

Significance of the Gender Protocol

The SADC Protocol on Gender and Development has elevated the SADC Declaration on Gender and Development to the most binding of the regional organisations' instruments. With 28 substantive targets for achieving gender equality by 2015, this initiative is a global first, and places SADC at the cutting edge of innovative strategies for giving global and continental commitments meaning at sub-regional level.



Civil society partners

The Southern African Gender Protocol Alliance (Alliance)¹, a collective of over 40 national and regional gender NGOs, has been running a campaign since 2005 for the adoption, ratification and implementation of the SADC Gender Protocol.

The Alliance works according to thematic clusters, led by members that are also part of the Steering Committee. The Steering Committee is made up of the following organisations:

- Gender Links - overall co-ordinating NGO; also lead NGO for the Gender Based Violence Cluster.
- Zimbabwe Women Resource Centre and Network - lead NGO of the Gender and Economic Justice Cluster.
- Gender Advocacy Programme - lead NGO of the Gender and Governance Cluster.
- Gender and Media Network of Southern Africa - lead NGO of the Gender and Media Cluster.
- SAFAIDS - lead NGO of the Health, Sexual and Reproductive Rights, and HIV and AIDS cluster
- WLSA - lead NGO of the Constitutional and Legal Rights Cluster.

More information: www.genderlinks.org.za, alliance@genderlinks.org.za, Phone: 27 (0) 11 622 2977

¹ The SADC Gender Protocol Alliance comprises: Association of Local Government (ALAN); African Women's Economic Policy Network (AWEAPON); Botswana Council of NGOs (BOCONGO); Christian Council of Mozambique; CIVICUS; Federation of African Media Women (FAMW) - SA; GAP; Gender Links (GL); Gender and Media Southern Africa Network (GEMSA); Gender Policy Program Committee (Botswana); Justice and Peace (Lesotho); Malawi Council of Churches; Media Institute of Southern Africa (MISA); NGO Gender Coordination Network Malawi; SAFAIDS; SAMDI; SALGA; Society for Women and AIDS in Africa Zambia (SWAAZ); Trade Collective; Women in Law and Development in Africa (WILDAF); Women in Law in Southern Africa (WLSA); Women, Land and Water Rights Southern Africa (WLWRS); Namibia Non-Governmental Forum (NANGOF); Women's Net; Young Women's Christian Association Botswana (YWCA); Zimbabwe Women Lawyers Association; Zimbabwe Women's Resource Centre (ZWRN). Associate Members: African Women and Child Feature Service; Swedish Cooperative Centre - Southern Africa; Diakonia (Zambia).



THE SADC PROTOCOL ON GENDER AND DEVELOPMENT

Adopted 17 August 2008

The SADC Protocol
on Gender and
Development:

ENCOMPASSES
commitments made in
all regional, global and
continental instruments
for achieving gender
equality.

ENHANCES these
instruments by
addressing gaps and
setting specific,
measurable targets
where these do not
already exist.

ADVANCES gender
equality by ensuring
accountability by all
SADC Member States, as
well as providing a forum
for the sharing of best
practices, peer support
and review.



THE SADC PROTOCOL ON GENDER AND DEVELOPMENT AT A GLANCE

MAIN PROVISIONS	SPECIFIC TARGETS TO BE ACHIEVED BY 2015
ARTICLES 1-3: PRINCIPLES AND OBJECTIVES	
These cover definitions; general principles and objectives. The Protocol aims to bring together existing commitments; enhance these through specific timeframes; create effective mechanisms for implementation; sharing of best practices and deepening regional integration.	
ARTICLES 4-11: CONSTITUTIONAL AND LEGAL RIGHTS	
This provides for all Constitutions in the region to enshrine gender equality and to give such provisions primacy over customary law. All laws that are discriminatory to women are to be repealed. It also provides for equality in accessing justice, marriage and family rights and the rights of widows, elderly women, the girl child, women with disabilities and other socially excluded groups.	<ul style="list-style-type: none"> ✓ Endeavour to enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices. ✓ Review, amend and or repeal all discriminatory laws. ✓ Abolish the minority status of women.
ARTICLES 12-13 : GOVERNANCE (REPRESENTATION AND PARTICIPATION)	
This Article provides for the equal representation of women in all areas of decision-making, both public and private and suggests that this target be achieved through Constitutional and other legislative provisions, including affirmative action. It further stipulates that Member States should adopt specific legislative measures and other strategies, policies and programmes to ensure that women participate effectively in electoral processes and decision-making by, amongst others, building capacity, providing support and establishing and strengthening structures to enhance gender mainstreaming.	<ul style="list-style-type: none"> ✓ Endeavour to ensure that 50 percent of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.
ARTICLE 14: EDUCATION AND TRAINING	
This article provides for equal access to quality education and training for women and men, as well as their retention at all levels of education. It further provides for challenging stereotypes in education and eradicating gender based violence in educational institutions	<ul style="list-style-type: none"> ✓ Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education in accordance with the Protocol on Education and Training and the Millennium Development Goals. ✓ Adopt and implement gender sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others.
ARTICLES 15-19: PRODUCTIVE RESOURCES AND EMPLOYMENT, ECONOMIC EMPOWERMENT	
This Article provides for the equal participation of women in economic policy formulation and implementation. The article has provisions and targets on entrepreneurship, access to credit and public procurement contracts, as well as stipulations on trade policies, equal access to property, resources and employment.	<ul style="list-style-type: none"> ✓ Ensure equal participation by women and men in policy formulation and implementation of economic policies. ✓ Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women. ✓ Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors. ✓ Review national trade and entrepreneurship policies, to make them gender responsive. ✓ With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes. ✓ Review all policies and laws that determine access to, control of, and benefit from, productive resources by women. ✓ Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.
ARTICLES 20-25: GENDER BASED VIOLENCE	
This article makes provision for the implementation of a variety of strategies, including enacting, reviewing, reforming	<ul style="list-style-type: none"> ✓ Enact and enforce legislation prohibiting all forms of gender-based violence.

MAIN PROVISIONS	SPECIFIC TARGETS TO BE ACHIEVED BY 2015
and enforcing laws, aimed at eliminating all forms of gender based violence, and trafficking. There are specific stipulations for the provision of a comprehensive package of treatment and care services for survivors of gender based violence, including the access to Post Exposure Prophylaxis and the establishment of special courts to address these cases. There are specific provisions on human trafficking. A section which provides for monitoring and evaluation sets targets and indicators for reducing gender based violence levels by half by 2015.	<ul style="list-style-type: none"> ✓ Ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault. ✓ Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence. ✓ Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society. ✓ Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment. ✓ Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence by half by 2015.
ARTICLE 26: HEALTH	
This article provides for the adoption and implementation of policies and programmes that address the physical, mental, emotional and social well being of women with specific targets for reducing the maternal mortality ratio and ensuring access to quality sexual and reproductive health services.	<ul style="list-style-type: none"> ✓ Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care. ✓ Reduce the maternal mortality ratio by 75% ✓ Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men; and ✓ Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.
ARTICLE 27: HIV AND AIDS	
This article covers prevention, treatment care and support in relation to HIV and AIDS.	<ul style="list-style-type: none"> ✓ Develop gender sensitive strategies to prevent new infections ✓ Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls; ✓ Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with Aids.
ARTICLE 28: PEACE BUILDING AND CONFLICT RESOLUTION	
This provides for the equal representation of women in conflict resolution and peace building processes as well as the integration of a gender perspective in the resolution of conflict in the region.	<ul style="list-style-type: none"> ✓ Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.
ARTICLES 29 - 31: MEDIA, INFORMATION AND COMMUNICATION	
This article provides for gender to be mainstreamed in all information, communication and media policies and laws. It calls for women's equal representation in all areas and at all levels of media work and for women and men to be given equal voice through the media. The Protocol calls for increasing programmes for, by and about women and the challenging of gender stereotypes in the media.	<ul style="list-style-type: none"> ✓ Take measures to promote the equal representation of women in ownership of, and decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions by 2015.
ARTICLES 32 - 36: IMPLEMENTATION	
These articles make provision for gender sensitive budgets and resource allocation; oversight of the Protocol by a Committee of gender ministers; development of national action plans based on the Protocol; and the collection of baseline data for monitoring and evaluation. The Protocol requires that Member states submit comprehensive reports to the Secretariat every two years indicating progress achieved in the implementation of the provisions.	