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**Audit report on the implementation
of the
provisions in section H (iii)
of the
SADC Declaration on Gender and Development**

"Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women."

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Executive Summary

This report assesses the extent to which governments of the Southern African Development Community (SADC) have honoured their commitment specified in section H (iii) of the SADC Declaration on Gender and Development (SDGD).

"Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women."

Key information used in the assessment is derived from the information in publications and reports compiled through research undertaken by the Southern African Research and Documentation Centre's Women In Development Southern Africa Awareness (SARDC WIDSAA) programme with national partner organisations in the SADC region, as well as from the *Progress Report on the Implementation of the Beijing Platform for Action by the SADC Region* submitted by SADC Secretariat at the Seventh African Regional Decade Review Meeting on the Implementation of the Beijing Platform for Action (Beijing + 10), Addis-Ababa, Ethiopia, 6-15 October 2004.

The report assesses the provisions made in the SADC Declaration on Gender and Development as well as other relevant international commitments including the African Protocol on the Rights of Women and Children; the Beijing Platform for Action (BDPFA); Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Millennium Development Goals (MDGs).

An analysis of the performance of SADC countries in implementing provisions under section H (iii) of the SDGD reveals that economic inequalities remain in existence even in cases where policies, legal provisions, and programmes to address specific provisions exist, because many countries lack easily controllable practical mechanisms to help detect, control, and prevent discriminatory action between the sexes that may occur in a society.

There is need therefore, for the proposed protocol to spell out clear provisions with clear strategies and mechanisms to ensure implementation within specific timeframes to facilitate monitoring and evaluation of progress.

Provisions in the declaration and in related commitments

The provisions for women's economic empowerment in the SADC Gender Declaration are interlinked and related to many others in the international and regional frameworks such as the BDPFA, CEDAW, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, and the MDGs as illustrated in Table 1.

While the economic provision in the SDGD, *"Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of*

poverty among women," is clear and to the point, it lacks specific targets, actions to be taken, and specified provisions.

Overview of the performance of member countries

Section H (iii) of the SADC Declaration on Gender and Development makes provision for SADC member states *to promote women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women.* Table 2 in the annex, gives a general overview of the performance of individual countries.

By virtue of being signatories to the international and regional frameworks such as the SADC Gender Declaration, the BDPFA, CEDAW, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, and MDGs, SADC countries are politically committed to addressing the specific provisions related to women's economic empowerment.

All SADC countries have ratified CEDAW and have signed the SADC Gender and Development Declaration as well as the BDPFA. In addition, nearly all member states, with the exception of Mauritius and Namibia identified, Poverty (*The persistent and increasing burden of poverty on women*) and Economy (*Inequality in economic structures and policies, in all forms of productive activities and access to resources*) among issues to focus on from the critical areas of concern identified in the BDPFA.¹ Namibia, however, has a gender and economic empowerment goal to promote equal economic rights between men and women as well as the economic independence of women.²

The SADC as a regional organisation also identified '*Inequalities in access to economic structures, policies and all forms of productive resources and activities at all levels*', among its regional critical areas of concern.³ Hence, member states are obliged to ensure that their governments or states achieve the commitments related to women's economic empowerment.

Further, the Dar es Salaam Declaration on Agriculture and Food Security that was signed in May 2004, indicates the intention of governments to accelerate land policy reform initiatives, share experiences of best practices, and ensure equitable access to land by women.⁴ Section 8 of the same declaration commits governments to enhance gender mainstreaming, in particular, repealing discriminatory laws that prohibit access to finance, land and other key agricultural inputs.

An analysis of the performance of SADC countries in *promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women,* reveals that women, especially those in rural areas, lack control over means of production and experience limited access to credit and capital.

In some countries, the financial resources targeted for women are inadequate and men tend to exploit the situation, particularly where husbands have to be consulted by women in order to gain access to credit. This is exacerbated by the negative cultural attitudes that many banks have towards women borrowers.

While nearly all SADC member states have policies, legal instruments, non-discriminatory legislation based on sex and programmes to promote access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life, the reality is that economic inequalities remain in existence with more women than men living in abject poverty.

Mainstreaming gender in economic policies and decision-making

Although all SADC countries have initiated policies to mainstream gender in economic policy formulation through engendering macro-economic policy frameworks, or gender budget initiatives, little has translated into gains for women's economic status.

Most SADC countries have capacity limitation in gender expertise within the national machineries. As a result, processes directing or facilitating other sectors of the economy to mainstream gender are either at the level of awareness creation on gender issues only, or the rest of the processes to mainstream gender are moving very slowly. Hence, mainstream policy formulation processes take place without adequate input from gender experts.

Gender budgeting as a mechanism to mainstream gender in economic policies

Gender budgeting initiatives are happening in Mauritius, Mozambique, Namibia, South Africa, Tanzania, and Zimbabwe. In most of these countries, gender budgeting processes have been institutionalised in the Ministries of Finance, while others have also established gender-responsive budgeting Task Forces with the aim of expanding the process to include parastatals, private companies, and NGOs.

In Mauritius, a high level committee on gender-responsive budgeting has been established and it has developed a three-year Plan of Action for implementation. The Central Statistical Office has undertaken a time-use survey within the normal multi-purpose continuous household survey as a way of generating information and statistical data on the value of unpaid work that is done by women within households.⁵

Women spend more hours on unpaid housework than men

Box 1

According to a sample survey carried out in 1999 in Mauritius, women spent four times more on unpaid housework than men. On average women devoted 30 hours per week on tasks ranging from cooking, washing to 'caring for other household members compared to only eight hours for men. The survey also revealed that there is a tendency for most household duties to be carried out by women except for shopping for food and cleaning the yard or garden. Among the household chores, cooking and dishing washing made up of 45 percent of all time allocated to housework by women (1306 hours weekly).

Source: Mauritius national report on implementation of the BDPFA and the SADC Gender and Development Declaration, 2004

In Tanzania, the gender budget initiative has influenced and transformed planning and budgetary processes to take into account the practical and strategic needs of marginalized communities, particularly women, poor men, and youths.⁶

Access to, and control over productive resources

Women's access to factors of production such as land, extension service, inputs, including fertiliser and seeds remain limited, although policies aimed at creating enabling environments for women to access, own, control, use and manage land for productive use have been established in nearly all countries.

Right to own land

In much of southern Africa, few rural women hold land. For instance, women hold 25 percent of agricultural land in the Democratic Republic of Congo, and 25 percent in Tanzania. Moreover, where women hold land, their plots are generally smaller than those held by men, for instance, the average size of women's landholdings is 0.53 hectares (compared to 0.73 for men) in Tanzania. This limited access to natural resources is caused by both legal and socio-cultural factors. Legal obstacles relate both to family and succession law and to natural resource law.

In most cases, women in southern Africa have only usufructuary rights over land. Their insecure land tenure is both an economic and legal concern. Cultural practices and customary law contribute to women's inability to access, own, and control, factors of production such as land and livestock.

Some countries have improved women's rights by adopting family and succession laws abrogating discriminatory customary norms. In Namibia, there is The Communal Land Act (Act No. 5 of 2002), which provides for the surviving spouse to remain on the property (thus referring to immovable property) but does not refer to movable property. Although this Act has provisions to assist women who lose their land when widowed, the stripping of movable property is still now common in Namibia than land grabbing, possibly because the former is more easily disposed of than land.⁷

In Malawi, the Agricultural and Livestock Development Strategy and Action Plan (ALDSAP) was formulated with specific gender-sensitive targets and outputs in 1995.⁸ The plan aimed to increase women's access to agriculture, irrigation development, and extension services. To achieve this, the government reviewed the curriculum of agricultural training institutions to make them gender sensitive, recruited more female extension workers in the Ministry of Agriculture and Irrigation Management, sensitised the existing extension workers in the Ministry of Gender and Community Services to increase their coverage of women farmers, and encouraged women farmers to attend literacy classes.

In Zimbabwe, the government adopted equity as a key principle in its land reform agenda, which began in 1998. In October 2000, the government stated that it would ensure a 20 percent quota for women to benefit from the fast track resettlement programme.

By the end of the Fast Track Land Reform Programme in 2002, the land quota for women had not been put into law and the number of women allocated land was low countrywide. According to the 2003 Utete Land Report, female-headed households who benefited under Model A1 (peasant farmers) constituted only 18 percent of the total number of households while female beneficiaries under the Model A2 (commercial farmers) constituted only 12 percent.⁹ A Presidential Land Review Committee, appointed in 2003 has made specific recommendations on the gender dimensions of the agrarian change and reform.¹⁰

In Mozambique, the 1997 Land Law was a major breakthrough because it combined formal and customary law. Not only did it recognise written documents in land usage cases, but also customary tenure systems and the rights of people who had occupied land for over 10 years in good faith - this meant that land occupied for 10 years, while believing nobody else had a legitimate claim to it, could legally be cultivated. The Land Law also guarantees equal rights of women.

Access to credit and capital

Many countries lack easily controllable practical mechanisms to help detect, control, and prevent discriminatory action between the sexes that may occur in a society. There are no laws in any SADC country that prohibit women from acquiring loans from banks or other financial institutions in their own name and right, but the pattern is similar in the region for many commercial lending institutions to insist on a male guarantor, usually a husband, if the woman has no sufficient collateral.¹¹ The requirement for collateral and guarantors prejudices women more than men. Most women do not have assets that can be accepted as collateral due to poverty. Rural households (defacto and dejure) are the most affected.

In order to start a small business, women usually rely on family and/or community solidarity. Other measures to which women resort to obtain credit include rotating fund schemes through women's clubs made up of people who trust each other and which establishes rules for the group.¹²

Women Banks and Micro-finance lending institutions which have been introduced in many countries are another mechanism that has been put in place but they are inadequate and benefit only few women in the urban areas.

Access to credit remains a serious challenge to women, and by and large, the majority of women remain vulnerable to exploitation, in their attempts to access credit. Women, more than men, especially in rural areas rely on borrowing money from moneylenders who demand high interest.

Despite government's efforts to link the poor, especially women, to commercial banks and other microfinance institutions, some financial institutions have procedures that are discriminatory and consider women as credit risks, especially due to the nature of their businesses, their capital base and minute loans applied for.

Employment

Equal access to employment

Performance indicators in formal employment opportunities and private sector participation, show that a lot more effort is needed by most countries to improve the situation of women. In all countries women constitutes the highest number of unemployed persons in the formal sector, while those employed are concentrated in low- paying, middle-management positions.¹³ Most women are working in the informal sector. Women's low educational levels limit their active participation in the formal segment of the economy. Women are generally concentrated in casual, part-time, and non-permanent jobs while more males are employed as permanent workers.

Equal pay for equal work and work of equal value

While most countries have constitutions and labours laws that guarantee the right to fair and safe labour practices, to form and join trade unions, fair wages and equal remuneration, for work of equal value without discrimination of any kind, on the basis of gender, disability or race, the reality is different in many cases, as there is still a gap in women's equal access to employment.¹⁴ Disparities exist in men's and women's remuneration for work of equal value.

In Malawi, the national constitution guarantees the right to fair and safe labour practices, to form and join trade unions, fair wages and equal remuneration, for "work of equal value without discrimination of any kind, on the basis of gender, disability or race,"¹⁵ but discrepancies and gender inequalities exist.

For instance, women receive less pay than men for equal, if not more work in many of Malawi's tea and tobacco estates. In a study of food security in the tea and tobacco estates in 1998, it was revealed that women and men were picking tea and grading and packaging tobacco. Men received K300 (US\$9) per month and women received K180 (less than US\$5) per month.¹⁶

Occupational segregation and employment discrimination

In Tanzania, article 22 and 23 of the constitution provides for the right to work and just remuneration. Tanzania has also ratified all the eight core ILO conventions, which are specific against women discrimination in employment. The government has domesticated the international labour standards through enactment of the national employment services act (1999). This law provides for equal opportunity to men and women to access employment services. The employment and labour relations act (2003) also prohibit discrimination in the work place on the basis of gender, sex, marital status, disability, and pregnancy.

In Mauritius, the right to the same employment opportunities between men and women is ensured by Section 5 of the Sex Discrimination Act (2002) which stipulates that no employer shall, in relation to recruitment, selection or employment of any other person for purposes of training, apprenticeship or employment, discriminate against that any other person on the grounds of sex, marital status, pregnancy or family responsibility in the advertisement of the job; the arrangements made for the purpose of determining who should be offered for employment; the terms and conditions on which employment is offered; or the creation, classification or abolition of jobs.

Affirmative action

In Namibia, there is The Affirmative Action (Employment) Act 28 of 1998 which makes provision for people in a designated group, i.e. racially disadvantaged people, women and people with disability to enjoy equal opportunities at all levels of employment and be equitably represented in various sectors.¹⁷ The Act is intended to improve the participation of blacks, women, and people with disability in the formal workforce, by requiring employers with more than 50 employees to prepare Affirmative Action Plans with clear timeframes.

There is also The Employment Equity Commission, which was established to monitor Affirmative Action Programmes and consists of persons from the designated groups.¹⁸ It is required that two persons should represent women's interests, although only one is mandatory to be a woman. Employers are required to submit progress reports on their implementation status to the commission that oversees if the Act's provisions are adhered to.

Opportunities for women entrepreneurs

There are limited government programmes to strengthen activities of women's small and medium enterprises throughout the region, although women entrepreneurs in most countries continue to rely on government, rather than the private sector for assistance in advancing their businesses.

Except for Mauritius, Namibia, South Africa, Tanzania, and to some extent, Malawi and Zimbabwe, government's programmes rarely focus on promoting entrepreneurial skills for women through the provision of training for women in business management, credit, appropriate technologies, and facilitating access to internal and external markets. Participation in the SADC Women in Business (WIB) Trade Fairs is perhaps one activity in which all SADC countries dedicate support to the women entrepreneur.

In Mauritius, the Ministry of Women Rights, Family Welfare and Child Development is implementing an entrepreneurship development programme for women, which provides training and skills.¹⁹ A National Women Entrepreneur Council (NVEC) was set up in 1999 to provide a platform for women entrepreneurs, and identify strategies for entrepreneurship development. A website was also launched in 2003 to promote the activities of the NVEC, whose objective is to empower women and to act as a driving force in the promotion of women entrepreneurs in both Mauritius and Rodrigues.

Young entrepreneurs development scheme in Mauritius

Box 2

In Mauritius, the Ministry of Women Rights, Family Welfare and Child Development is implementing an entrepreneurship development programme for women, which provides training and skills.

The "Young Entrepreneurs Development Scheme" was launched for girls aged from 17-25 years in 2002 and a website was also launched in 2003 to promote the activities of the National Women Entrepreneur Council, whose objective is to empower women and to act as a driving force in the promotion of women entrepreneurs in both Mauritius and Rodrigues.

In July 2002, the first commercial shop "Les Artisanes" was inaugurated at Grand Baie to help women entrepreneurs focus on niche markets and have tourists as potential buyers.²⁰ Two market centres have been set up as platforms which women entrepreneurs use on a rotating basis for the sale of their products and establishing trade links. Both shops accommodate products from about 175 women entrepreneurs in Mauritius and Rodrigues.

In Tanzania, the government has initiated a number of programmes and projects in promoting rural and urban self-employment with emphasis in availing more employment and opportunities to poor women. The competitiveness in the labour market limits the participation of women particularly those who are new in with limited experience in the labour market. Despite all the efforts in this area, the challenge remains that of good employment practices that promotes equality of opportunities between men and women as well as valuing the triple role that women have thus necessitating mainstreaming gender concerns in employment practices. The problem lies with the changing of the mindset of people especially men. On the other side, private sector employers find it difficult to abide to all the standards that promote equality at place of work.

Trade and Globalisation

SADC has been seeking better means of raising trade and investment to a much higher status among the strategies for growth and development in the region. Measures to improve the investment climate, and making the SADC region competitive to other parts of the world have been initiated.

The adoption of the Protocol on Trade in 1996 and its implementation, which started in 2000 is one such measures. Article 2 of the "Protocol on Trade," among others, commits to further liberalization of intra-regional trade and establishment of free trade in the SADC region. Theoretically, the aim of the SADC Protocol on Trade is to increase trade without any impediment, by eliminating import duties (Article 4), eliminating export duties (Article 5) and eliminating non-tariff barriers (article 6) to mention a few.

The "Protocol on Trade" is expected to lead to significant changes in domestic economic policies and trade regimes, which in turn impacts on the regional economy, especially in the production and exchange of agricultural commodities with influence on national and regional food security.

On the economic front, SADC member States have been promoting their respective private sectors by enhancing governance necessary to facilitate investment. Coupled with the worldwide drive for freer trade, the SADC regional initiative aim to reduce

existing trade protection by eliminating tariff, non-tariff and technical barriers to trade in order to facilitate cross-border movement of people, goods and services.

While substantial steps towards more liberal trade have been taken, nonetheless, most of the trade policies and agreements signed by SADC countries either at the regional or international level falls short of strong gender components. This makes it difficult for women to be integrated in the regional and global trade arena, yet trade policies, have a profound impact on social, economic, cultural and political life in the SADC region. Gender issues in trade are economic, social, political and cultural.

- *Economic issues* refer to housework and other un-waged work; salary and wages discrimination against women in the work place, labour force segmentation, treating women as a reserve labour force, which results in lower wages for women and less job security.
- *Social issues* refer the link between the role of men and women in economic production in the public sphere, and social reproduction, reproductive health, care of children and the elderly in the private sphere; and women's education;
- *Political issues* refer to gender-based hierarchies in households, the work place and community.
- *Cultural issues* refer to the vesting of women's right to land in the family and the implication of this for agriculture policy, women's role as consumers and in determining household expenditures; the implications of women's multiple roles as farmers and as home-makers for productivity.

The SADC Trade Protocol does not indicate how states and markets in the region, can be transformed to strengthen the entitlements of poor women and treat women as people in their own right, not merely as dependents, targets and instruments.

In support of a SADC initiative, most countries have supported women to participate in the SADC Women's Trade Fair and exhibitions, through which they have been able to market their products, gain and learn from each other on marketing and product development. However, little has been done to enhance participation of women in the global trade agenda of issues in SADC countries.

Women's trading activities have also largely remained in textile products, woven baskets, and crafts because women lack opportunities to enter other areas of business on a large scale. Thus, while exchange of experience during trade fairs has enhanced confidence building amongst women, and enable women to participate in trade fairs and to secure orders, many have failed to meet large orders due to limited production capacities.

In Namibia, the government facilitates women's participation in trade fairs and assists women exhibitors with transportation to and from the fairs and in buying stalls.

Informal sector

Very few countries have programmes to support women in the informal sector, yet this is one sector where women dominate. In Zambia, a programme supported by the International Labour Organisation (ILO) was established in 2003 to provide future

support to women in the informal sector as a way of fostering their economic empowerment.

Capacity building and access to information dissemination

Training in mainstreaming gender in economic policies is undertaken in many countries, but the skills acquired are not adequately utilised to translate theory into practise.

Programmes to promote economic literacy targeted at women to increase their ability to understand and think critically about how trade and economic policies impact on daily lives must be initiated. Enhanced economic literacy will make women to be better equipped to engage with those who make and implement trade and economic policies. Women's ability to advocate for policies that are socially sustainable, pro-development, and gender equal will also be strengthened.

Access to knowledge of communication technologies such as e-mail, internet, and telephones is still out of reach in most rural areas where the majority of women live. Coupled with poor infrastructure and road network this has marginalized women's competitiveness in economic markets and has restricted their access to economic information. Trade and economic information is often packaged in economic jargon and there are no deliberate measures to repackage trade and economic information in an easily accessible format for women who have interest in becoming entrepreneurs. Most of the trade and economic information is disseminated in formal meetings, seminars and workshops, which few women attend.

Conclusions

Most SADC countries have initiated various measures in the form of policies, legal provisions or programmes to address specific provisions under section H (iii) of the SADC declaration, few have materialized and translated into gains for women's economic status.

Declared commitments of SADC countries should be transformed into agreements that are legally binding, with clear targets and timeframes. Current challenges include financial limitations, lack of coordination among various institutions, capacity limitation in gender expertise within the national machineries, and lack of easily controllable practical mechanisms to help detect, control, and prevent discriminatory action between the sexes that may occur in a society.

Main shortfall

The main shortfall in the specified provision of the declaration is the non-legal binding nature of the declaration, hence the proposal to up grade it into a protocol.

Missing element

The missing element is lack of clearly spell out provisions with strategies and mechanisms that are realistic, with specific timeframes to facilitate implementation within short and long term periods.

Recommendations

- Set strategic targets, which are realistic and can be easily monitored.
- Develop appropriate technologies and trainings to reduce women's workload particularly in agricultural production, food processing, energy, and water.
- Facilitate access to information and technology by the majority of women especially those in the rural areas.
- Establish special and substantial funds for women's economic projects in order to avail financial and other resources to women's economic initiatives.
- Strengthen the SADC Gender Unit with human and financial resources to further investigate economic targets.
- Establish, through the SADC Gender Unit, a Regional Gender Advisory Group composed of economic experts in gender to provide the necessary support to Gender Unit in monitoring the implementation of the gender programme as outlined in the RISDP.
- Strengthen and replicate initiatives in other SADC countries, such as "Women in Construction" in South Africa, that target women's participation in public works contracts and the "Young Entrepreneurs Development Scheme" launched for girls aged 17-25 in Mauritius.
- Devise mechanisms to include women's unremunerated work in the Gross Domestic Product (GDP). Conduct a time-use study and develop indicators to account for the work performed by women as unpaid care work in national accounts
- Adopt macro-economic and monetary policy frameworks that promote pro-poor growth with gender global initiatives such as the Poverty Reduction Strategy Programmes (PRSPs).
- Develop tools for budgetary monitoring and provide expertise on gender responsive budgeting to all stakeholders including policy makers, principal secretaries, heads of departments and planners for effective implementation. These programmes should target key ministries to facilitate the introduction of gender sensitive budgeting as a way of engendering the national budget.
- Increase investment in infrastructure to bring resources closer to homes and reduce the burden of women's care work.
- Enact and enforce laws that guarantee that women form no less than 50 percent of the beneficiaries of land redistribution schemes and have access to, control over and ownership of land in their own right.

- Establish safety nets and social services programmes that are easily accessible as well as monitoring mechanisms to measure the impact of economic policies on targeted beneficiaries.
- Support programmes to address the challenges of women-owned enterprises and small micro and macro enterprises. These programmes should assist women to access funds and understand the market through market research studies and analysis.
- Establish programmes to promote and strengthen micro-enterprise and activities in the informal sector that aim to facilitate the transition from informal to formal sector including credit facilities.
- Review employment acts to encourage career advancement and retention of women.

Table 1: PROVISIONS IN THE DECLARATION AND IN RELATED INTERNATIONAL AND REGIONAL COMMITMENTS

Economic empowerment

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
ECONOMIC POLICIES AND DECISION-MAKING					
Equal participation in policy formulation			F1 - 165: d) Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies; n) Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;		
			167: a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Mainstreaming gender in economic policy formulation			<p>F4 - 175 a) Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women who are affected by economic restructuring, including structural adjustment programmes, and for women who work in the informal sector;</p> <p>F5 – 178: d) Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women, the self-employed and those negatively affected by structural adjustment;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
ACCESS TO PROPERTY AND RESOURCES					
Right to own property	Provision H (iii) Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women.	<i>Article 19 Right to Sustainable Development</i> c) promote women's access to and control over productive resources such as land and guarantee their right to property;	F1 - 165: e) Undertake legislation and administrative reforms to give women equal rights with men to economic resources, including access to ownership and control over land and other properties, credit, inheritance, natural resources, and appropriate new technology;	Article 15 (2) States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals. Article 16 (1) (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.	
Access to credit and capital		<i>Article 19 Right to Sustainable Development</i> d) promote women's access to credit, training, skills development and extension services at rural and urban levels in order to provide women with a higher quality of life and reduce the level of poverty among women;	F2: Facilitate women's equal access to resources, employment, markets and trade F1 - 166: a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to those of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;	Article 13 b) The right to bank loans, mortgages and other forms of financial credit;	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
			<p>F1 - 167: b) Mobilise the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas;</p> <p>F3 – 173: Provide public infrastructure to ensure equal market access for women and men entrepreneurs;</p>		
Technology and support services			<p>F1 - 166: b) Strengthen the incentive role of the State as employer to develop a policy of equal opportunities for women and men; e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture, as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;</p>		
Right to inheritance		<p>Article 21 Right to Inheritance 1) A widow shall have the right to an equitable share in the inheritance of the property of her husband. A widow shall have the right to continue to live in the matrimonial house. In case of remarriage, she shall retain this right if the house belongs to her or she has inherited it. 2) Women and men shall have the right to inherit, in equitable shares, their parents' properties.</p>	<p>f) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;</p> <p>h) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
TRADE AND GLOBALISATION					
Trade			F1 - 165: k) Seek to ensure that national policies related to international and regional trade agreements do not adversely impact women's new and traditional economic activities;		Goal 8 Develop global partne p for develo nt

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Globalisation		<p>Article 19 f) ensure that the negative effects of globalisation and any adverse effects of the implementation of trade and economic policies and programmes are reduced to the minimum for women.</p>			<p>Develop open, rule-based, predictable and non-discriminatory trading and financial system. Includes commitment to good governance, development and poverty reduction, national and international law. Address special needs of least developed countries and landlocked and small island developing states.</p> <p>Deal comprehensively with debt problems of developing countries</p>

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
EMPLOYMENT					
Research			<p>F1 – 165: g) Seek to develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encourage the sharing and dissemination of information on studies and experience in this field, including the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from, but consistent with, core national accounts;</p> <p>F4 – 175: e) Promote gender equality through the promotion of women's studies and through the use of the results of studies and gender research in all fields</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Equal access to employment	Provision H (iii) Promoting women's full access to...formal employment	Article 13-Economic and Social Welfare Rights State Parties shall guarantee women equal opportunities to work. In this respect, they shall: a) promote equality in access to employment; d) allow women freedom to choose their occupation, and protect them from exploitation by their employers; j) ensure equality in taxation for men and women; k) recognise the right of salaried women to the same allowances and entitlements as those granted to salaried men for their spouses and	F1: Promote women's economic rights and independence, including access to employment; appropriate working conditions and control over economic resources. F1 - 166: l) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association and the right to organize and bargain collectively, equal remuneration for men and women for work of equal value and non-discrimination in employment, fully implementing the conventions of the International Labour Organization in the case of States Parties to those conventions and, taking into account the principles embodied in the case of those countries that are not parties to those conventions in order to achieve truly sustained economic growth and sustainable development.	Article 11 1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: (a) The right to work as an inalienable right of all human beings; (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment; (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;	
Affirmative action			F5 – 178 f) Implement and monitor positive public- and private-sector employment, equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to hiring, retention and promotion, and vocational training of women in all sectors;		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
<p>Equal pay for equal work and work of equal value</p>		<p>Article 13 b) promote the right to equal remuneration for jobs of equal value for men and women;</p>	<p>F1 - 165: a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value; b) Adopt and implement laws against discrimination based on sex in the labour market; F5 – 178: k) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender-neutral criteria; l) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination; o) Review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings;</p>	<p>Article 11 (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
<p>Occupational segregation and all forms of employment discrimination</p>		<p>Article 13 c) ensure transparency in employment and dismissal relating to women in order to address issues of sexual harassment in the workplace;</p>	<p>Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination 178: a) Implement and enforce laws and regulations and encourage voluntary codes of conduct that ensure that international labour standards, such as International Labour Organization Convention No. 100 on equal pay and workers' rights, apply equally to female and male workers; b) Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in cases of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, including by reference to marital or family status, in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, g) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions, and through other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men; encourage women to take up non-traditional jobs, especially in science and technology, and encourage men to seek employment in the social sector;</p> <p>F5 – 178 : c) Enact and enforce laws and develop workplace policies against gender discrimination in the labour market, especially considering older women workers, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Domestic work			F4 – 175: g) Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home;		
Non-remunerated work		Article 13 h) take the necessary measures to recognise the economic value of the work of women in the home;		Article 14 1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.	
Sexual harassment			F6 – 180: c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.		
Social security and benefits			F1 - 165: q) Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;	Article 11 (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Representation in unions			<p>F5 – 178: h) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions;</p> <p>F5 – 178: i) Promote the election of women trade union officials and ensure that trade union officials elected to represent women are given job protection and physical security in connection with the discharge of their functions;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
<p>Family responsibility policies</p>		<p>Article 13 l) Recognise that both parents bear the primary, responsibility for the upbringing and development of children and that this is a social function for which the State and the private sector have secondary responsibility;</p>	<p>F1 - 165: m) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;</p> <p>F1 - 165: c) Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or women re-entering the labour market after childbearing are not discriminated against;</p> <p>F5 – 178: d) Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast- feeding responsibilities;</p>	<p>Article 11 (1)(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.</p> <p>(2) In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures: (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status; (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
			<p>Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men a) Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers; promote career development based on work conditions that harmonize work and family responsibilities; b) Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions and social security; f) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.</p>	<p>Article 13 States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular: a) The right to family benefits;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Benefits		Article 13 i) guarantee adequate pre and post-natal maternity leave;	F6 – 179: c) Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits; F6 – 180: a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;	Article 11 (2) (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;	
Family friendly facilities			F6 – 179: c) promote the equal sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement, and also promote the facilitation of breast-feeding for working mothers;	Article 11 (2) c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Education and awareness raising			<p>F6 – 179: d) Develop policies, inter alia, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility for work in the home, particularly in relation to children and elder care; e) Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self- support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;</p> <p>F6 – 180: b) Design and provide educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements;</p>		<p>Goal 2 Achieve universal primary education Ensure that all girls and boys will be able to complete primary school.</p> <p>Go Promote gender equality and empower women</p>
INFORMAL SECTOR					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
<p>Access and support</p>		<p>Article 13 e) create conditions to promote and support the occupations and economic activities dominated by women, in particular, within the informal sector;</p>	<p>F4 – 175: i) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.</p> <p>F1 - 166: h) Review, reformulate, if necessary, and implement policies, including business, commercial and contract law and government regulations, to ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas; i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets; k) Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative;</p> <p>F2 - 166: c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;</p>	<p>Article 14 1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas. 2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right: (a) To participate in the elaboration and implementation of development planning at all levels;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
		f) encourage the establishment of a system of protection and social insurance for women working in the informal sector;	d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas; F4 – 175: e) Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development;	(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment; (f) To participate in all community activities;	
Services			F2 - 167: c) Structure services to reach rural and urban women involved in micro, small and medium-scale enterprises, with special attention to young women, low-income women, and indigenous women who lack access to capital and assets; and expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support financial institutions' direct and indirect efforts to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;	Article 14 (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes; (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.	
DEVELOPMENT PLANNING					
Policies and programmes		Article 19 e) take into account indicators of human development specifically relating to women in the elaboration of development policies and programmes; and			

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
			<p>F1 - 167: d) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water and sanitation, electrification and energy conservation, transport and road construction; promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure access to jobs and contracts.</p>		
Aid mechanisms			<p>F1 - 166: f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimise access to necessary services;</p>		
Community development			<p>F2 - 168: b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families, and communities.</p>		
MARGINALISED GROUPS					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Child Labour		<p>Article 13 g) introduce a minimum age of work and prohibit children below that age from working, and prohibit the exploitation of children, especially the girl-child;</p>	<p>F5 – 178: m) Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards and ensure the full enforcement of relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular, street children, through the provision of appropriate health, education and other social services; n) Ensure that strategies to eliminate child labour also address the excessive demands made on some girls for unpaid work in their household and other households, where applicable;</p>		
Migrant women			<p>F5 – 178: p) Facilitate the productive employment of documented migrant women (including women who have been determined refugees according to the 1951 Convention relating to the Status of Refugees) through greater recognition of foreign education and credentials and by adopting an integrated approach to labour market training that incorporates language training.</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Elderly women		<p>Article 22: Special Protection of Elderly Women</p> <p>a) provide protection to elderly women and take specific measures commensurate with their physical, economic and social needs as well as their access to employment and professional training</p> <p>b) ensure the right of elderly women to freedom from violence, including sexual abuse, discrimination based on age and the right to be treated with dignity.</p>			
Women with Disabilities		<p>Article 23: Special Protection of Women with Disabilities</p> <p>a) ensure the protection of women with disabilities and take specific measures commensurate with their physical, economic and social needs to facilitate their access to employment, professional and vocational training as well as their participation in decision-making;</p> <p>b) ensure the right of women with disabilities to freedom from violence, including sexual abuse, discrimination based on disability and the right to be treated with dignity</p>	<p>F5 – 178:</p> <p>j) Ensure access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure access to education and training at all proper levels, in accordance with the Standard Rules on the Equalization of Opportunities for Persons with Disabilities; adjust working conditions, to the extent possible, in order to suit the needs of women with disabilities, who should be assured legal protection against unfounded job loss on account of their disabilities;</p>		
BASIC SERVICES					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Food		<p>Article 15: Right to Food Security States Parties shall ensure that women have the right to nutritious and adequate food. In this regard, they shall take appropriate measures to:</p> <p>a) provide women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food; b) establish adequate systems of supply and storage to ensure food security.</p>			<p>Goal 1 Eradicate extreme poverty and hunger Target 1.1 Reduce by half the proportion of people living on less than a dollar a day</p>
					<p>Target 1.2 Reduce by half the proportion of people who suffer from hunger</p>
Housing		<p>Article 16: Right to Adequate housing Women shall have the right to equal access to housing and to acceptable living conditions in a healthy environment. To ensure this right, States Parties shall grant to women, whatever their marital status, access to adequate housing.</p>			<p>Goal 7 Integrate the principles of sustainable development into country policies and programmes, and reverse the loss of environmental resources</p>
CAPACITY BUILDING AND ACCESS TO INFORMATION					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Training and counselling			<p>F2 - 166: j) Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas; Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women 173: b) Develop programmes that provide training and retraining, particularly in new technologies and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business; f) Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Information dissemination			<p>F2 - 168: a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;</p> <p>F3 - 173: c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities; e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success; facilitate networking and the exchange of information;</p>		<p>Goal 8 In cooperation with the private sector, available benefits of new technologies – especially information and communication technologies.</p>
Services			<p>F3 – 173: d) Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low-income women, in trade promotion programmes; g) Provide affordable support services, such as high-quality, flexible, and affordable child-care services, that take into account the needs of working men and women.</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MD
Support			<p>Strategic objective F.4. Strengthen women's economic capacity and commercial networks</p> <p>175:</p> <p>a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self- help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas;</p> <p>c) Adopt policies that create an enabling environment for women's self-help groups, workers' organizations and cooperatives through non-conventional forms of support and by recognizing the right to freedom of association and the right to organize;</p> <p>d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;</p>		

Table 2. HOW HAVE MEMBER COUNTRIES PERFORMED AGAINST THESE COMMITMENTS

The specific provisions should then form a checklist against which the performance of individual countries can be measured. What pertains in each country.

Commitments	Angola	Botswana	DRC	Lesotho	Malawi	Mauritius	Mozambique	Namibia	South Africa	Swaziland	Tanzania	Zambia	Zimbabwe
Economic policies and decision making	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶
Access to property and resources	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲
Trade and globalisation	◇	◇	◇	◇	◇	◇*	◇	◇*	◇*	◇	◇*	◇	◇
Employment	●▲	●▲	No data	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲
Informal sector	▶	▶	No data	▶	▶	*	▶	▶	▶	*	*	*	▶
Development planning	●	●	●	●	●	●	●	●	●	●	●	●	●
Marginalized groups	□	□	□	□	□	□	□	□	□	□	□	□	□
Basic services	□	□	□	□	□	□	□	□	□	□	□	□	□
Capacity building and Access to Information dissemination	□ □	□ □	No data	□ □	□ □	□ □	□ □	□ □	□ □	□ □	□ □	□ □	□ □

SOURCE: Information in Table 2 is based on the analysis of the performance of individual countries derived from information in the reports and documents on country reviews and evaluation on the implementation of the Beijing Declaration and Platform for Action and the SADC Gender and Development Declarations. The materials consulted are indicated in the bibliographic list.

- Key =
- Policies to address specific provisions exist but mechanisms to enforce implementation are weak or do not exist.
 - Legal mechanisms to address specific provision exist but enforcement is weak.
 - Institutional mechanisms and programmes to address specific provisions exist but budgetary resources limit implementation.
 - * Specific provisions under implementation.

- ◆ Trade and economic policies exist but lack strong gender components.
- Training in mainstreaming gender in economic policies is undertaken, but skills acquired are not adequately utilised to translate theory into practise.
- Limited access to communication technologies such as e-mail, internet, and telephones.

Annexes

Table1: Provisions in the declaration and in related international and regional commitments

Table 2: How member countries have performed against specified commitments

Endnotes

¹ SADC, SARDC, SADC Gender Monitor, Issue 1 February 1999

² UNAM and SARDC-WIDSAA, *Beyond Inequalities 2005: Women in Namibia*, UNAM/SARDC, Windhoek and Harare, 2005

³ SARDC, *Beyond Inequalities: Women in Southern Africa*, Harare, 2000

⁴ SADC Declaration on Agriculture and Food Security, provision h 1, 2004

⁵ Mauritius national report on implementation of the BDPFA and the SADC Gender and Development Declaration, 2004

⁶ Tanzania report on AGDI, February 2005

⁷ UNAM and SARDC-WIDSAA, *Beyond Inequalities 2005: Women in Namibia*, UNAM/SARDC, Windhoek and Harare, 2005

⁸ WLSA and SARDC-WIDSAA, *Beyond Inequalities 2005: Women in Malawi*, WLSA/SARDC, Limbe and Harare, 2005

⁹ Report of the Presidential Land Review Committee under the chair of Dr. Charles Utete, August 2003, pg 41.

¹⁰ Report of the Presidential Land Review Committee under the Chairmanship of Dr Charles M.B. Utete, August 2003-Pg 163.

¹¹ SARDC, *Beyond Inequalities: Women in Southern Africa*, Harare, 2000

¹² Angola's National report to SADC on implementation of the BDPFA and SADC Gender Declaration, 2004

¹³ SARDC, *Beyond Inequalities: Women in Southern Africa*, Harare, 2000

¹⁴ SADC-PF, *A Guide to Gender Dimensions in SADC Constitutions*, 2003

¹⁵ Malawi Constitution, section 31.

¹⁶ Malawi national report on implementation of the BDPFA and the SADC Gender and Development Declaration, 2004

¹⁷ UNAM and SARDC-WIDSAA, *Beyond Inequalities 2005: Women in Namibia*, UNAM/SARDC, Windhoek and Harare, 2005

¹⁸ *ibid*

¹⁹ Mauritius national report on implementation of the BDPFA and the SADC Gender and Development Declaration, 2004

²⁰ *ibid*

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ZARD and SARDC-WIDSAA, *Beyond Inequalities 2005: Women in Zambia*, Lusaka and Harare, 2005.

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