo, National Coordinator for WLSA, Swaziland. Photo: Gender Links

WLSA's vision is 'A Southern Africa region where justice is equitably accessed, claimed and enjoyed by women and girls in all spheres of life'. WLSA country offices in Lesotho and Zambia have worked closely with Gender Links to popularise the SADC Gender Protocol and administer monitoring tools to community members. Through this partnership, the Alliance programme is able to plan for Post-2015 Protocol implementation and monitoring. Country consultations on the draft Post-2015 Protocol will be held with WLSA in June 2016. The main objectives of WLSA are to contribute new dimensions to the discourse and practice of promoting equity and equality for women and children in Southern Africa through research. WLSA aims to effectively contribute towards improving the legal situation of women, children and gender mainstreaming in the regional development of Southern Africa. Other interventions include campaigns for improved access to the legal justice system and knowledge on their economic, social and cultural rights in WLSA member countries' women and children.

Source: Adapted from WLSA website <http://www.womenandlaw.org.ls/about.html>

### Outcomes - results

Target for the year	Baseline	Indicators	Achieved
Identifying credible data sources (UN, Central Statistics Offices) that can be used to measure progress against the Post-2015 SADC Gender Protocol, updating the SGDI and CSC accordingly Goals (SDGs).	Draft Post-2015 SADC Gender Protocol aligned to the SDGs developed by a task team comprising governments and the Alliance; to be approved by the Council of Ministers in June; MER framework new; SADC Gender and Development Index and Citizen Score Card in existence but need to be updated.	A strong Post-2015 SADC Gender Protocol Monitoring, Evaluation and Results (MER) framework aligned to the Sustainable Development Goals that is used to strengthen the tools used for tracking change in the annual Barometer.	Draft Post-2015 Protocol with stronger targets and stand alone climate change section.
Comparison of current SADC Gender Protocol with Post-2015 Protocol by GL secretariat.	Preliminary Post-2015 targets and indicators matrix developed and reflected in 2014, 2015 Barometers.	Extent to which the Post-2015 SADC Gender Protocol includes new timeframes and global, continental and regional gender frameworks.	Priority list of areas for strengthening in draft Protocol.
8 country consultation meetings, Meetings with the SADC Gender Unit and SADC Gender Ministries, 15 SADC Countries adopt the Post-2015 Protocol.	15 SADC countries contributed and attended a working meeting on reviewing the Protocol in October 2015.	Number of countries that adopt the Post-2015 SGP.	Protocol still in draft stage.
10 sector; 15 country; two cross cutting sector MOU's	8 sector; 15 country; draft MOUs with men's sector	Number of MOUs reviewed and signed; and partnerships formed.	15 country MOUs, Nine sector MOUs.
Consolidation of Alliance clusters into five pillars.	Nine clusters established.	Number of clusters established in the Post-2015 Alliance.	Meeting for consolidation planned for May
10 draft national gender policy and 10 draft costed gender action plans aligned to the SADC Gender Protocol targets.	7 countries have gender policies and action plans in place reflecting milestones to achieve gender equality.	Number of countries with National gender policies and action plans aligned to the SADC Gender Protocol and reflecting milestones for implementation.	Seven countries have gender policies and action plans in place reflecting milestones to achieve gender equality.
3300 Protocol@work case studies by 2016. At least 20 champions signed up per country.	1190 SGP case studies.	Number and quality of case studies submitted each year cumulative.	2394 case studies.

## Change brewed in a feminist cooking pot

By Sara Hlupekile Longwe



Since the Beijing Declaration and Platform of Action in 1995, all nations have pledged themselves to programmes for women's advancement. The nations of Southern Africa are no different: all except two have signed up to the SADC Protocol on Gender and Development in 2008. Phrases such as “gender mainstreaming” and “women's empowerment” slip lightly off the tongues of presidents and ministers. Governments have established laws and policies on gender equality, and established Ministries of Gender to implement these policies. But it is not that simple. In many areas gender gaps have remained stubbornly large.

Why is this? My explanation is that many of these policies have evaporated in an African patriarchal cooking pot.<sup>1</sup> One aspect of this cooking pot is the so-called “lack of political will”. This begins when government leaders sign international conventions and declarations to ensure political respectability on human rights, and ensure that donor grants and loans continue to flow into the country. Often such gestures lack any real commitment to challenge the pervasive patriarchy of traditional society and its system of governance.

A government bureaucracy charged with implementing gender policies is not simply an administrative machine which follows policy directives in a mechanical matter. A government bureaucracy has its own culture and value system which includes a traditional system of patriarchy - male domination of positions and decisions for the continuation of male privilege both within the bureaucracy and in the larger society. This means, in practice, that gender activists - both within these bureaucracies and in the wider society - may have a hard time trying to push a government bureaucracy to take meaningful action. Some examples include:

- Reducing the concept of women's empowerment from women's increased control over their own lives and participation in public decision making, to a concept of women's improved welfare and access to resources;
- Reducing the concept of equal rights for women to a concept of women being more fairly accommodated within the existing patriarchal structural inequality;
- Reducing the well defined term 'gender equality' (be eliminating gender gaps) to a vaguer concept of 'gender equity'.
- Selecting for employment within the bureaucracy women who are not gender activists, and are instead amenable to women's accommodation within a patriarchal system, rather than within a system of equal rights;
- Failing to identify gender issues in a situation analysis, or otherwise identifying gender issues that never translate into program goals to address these issues;
- Identifying gender goals which never translate into gender objectives;
- Failing to identify gender objectives, but claiming that all activities are conducted in a 'gender sensitive way'.
- Making a separate gender element within a programme, instead of mainstreaming attention to gender issues in all aspects of the project;
- Appointing a gender specialist to a programme who has no seniority nor position to influence program planning, implementation or evaluation;
- Using “window dressing” techniques, such as putting gender oriented words into all project documents to give a false impression of a gender oriented programme.

Strategies for change brewed in a feminist pot include:

- Alliances of women's organizations concerned with activism to work together to recognise the patriarchal resistance of many implementing agencies towards gender policies;
- Concerted collection action, including international networking, to analyse the workings of the patriarchal pot, and to work together on developing alternative strategies aimed at breaking the patriarchal pot;
- Obtaining external funding for civil society organizations for the implementation of key gender equality programs;
- Put proposals to international NGOs for funding for gender equality programmes;

<sup>1</sup> The patriarchal cooking pot concept is adapted from an earlier paper: Sara Hlupekile Longwe, 1995, A Development Agency as a Patriarchal Cooking Pot, presented at Seminar on Women's Rights and Development organized by One World Action, Wolfson College Oxford, 24 May 1995.



Challenging patriarchy: George Nyendwa, Lusaka Mayor, Daisy Ngambi, Permanent Secretary, Ministry of Gender and Child Development, and Sara Longwe, Gender Links Board Member during the SADC Gender Protocol Summit in Lusaka, Zambia. Photo: Gender Links

- Finding allies within government bureaucracies to gradually breakdown patriarchal resistance to gender equality programmes;
- Work with sympathetic elements within government to develop a cadre of femocrats (female feminist bureaucrats) to work at the highest levels to break down the culture of the patriarchal pot.
- Working with government to implement selected programs which are considered to be sufficiently gender focused;
- Write shadow reports, from the perspective of the women's movement, on government reports of progress in implementing international commitments;
- Producing regular sex-disaggregated reports to monitor progress towards gender equality;
- Dialogue with government on areas of unsatisfactory progress towards gender equality, and make demands for definite progress.

### Next Steps

**Advocacy on the review of the Protocol:** GL will work with Alliance networks, the SADC Gender Unit and the individual governments to push the envelope towards finalising the review of the Protocol with strong targets. The Alliance will focus on strengthening the Protocol to have a strong implementation framework on which is key to ending poverty in the region. This will be achieved through the five clusters of the Alliance. GL will include visibility actions, press statements and new media messages on the rationale for the review process. GL will participate at the SADC Ministerial meeting to finalise the review process and ensure that Alliance non-negotiable issues are strengthened Post-2015.

**Realignment of the Alliance clusters:** The Alliance is consolidating its clusters to five clusters namely; Governance, Economic Justice, Sexual Reproductive Health and Rights, Climate change and Sustainable Development, Media and Information Communication. This will enable effective collaboration amongst the networks and advocacy towards voice, choice and control. The alignment exercise resonates with the domestication of the SDGs and implementing the Post-2015 Protocol.

**New media and Alliance Community of Practice:** The Alliance unit will invest energy in highlighting topical gender issues through twitter. The Alliance will establish a community of practice through Face Book during the regional meeting scheduled for May 2016.

**SADC Gender Protocol@ case studies:** GL is mobilising resources to gather evidence of how policy is being in the areas of gender and economic justice and climate change, summit participants will showcase best practices at a local and national level. GL is exploring more sustainable ways of collecting best practices on gender mainstreaming through smart partnerships and follow up of past case studies to reflect change. GL will analyse case studies collected over the past five years to highlight what change has been effected through the Protocol and GL intervention. The barometer will include at least 25 commissioned case studies.

**Tracking gender attitudes in the 2016 SADC Gender Protocol Barometer:** A special highlight of the 2016 Barometer will be an analysis of the Gender Attitude Surveys gathered across the region over recent years. The aim is to highlight how patriarchal attitudes remain a major barrier to the attainment of gender equality in the region.



Ready for action: Alliance Steering Committee.

Photo: Gender Links