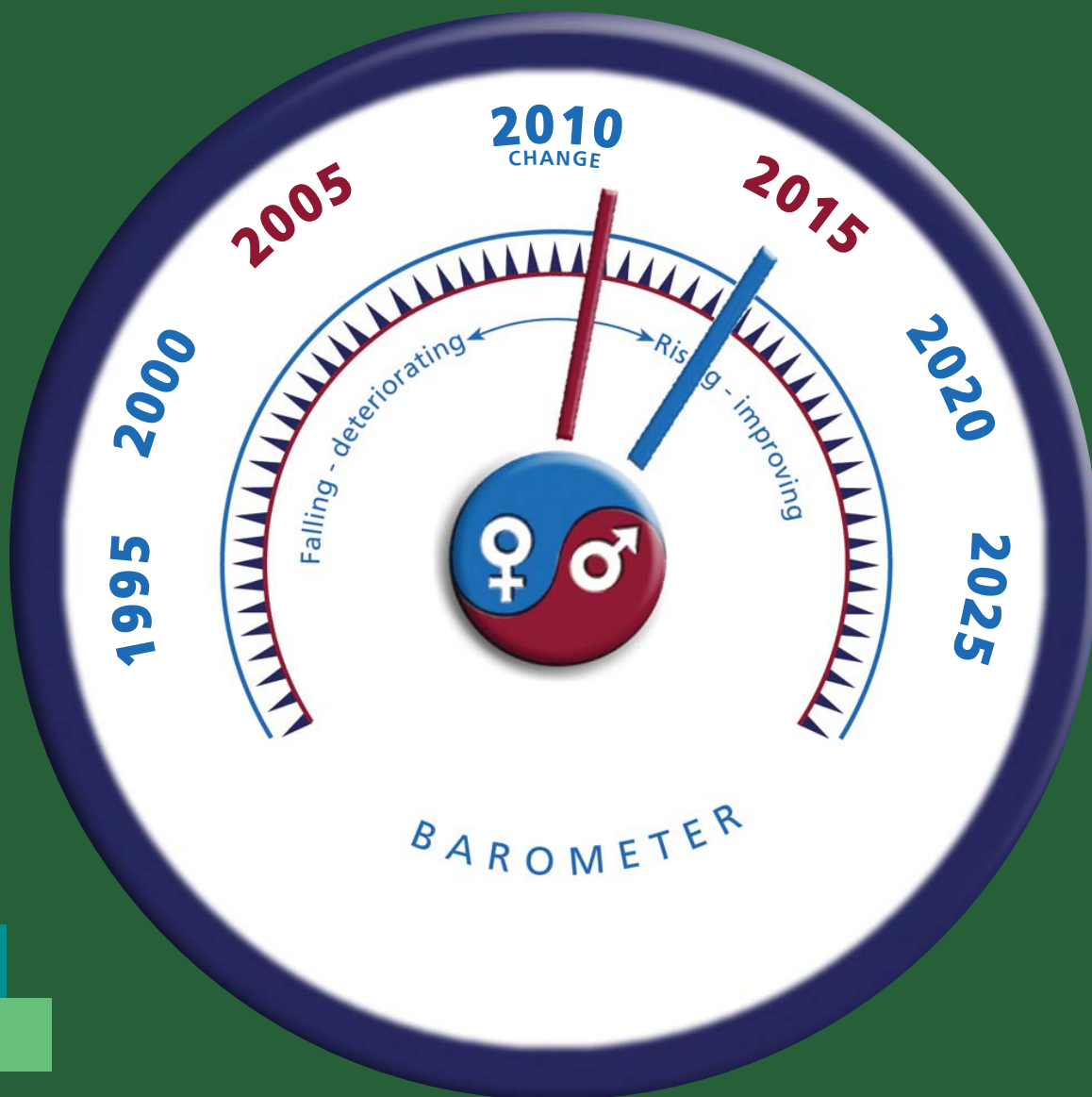


SADC GENDER PROTOCOL **2011**

# BAROMETER



Introducing the SADC Gender  
and Development Index

Edited by Colleen Lowe Morna and  
Loveness Jambaya Nyakujarah



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Gender Links  
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Women's Coalition

The Southern African Gender Protocol Alliance vision is of a region in which women and men are equal in all spheres. The Alliance promotes and facilitates the creation of gender equity and equality through lobbying and advocacy towards the achievement of the 28 targets of the SADC Protocol on Gender and Development by 2015. Gender Links coordinates the work of the Alliance.

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ISBN: 978-0-9869880-9-7

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Special thanks goes to all those who went about to collect examples from the ground to demonstrate the SADC Gender Protocol @ Work:

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We are deeply indebted to UKAid through the Department for International Development (DFID) and the Friedrich Ebert Stiftung (FES) Botswana office for funding the research and production of the 2011 Barometer.

# Acronyms

AIDS	Acquired Immune Deficiency	GMMP	Global Media Monitoring Project
ANC	Antenatal Care	GMPS	Gender and Media Progress Study
AREU	Agricultural Research Extension Unit	GMS	Gender Management System
ARH	Adolescent Reproduction Health	HAM	Higher Media Authority
ART	Anti-retroviral Treatment	HIV	Human Immuno deficiency Virus
ARV	Anti-Retroviral	HRDC	Human Resource Development Council
AU	African Union	IAJ	Institute for the Advancement of Journalism
BOCONGO	Botswana Council of Non Governmental Organisations	IBA	Independent Broadcasting Authority
CEDAW	Convention on the Elimination of All Forms of Discrimination	ICASA	Independent Communications Authority of South Africa
CHBC	Community Home Based Care	ICPD	International Conference on Population Development
CPR	Contraceptive Prevalence Rate	ICT	Information and Communication Technology
CPS	Contraceptive Prevalence Survey	IDA	International Development Association
CSO	Civil Society Organisations	IEC	Institute Electoral Commission
CSW53	53rd Session of the Commission on the status of women	ILFS	Intergrated Labour Force Survey
CW	Commonwealth Secretariat	IMCI	Intergrated Management of Childhood Illness
DHS	Demographic Health Survey	IOM	International Organisation for Migration
DPA	Department of Public Administration	ISPDC	Inter state Politics and Diplomacy Committee
DRC	Democratic Republic of Congo	IT	Information Technology
ECA	Economic Commission for Africa	KABP	Knowledge Attitude Behaviour Practice
ECLA	Economic Commission for Latin America	KAP	Knowledge, Attitude and Practice
EDF	European Development Fund	KF	Kellogg Fund
EISA	Electoral Institute of Southern Africa	LHRC	Legal and Human Right Centre
EMB	Election Management Body	MAG	Monitor Action Group
EMIS	Educational Management and Information Systems	MAP	Media Action Plan
EP	Empowerment Programme	MBC	Mauritius Broadcasting Cooperation
ERA	Employment Rights Act	MCDGD	Ministry of Community Development and Gender and Children
FMG	Female Genital Mutilation	MDC-M	Movement for Democratic Change - Mutambara
FP	Family Planning	MDC-T	Movement for Democratic Change - Tsvangirai
FPTP	First Post the Post	MDGs	Millennium Development Goals
GAT	Gender Action Team	MECOZ	Media Ethics council of Zambia
GBI	Gender Budgeting Initiative	MEJN	Malawi Economic Justice Network
GBV	Gender Based Violence	MFP	Marematlou Freedom Party
GEMSA	Gender and Media Southern Africa	MHRC	Malawi Human Rights Commission
GF	Gender Fund	MHRC	Malawi Human Rights Resource Centre
GFP	Gender Focal Point	MINFAMU	Ministry for Family and Women
GIME	Gender and Media Education		
GL	Gender Links		
GMAS	Gender and Media Audience Research		
GMBS	Gender and Media Baseline Study		
GMDC	Gender and Media Diversity Centre		

MISA	Media Institute of Southern Africa	PRB	Pay Research Bureau
MISD	Management and Information Systems Division	RPTC	Regional Peace Training Centre
MMC	Millennium Challenge Compact	SADC	Southern Africa Development Community
MMD	Movement for Multiparty Democracy	SANTAC	Southern Africa Network Against Trafficking
MMP	Media Monitoring Project	SARDC	Southern Africa Research and Documentation Centre
MoH	Ministry of Health	SARPCCO	Southern African Regional Police Chiefs Cooperation Organisation
MOHSW	Ministry of Health and Social Welfare	SDGD	SADC Declaration on Gender and Development
MOU	Memorandum of Understanding	SEA	Security of Employment Act
MPL	Members of the Provincial Legislature	SIDA	Swedish International Development Cooperation Agency
MWAGCD	Ministry of Women's Affairs Gender and Community Development	SRH	Sexual and Reproductive Health
MWO	Media Watch Organisation - Gender and Media Southern Africa	SSP	Safe School Programme
GEMSA	and Media Southern Africa	STI	Sexually transmitted Infections
MWRCDFW	Ministry of Women's Rights, Child Development and Family Welfare	TEVETA	Technical, Entrepreneurial and Vocational Education and Training Authority
NABW	National Association of Business Women	UN	United Nations
NAC	National Aids Commission	UNDP	United National Deveopment Programme
NANGO	National Association of Non Governmental Organisations	UNDPKO	United Nations Department for Peacekeeping Operations
NAP	National Action Plan	UNESCO	United Nations Educational, Scientific and Cultural Organisation
NBS	National Bureau of Statistics	UNFPA	United Nations Population Fund
NDVC	National Domestic Violence Committee	UNICEF	United Nations Children's Fund
NEC	National Electoral Commission	UNIFEM	United Nations Development Fund for Women
NERCHA	National Emergency Response Council on HIV and AIDS	UNSCR	United National Security Council Resolution
NGO	Non Governmental Organisation	UOM	University of Mauritius
NGOGCN	NGO Gender Coordinating Network	URT	United Republic of Tanzania
NGPF	National Gender Policy Framework	USAID	United States for International Development
NICTS	New ICTs	VCT	Voluntary Counselling and Testing
NIP	National Independent Party	VSO-RAISA	Volunteer Service Oversees-Regional AIDS Initiative Southern Africa
NRCGBV	National Response to Combat Gender Based Violence	WAD	Women and Development
OSHA	Occupational Health Safety Act	WEP	Women Enteprenuer Programme
OVC	Orphans and Vulnerable Children	WHO	World Health Organisation
PAPCBP	Pan African Capacity Building Program	WIDSAA	Women in Development Southern Africa Awareness
PBB	Programme Based Budget	WILDAF	Women in Law and Development in Africa
PCAR	Primary Curriculum Assessment Reform (Malawi)	WIPSU	Women in Politics Support Unit
PDVA	Protection from Domestic Violence Act	WLAC	Women's Legal Aid Centre
PEP	Post Exposure Prophylaxis	WLSA	Women and Law in Southern Africa
PLWHA	People Living with HIV and AIDS		
PMTCT	Prevention of Mother to Child Transmission		
PMU	Project Management Unit		
PR	Proportional Representation		



# Executive summary



The third Southern Africa Gender Protocol Barometer moves into high gear with the introduction of the SADC Gender and Development Index (SGDI) that complements the Citizen Score Card

(CSC) that has been running for three years. With empirical data on 23 indicators in six sectors, the SGDI puts SADC countries at 64% of where they need to be by 2015: the target date for meeting the 28 targets of the Protocol. Seychelles, South Africa and Lesotho

lead the way with Mozambique, Angola, Malawi and DRC in the bottom four. Citizens rate their governments at a mere 55% (one percent up from last year). This measure is important because although the CSC is based on perceptions, it includes rights-based measures such as Constitutional and legal rights; gender violence; peace and security missing from the SGDI. Drawing on far more comprehensive country data, and including 44 examples of the Protocol@work from all SADC countries, the 2011 Barometer is full of several red but also green lights summarised below:

Red light	Green light
<b>Constitutional and legal rights</b>	
Contradictions between customary law and statutory law abound even where these are outlawed by the Constitution.	Nine SADC constitutions provide for the promotion of women and seven have other provisions that relate to gender equality.
There are many difficult areas of law reform not specifically addressed by the SADC Gender Protocol: what the Legal Assistance Centre (LAC) in Namibia calls "Topics at the far edge of the political agenda." These include abortion, sex work, marital rape and issues sexual minorities. The fact that these are not provided for in the SADC Gender Protocol demonstrates the high level of contention over these issues	Women in Zambia have launched a Green T-Shirt campaign with the slogan "Without Women's Rights -No Constitution" in a bid to ensure that the constitutional provisions of the Protocol are incorporated into the new Constitution. A test case taken up by the Zimbabwe Women Lawyers Association (ZWALA) established that both parents of a minor child can assist a child to obtain a passport. In Lesotho, Section 10 of the Land Act, 2010 has been adopted in direct response to Article 10 of the SADC Gender and Development Protocol which provides that "the State shall ensure that widows shall have the right to continue to live in the matrimonial house after her husband's death".
<b>Governance</b>	
South Africa has missed the opportunity to achieve gender parity at local level by 2015 when women's representation slipped back to 38% in recent local elections.	Representation of women in parliament has gone from an average of 21% in 2005 to 25% in 2011 in the SADC region compared to 3% to 19% globally. SADC comes second to Nordic countries. In Tanzania the proportion of women in parliament rose by 6 % to 36% in the October 2010 elections.
For all countries holding elections this year or before 2015 (e.g. Zambia, DRC) this will be the last opportunity to achieve the target. As many countries still do not have legislated or voluntary quotas, this poses major challenges.	Quota systems are gaining ground: Mauritius is about to join Lesotho and Tanzania in having legislated quotas for local elections. Lesotho has amended its electoral act to adopt a new quota system based on the Tanzania model.
The fact that women are still least well represented in cabinet (with some exceptions, like South Africa) throws into question the political commitment of leaders.	Civil society has re-launched the 5050 campaign to guard the gains made since SADC Heads of State adopted the 5050 target in 2005. These gains need to be urgently pressed home in the coming period.
<b>Education</b>	
Gender stereotypes still abound in education decision-making in SADC; in curriculum and teaching materials, and in the choice of subjects.	In most SADC countries, there are now roughly equal numbers of boys and girls at primary schools and secondary school. The widest gaps are in Angola and DRC.
Gender violence in schools remains a major challenge.	Seven SADC countries (as compared to five last year) now have higher proportions of women than men at tertiary level. In all but two instances, primary education in Malawi and secondary education in Mozambique (where girls and boys are virtually at par) girls are out performing boys at schools in the SADC region.
<b>Economic justice</b>	
Women are still under-represented in economic decision-making.	The proportion of women in economic decision making has increased by 6% from 18% in 2009 to 24% in 2011.
Trade policies are mostly gender blind. Only a few procurement policies make specific reference to women. Women continue to predominate in the informal sector. They constitute the majority of the unemployed in all SADC countries.	The Gender Protocol is being used to conduct an analysis of South Africa's new economic policy - the New Growth Path. Business Women in South Africa continues to use the gender protocol to benchmark progress in achieving gender parity in the private sector.



<b>Gender violence</b>	
Gender violence remains the single most important impediment to the attainment of gender equality in SADC. Most cases of gender violence go unreported and a large number are withdrawn. A pilot project on developing comprehensive indicators for measuring gender violence in the Gauteng province of South Africa showed that over half the women have experienced violence of some kind in their lifetime; 18% in the last year. The most predominant form of violence - emotional or psychological- has no classification in police statistics. Men in the sample admitted to such behaviour even more than women reported experiencing such violence. <sup>1</sup>	<p>Thirteen SADC countries are at some stage of developing or adopting a National Action Plan (NAP) to end Gender Violence. Only Angola and Madagascar have no NAPS. Four countries have draft NAPS; five have adopted NAPS; one - Mauritius - is at an advanced stage of implementation. Lesotho and Mauritius have both adopted and costed their NAPS.</p> <p>Eleven SADC countries have developed specific legislation on domestic violence; Zambia has developed an exemplary Anti-Gender Based Violence Act, 2011. Lesotho, Seychelles and Swaziland have such legislation in the pipeline. Seven SADC countries now have laws on trafficking.</p> <p>South Africa, Botswana and Mauritius are taking forward the pilot project to develop comprehensive GBV indicators with the support of GL.</p> <p>Three churches have adopted "the Zambian Church Declaration on Gender Injustice and Gender Based Violence".</p>
<b>Health</b>	
Contraceptive usage among women is still very low in many countries, e.g. 6.2% in Angola.	However, indications are that modern contraceptive uptake is on the rise in most countries in the region e.g 75.8% in Mauritius.
The maternal mortality rate is 1140 per 100 000 in Malawi (the second highest rate in Africa, after Liberia). In Namibia maternal mortality has been increasing. HIV is a major contributor to high maternal mortality rates.	Mauritius has the region's lowest maternal mortality with only 28 deaths per 100 000.
<b>HIV and AIDS</b>	
Currently 34% of all people living with HIV and AIDS in the world live in the SADC region. In 13 of the 15 SADC countries, women have a higher HIV prevalence than men.	There is evidence that prevention campaigns are beginning to change sexual behaviour patterns leading to a reduction in HIV and AIDS.
In six of the 15 SADC countries, less than 50% of People Living with HIV and AIDS (PLWHA) are receiving antiretroviral drugs.	VSO-RAISA, which now leads the care work cluster in the Southern African Gender Protocol Alliance, is advocating stand alone care work policies in line with the provisions of the SADC Gender Protocol.
<b>Peace and security</b>	
Women are still least well represented in the peace and security sectors of the region. These statistics remain shrouded in secrecy and are generally not gender disaggregated.	With 26% women in the defense force and 43% women deployed in peace-keeping missions, Namibia leads the way showing that change is possible. At 29% Lesotho boasts the most women working as police officers, with 31% of these in senior positions.
Gender does not feature prominently in the SADC Secretariat Security Organ yet this has huge bearing on the sub-region's human security decisions.	Over the last year the SADC Gender Unit, working with the Gender, Peace and Security cluster of the Southern Africa Gender Protocol Alliance, has developed a gender framework to serve as a guide for the SADC Organ and individual SADC countries.
<b>Media</b>	
There are more women than men in media studies, but many more male than female lecturers. Women constitute 41% of media employees (32% if South Africa is excluded) but less than a quarter of managers and only a handful of board members and top executives.	One hundred media houses across ten SADC countries are working with Gender Links (GL) towards becoming Centres of Excellence (COE's) for Gender in the Media including on-the-job training structured around the ten themes of the SADC Gender Protocol.
The 2010 <i>Gender and Media Progress Study (GMPS)</i> found that women constitute a mere 19% of news sources in the region, up from 17% in a baseline study in 2003.	Progress in individual media houses such as the Mauritius Broadcasting Corporation in which women sources have doubled to 28% in the last seven years show that change is possible.
<b>Implementation</b>	
Botswana and Mauritius are yet to sign the Protocol.	13 out of 15 countries have signed the SADC Gender Protocol.
One more country needs to ratify the Protocol for it to come into full force.	Eight countries (up from two last year) have ratified the Protocol; South Africa is close to doing so.
Most SADC gender policies and action plans are dated and have not been aligned with the targets of the Protocol.	SADC Gender/Women's Affairs Ministers have come up with a roadmap for implementing the SADC Gender Protocol, drawing on work done by the Southern Africa Gender Protocol Alliance on costing of the Protocol. Namibia is blazing the trail with an updated policy and action plan aligned to the Protocol.
There is need to step up advocacy work in the lead up to 2015.	Awareness of the SADC Gender Protocol has increased from 46% to 54% as gauged by the knowledge quiz administered around the SADC region.
<b>New areas: Climate change</b>	
Now that the Protocol is in operation it has become apparent that although sustainable development is implicit in many provisions, these are not adequate against the enormity of the challenge.	Momentum is mounting for an addendum to the Protocol on Gender and Climate Change, with a strong push coming from Mozambican members of the Alliance.

<sup>1</sup> <http://www.genderlinks.org.za/page/gender-justice-measuring-gbv>

## INTRODUCING THE SGDI AND CITIZEN SCORE CARD (CSC)



2011 marks a critical count down year for the SADC Protocol on Gender and Development. With only four years to go until the 2015 deadline for the 28 targets of the Protocol to be met, the third edition of the Barometer gets into high gear with the introduction this year of the SADC Gender and Development Index (SGDI) - an objective weighting of how governments are performing.

This complements the Citizen Score Card (CSC), based on perceptions by women and men in the region who have been part of reference group meetings on country barometers, village workshops and other protocol-related activities. While the SGDI is an empirical measure, the score card gauges perceptions. Both are important.

The CSC (see **Annex One**) has been running for three years now, and it is a key accountability tool. For example, at village level workshops, when the Protocol is being explained, participants are asked to rate how their governments are doing. This is empowering. It

gives ordinary men and women the opportunity to hold their government accountable. It also ensures that women and men engage critically with the provisions of the Protocol. Important complementary Monitoring and Evaluation tools that are used include the SADC Gender Protocol Quiz (whose findings are commented on in Chapter Ten on implementation) and the attitude quiz (commented on in Chapter Nine on the media): a way of measuring whether mindsets are shifting.

The challenge that has remained in all of this is to develop some objective way of measuring change. As detailed in **Annex Two**, there have been several attempts globally and in Africa to develop indexes for measuring progress towards

attaining gender equality. Each of these is fraught with challenges. Running through all these challenges is the difficulty of obtaining a wide enough variety of indicators to adequately capture the many facets of gender equality or the lack of it. Because information on political participation and education as well as some economic indicators is most readily available, gender-related indexes have tended to draw heavily on these. But such indicators do not adequately capture the more rights-based issues, such as voice; agency; the right to make decisions about one's body; safety and security.

In 2009, the Barometer assembled a range of baseline data across the 15 SADC countries on the status of women. This had gaps by sector and by country. But by 2011, through online searches and data gathered at country level for the country barometers, the team had assembled data on 23 indicators in six sectors (see Table I). Considering the various efforts at global and continental level to develop a basket of indicators for measuring gender equality (see **Annex Two**) this represented a significant amount of information.

## KEY INDICATORS OF THE STATUS OF WOMEN IN SADC COUNTRIES<sup>1</sup>

	Angola	Botswana	DRC	Lesotho	Madagascar <sup>2</sup>	Malawi	Mauritius	Mozambique	Namibia	Seychelles	South Africa	Swaziland	Tanzania	Zambia	Zimbabwe
<b>GOVERNANCE</b>															
Parliament	39	8	9	23	12	21	19	39	25	24	43	22	35	15	18
Local government	n/a	19	n/a	58	6	n/a	6	36	42	n/a	38	18	34	7	19
Cabinet	31	17	12	39	16	27	12	29	19	29	41	25	28	14	16
<b>EDUCATION</b>															
Primary School	46	50	45	51	49	50	49	47	49	50	49	48	50	49	49
Secondary School	44	52	36	56	49	45	52	44	54	51	52	50	44	45	48
Tertiary level	40	53	26	44	49	39	61	38	54	57	53	51	32	52	n/a
<b>ECONOMY</b>															
Economic decision making	24	44	14	21	16	18	0	25	25	31	23	40	21	23	23
Labour force participation Women	76	76	57	71	84	74	45	86	53	n/a	51	53	89	60	61
Labour force participation - Men	89	82	n/a	79	89	78	80	87	64	n/a	67	n/a	91	79	75
Unemployment - Women	n/a	20	n/a	n/a	4	10	13	n/a	25	5	26	n/a	6	11	4
Unemployment - Men	n/a	15	n/a	22	2	5	4	n/a	19	n/a	20	n/a	4	14	4
Women in non-agricultural paid labour (% of labour force)	24	43	n/a	51	38	11	37	11	41	n/a	44	n/a	31	22	22
Length of maternity leave (weeks)	12	12	14	12	14	8	12	8.5	12	14	16	12	12	12	14
<b>SEXUAL AND REPRODUCTIVE HEALTH</b>															
Using contraception	6	44	21	47	40	41	76	17	55	41	60	51	34	41	60
Births attended by skilled personnel	47	95	74	62	44	56	100	48	81	100	91	74	51	47	69
Maternal mortality rate (out of 100, 000)	593	519	534	964	373	1140	28	599	586	64	237	736	449	603	624
<b>HIV AND AIDS</b>															
Comprehensive knowledge on HIV and AIDS women	7	40	15	26	54	42	85	43	65	67	27	52	45	34	44
Comprehensive knowledge on HIV and AIDS men	14	33	21	18	57	42	85	58	62	59	30	52	40	37	46
Living with HIV as proportion of total	61	58	58	58	58	58	19	60	50	42	59	57	55	57	60
HIV positive pregnant women receiving PMTCT	14	94.2	4	71	1.8	14	68.3	28	58	99	83	69	68	60.9	42.6
<b>MEDIA</b>															
Overall women employees	n/a	46	22	73	33	23	33	27	40	na	50	40	36	33	13
Board of directors	n/a	24	18	47	10	27	36	25	39	na	38	33	22	27	38
Management	n/a	37	10	52	19	24	23	32	37	na	34	29	27	28	11
Female staff in institutions of media learning	n/a	37	18	67	44	29	79	28	47	na	50	33	28	29	25
Proportion of female students in institutions of media learning	n/a	54	77	73	71	50	82	26	60	na	64	37	60	61	57
%women news sources	n/a	20	19	32	23	20	19	14	20	31	20	19	21	14	16

<sup>1</sup> All figures refer to % of women in that category; the figures are derived from the tables in the report. Sources of all data are indicated in the relevant tables throughout the report. na =not available; n/a = not applicable. All numbers have been rounded to the nearest decimal point.

<sup>2</sup> The percentage of women's income is arrived at by adding male and female income for each country as determined by the ILO and then expressing female income as a percentage of the total. Figures highlighted in red are those in which women constitute 50% or more of a particular indicator.

This led to the idea of the SGDI - a basket of empirically-based scores that can be used to assess how governments are performing by sector, as well as relative to each other. The SGDI is significant in that it has a wider scope than most other indicators

- in particular, the inclusion of media, an important indicator of agency and voice. Furthermore, it is aligned to the SADC Gender Protocol, i.e. the indicators are not taken at random based simply on what is available.

### How the SADC Gender and Development Index (SGDI) works

The SGDI on the status of women in SADC countries is based on 23 indicators. The indicators are grouped under six categories, namely Governance (3 indicators), Education (3), Economy (5), Sexual and Reproductive Health (3), HIV and AIDS (3), and Media (6). To create the composite index, each category was given equal weight by calculating the average score across the indicators in that category. So, for example, for categories with three indicators, the score for that category was the average across the three. This approach also solved the problem of how to deal with countries for which some indicators were missing, as the average was calculated on the available indicators for each

country. In order to standardise, all “raw scores” had to be converted into values that range from 0 (for the worst possible performance) to 100 (for the best possible performance). While the majority of indicators measure a desirable characteristic, for which a high score indicates good performance, there are a few indicators that measure undesirable characteristic for which higher scores reflected poorer performance (such as unemployment rate female share of people living with HIV, and maternal mortality rate). For these indicators the rate was inverted by subtracting the standardised rate from 100. (For more detailed information on the SGDI in relation to similar indexes see **Annex Two**).

The SGDI has limitations. Within some of the categories there are disappointing gaps. Ideally, the SGDI would have included an indicator measuring the disparity in pay between women and men doing paid work. Unfortunately, as elaborated in the annex, the available datasets of disaggregated earned income are heavily based on assumptions rather than on empirical data. In respect of the maternity leave indicator, the time given to a woman worker does not necessarily mean that she will receive pay while on leave. This indicator needs to be further refined.

There are, unfortunately, no indicators for the Protocol articles on Constitutional and legal rights, gender-based violence and peace building and conflict resolution due to the difficulty in finding appropriate indicators with reliable data for these. These are areas that the Southern African Gender Protocol Alliance hopes to address in future years.

There are also questions as to how frequently the SGDI should be computed. Year on year scoring may not reveal major changes. However, this will be a significant



Counting the difference: Alliance manager Loveness Jambaya-Nyakujarah.

Photo: Colleen Lowe Morna

benchmarking tool for 2015. Unveiling the SGDI in 2011 ahead of the SADC Heads of State Summit, along with key findings of the citizen score card, puts governments on notice. The findings and rankings will further be used in country barometers and advocacy efforts. The key regional findings may be summarised as follows:



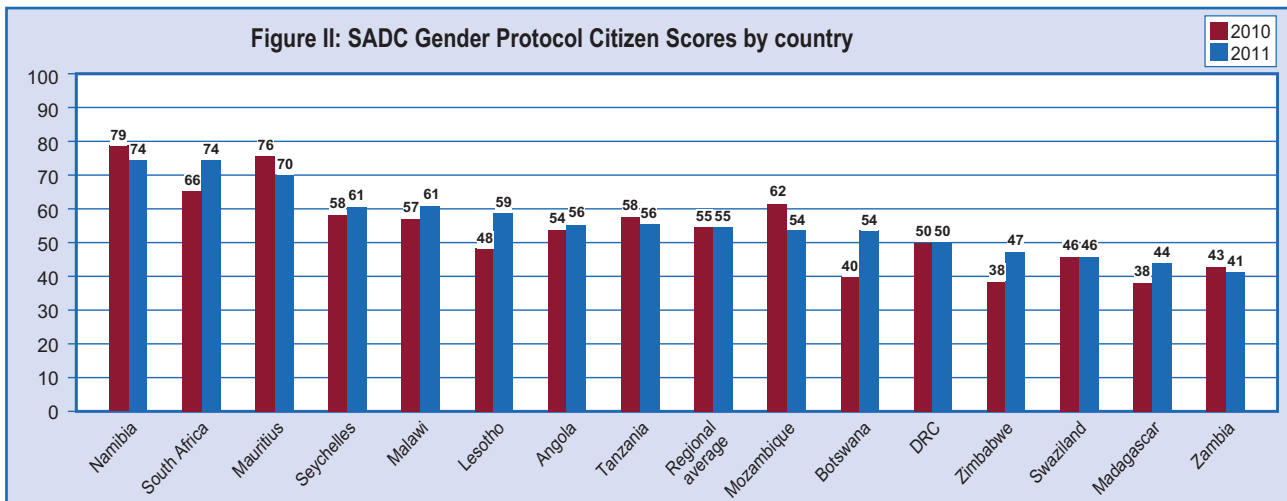
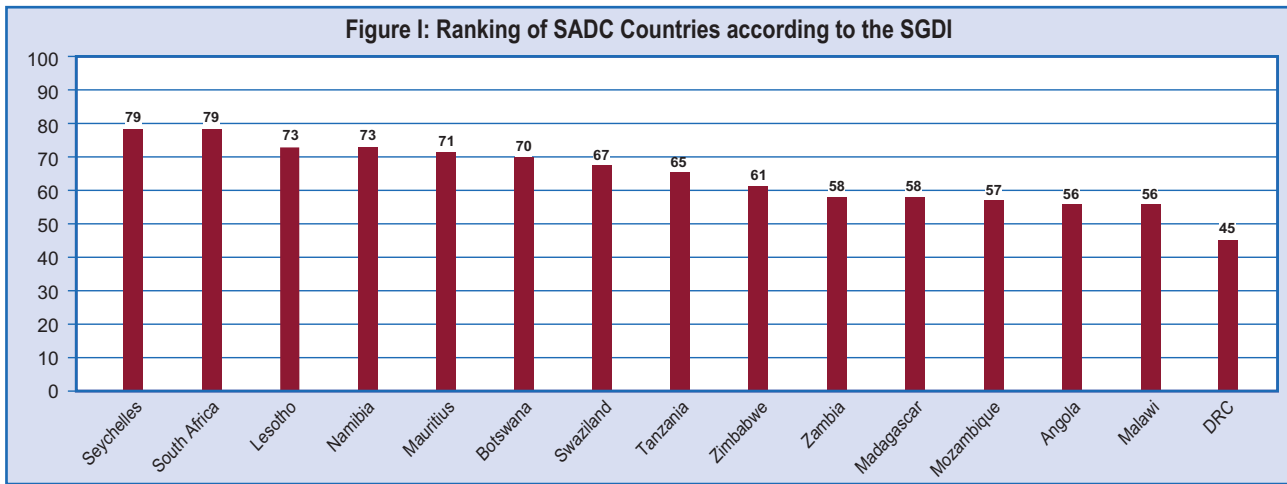


Figure I and II summarise the findings of the SGDI and the CSC by country. Although the SGDI and CSC are not directly comparable since the latter is based on perception and covers all 28 targets of the Protocol in ten sectors (compared to 23 indicators in six sectors in the case of the SGDI) it is interesting to compare the extent to which citizen perceptions correlate to the SGDI that is based on hard data.

Salient findings are that:

- Seychelles, South Africa, Lesotho and Namibia in that order score highest in the SGDI. South Africa, Namibia and Seychelles are also in the top four of the citizen score card, but Mauritius replaces Lesotho as a best performer in the eyes of citizens.
- Mozambique, Angola, Malawi and DRC rank last in the SGDI. Citizens, in contrast, place Zimbabwe,

Swaziland, Madagascar and Zimbabwe in the bottom four.

- Across the board, citizens score their governments more harshly than the SGDI. For example Seychelles gets 79% in the SGDI but 61% in the citizen scoring exercise. Overall, the SGDI average score is 64% compared to 55% in the case of the CSC (up just one percent from last year). A significant reason for this difference is that the citizen score card includes gender violence, Constitutional and legal rights, peace and security that are missing from the SGDI. These rights-based considerations are likely to considerably lower scores, and point to the importance of broadening the SGDI in the future.
- Although generally citizen scores have increased or remained the same, in some countries these have been revised downwards (for example in Namibia, Mauritius and Mozambique).



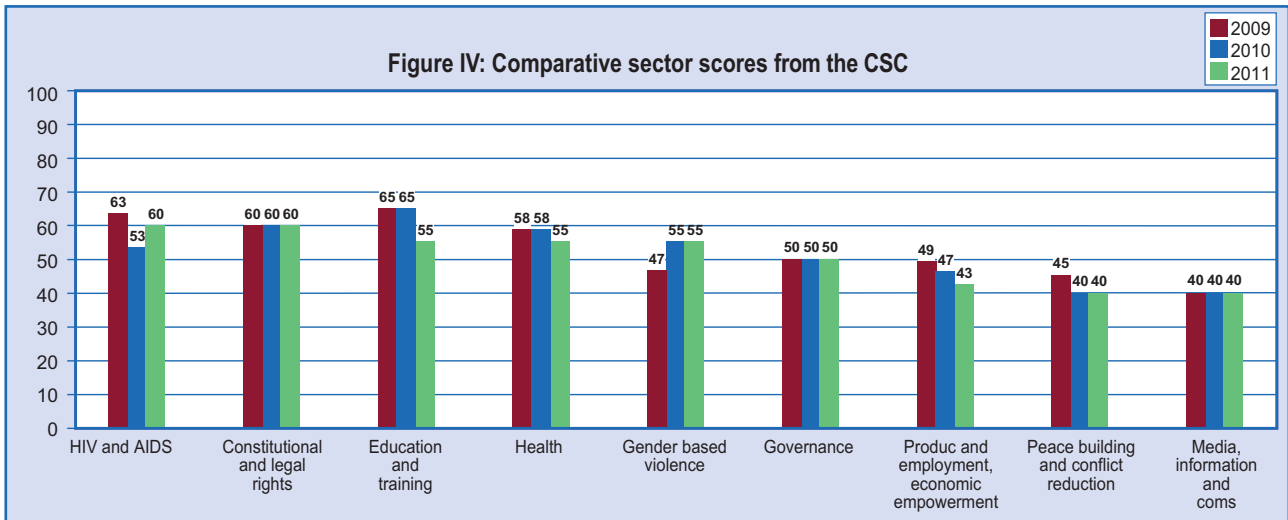
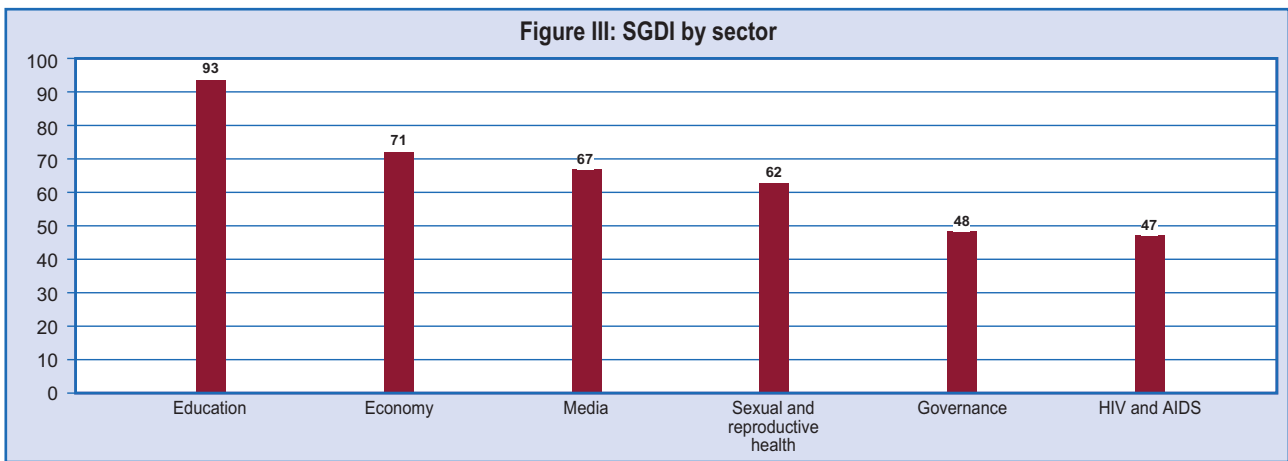


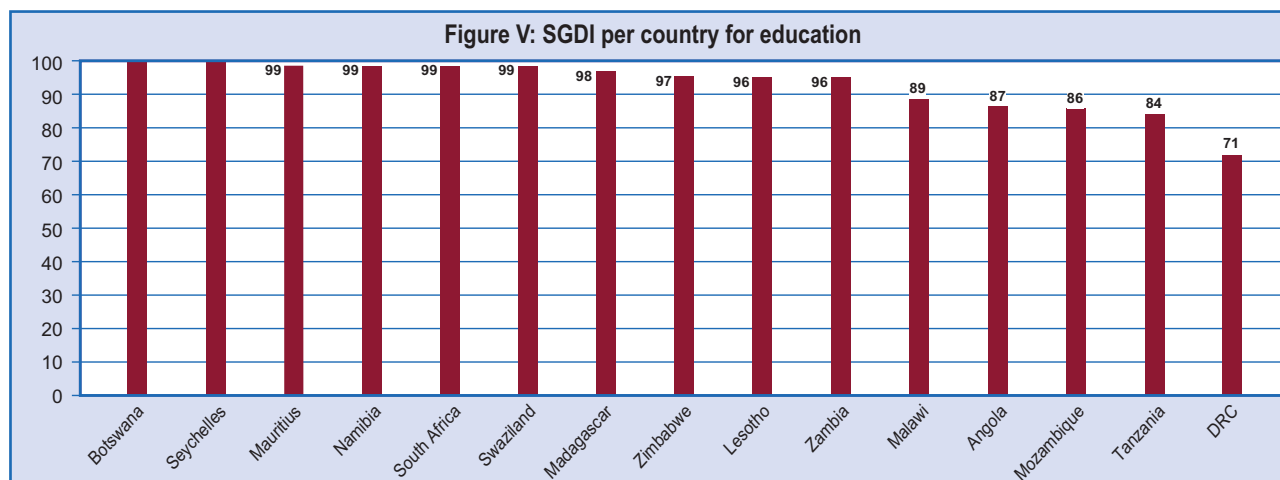
Figure III and IV compare the SGDI and the CSC by sector (six in the case of the SGDI and nine in the case of the CSC). These show that:

- The ranking in descending order in the case of the SGDI is: education, economy, media; sexual and reproductive health; governance, HIV and AIDS.
- Interestingly HIV and AIDS ranks highly in the case of the CSC, possibly because of the much greater visibility of HIV and AIDS programmes in recent times.
- Education and training dropped from 65% to 55% in 2011 in the CSC.

- Economy and media are also rated much lower by citizens than the SGDI.
- Constitutional and legal rights and GBV (not part of the SGDI) have higher scores than might be expected, probably reflecting the Protocol leaning towards, and actual large amount of legislation being passed.

The graphs that follow give the sector findings by country for the SGDI. The boxes state what each sector weight consists of. Sources (often a multiplicity) are provided with tables throughout the book.

# Education

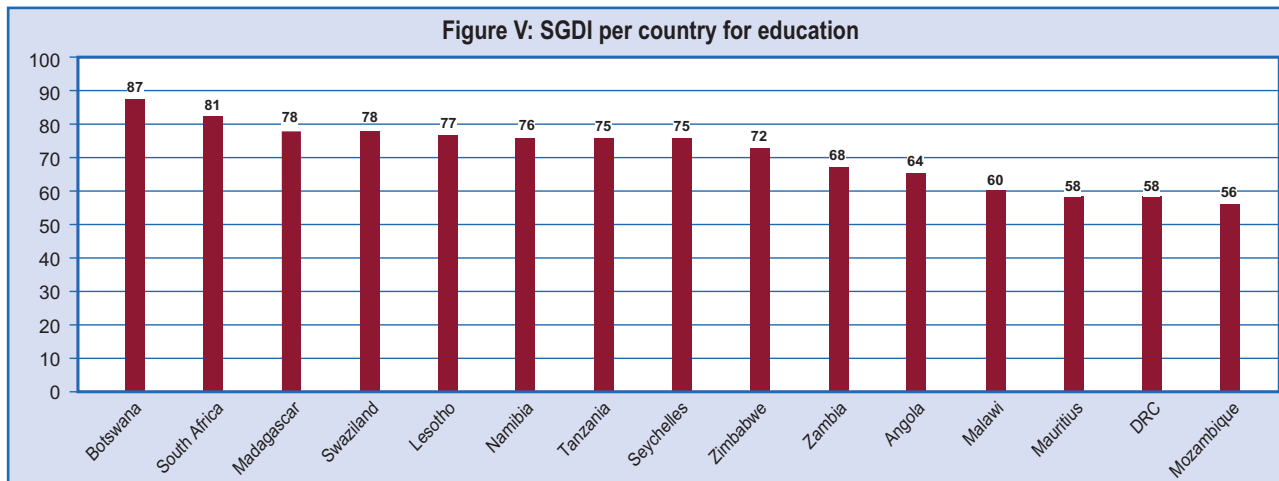


## What this score consists of:

- Primary school: The number of girls enrolled in primary school expressed as a percentage of total primary school enrolment.
- Secondary school: The number of girls/women enrolled in primary school expressed as a percentage of total secondary school enrolment.
- Tertiary education: The number of women enrolled in tertiary education institutions expressed as a percentage of total tertiary enrolment.

All SADC countries (except DRC) score highly in education, based on enrolments in primary, secondary and tertiary education. This is indeed a success area for SADC, where the trend is now for girls to outnumber boys in a number of areas. However, these successes mask important disparities, for example in vocational education, for which gender disaggregated data are not readily available. The data does not capture gender disparities in areas of study; the effect of teenage pregnancies and gender violence in schools. In this respect the more cautious scoring by citizens may be more reliable.

Figure V: SGDI per country for education

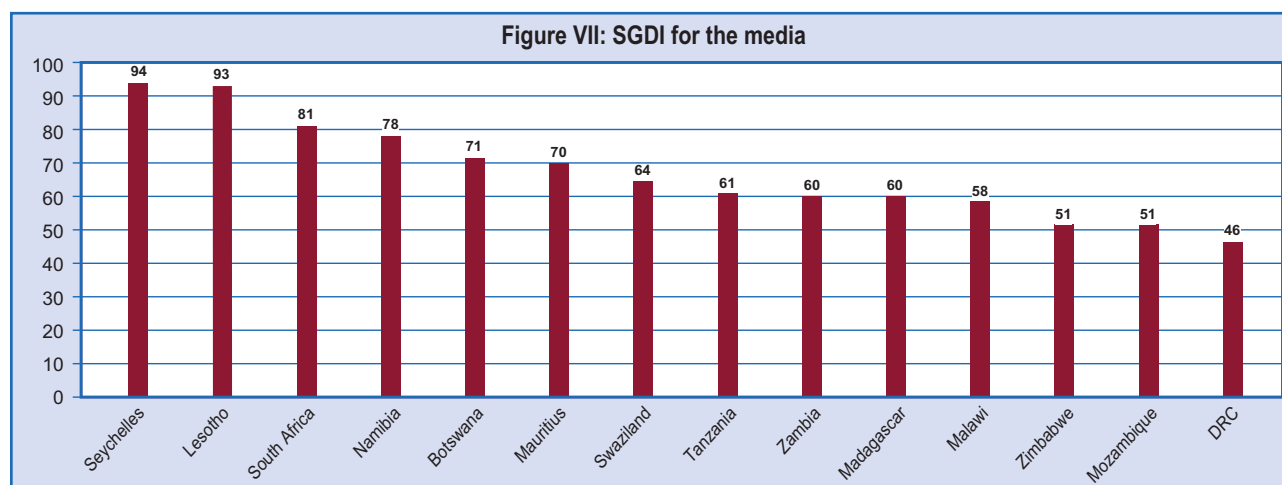


#### What this score consists of:

- Female share of economic decision making: The number of women occupying high-level economic decision-making positions expressed as a percentage of all such positions in the country. The positions included in the measure are Minister and Deputy Minister of Finance, Minister and Deputy Minister of Trade and Industry/Commerce, Minister and Deputy Minister of Planning Commission, Central Bank, or their equivalents, permanent secretaries.
- Female LFP/ Male LFP. The Labour Force Participation rate of women expressed as a percentage of the labour force participation of men. The labour force participation rate is calculated as the (number of women/men of working age (usually 15+ or 15-64) who are either employed or looking for work) divided by the total number of women/men of working age.
- Female unemployment rate. The unemployment rate of women expressed as a percentage of the unemployment rate of men. The unemployment rate is calculated as the (number of women/men who are looking for work) divided by the (number of women/men who are either employed or looking for work).
- Female share of non-agricultural paid labour. The number of women employed in paid work outside of agriculture expressed as a percentage of all people employed in paid work outside of agriculture.
- Length of maternity leave: The number of weeks leave to which a woman is entitled in respect of pregnancy and childbirth.

Botswana and South Africa lead the way on the economic indicators, with DRC and Mozambique coming in last. This bears some resemblance to the general economic performance of the different countries. But there are some anomalies: such as Madagascar in third place and Mauritius third to last. It should be remembered that the indicators reflect the gendered dimensions of the statistics. For example although Mauritius is a high performer economically the proportion of women in economic decision-making is lower than in other countries as is women's participation in the labour force relative to men. But as mentioned earlier, it is important to broaden the economic yardsticks. In particular, there is need for measures of women's income relative to men; a better scoring system for maternity leave (based on more than leave time); measures for women in the informal sector; participation of women in economic decision-making in the private sector; the unwaged work of women and land ownership. Again the more sceptical scoring by citizens may be a better measure of progress in this area.

# Media

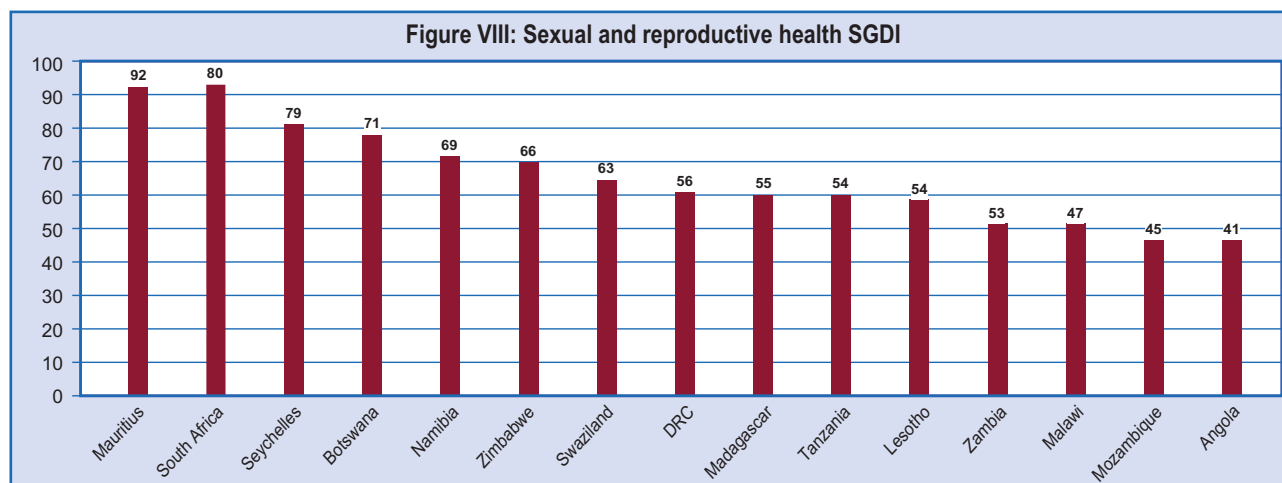


## What this score consists of:

- Women employees as % of total: The number of women employees working in media institutions expressed as a percentage of all employees in media institutions.
- Women as % of board of directors: The number of women directors of media institutions expressed as a percentage of all directors of media institutions.
- Women as % of management: The number of women managers in media institutions expressed as a percentage of all managers in media institutions.
- Female % of staff in institutions of media learning: The number of female staff in institutions of media learning expressed as a percentage of all staff in institutions of media learning.
- Female % of students in institutions of media learning: The number of female students in institutions of media learning expressed as a percentage of all students in institutions of media learning.
- Percent women news sources: The number of women referenced as sources in the media expressed as a percentage of all people referenced as sources.

The recent research conducted by Gender Links on gender in media education, in newsrooms and in media content has provided rich empirical data on the media. Seychelles, Lesotho, South Africa and Namibia lead the way, with Malawi, Zimbabwe, Mozambique and DRC at the rear. These indicators combine institutional indicators as well as a measure of voice (percentage women sources). The latter is somewhat outweighed by the institutional indicators that may skew the results in some cases. For example, South Africa and Namibia now have quite high proportions of women in the media (including, in Namibia, in decision-making) but they do not fare well in women sources (19% and 20% respectively). Lesotho does well on both. Mozambique and DRC perform poorly in both areas. In future consideration may be given to giving the voice measure more weight, especially in the absence of many rights based indicators within the SGDI.

# Sexual and reproductive health



## What this score consists of:

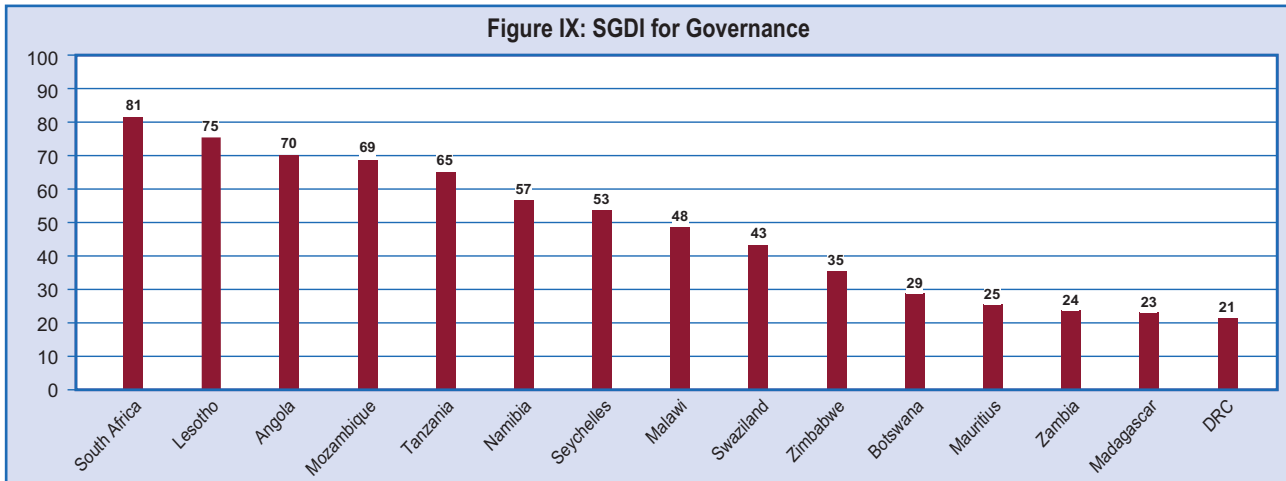
- **Women using contraception:** The percentage of women aged 15 to 49 years reporting that they use a modern form of contraception.
- **Births attended by skilled personnel.** The percentage of births in a given year in which the women is assisted by trained staff such as midwives or nurses.
- **Maternal mortality ratio:** The number of women who die while pregnant or within 42 days of termination of pregnancy for every 100,000 live births of babies.

Mauritius, South Africa, Seychelles, Botswana and Namibia - well known for good primary health care - score well in this area. Zambia, Malawi, Madagascar and Angola are at the other end of the scale. These countries correspond to best and worst performers with regard to maternal mortality. In the future it would be useful to add to this basket of weights a scale for the kinds of provisions each country has on abortion (similar to the proposal around maternity leave). A country's attitude towards choice of termination of pregnancy is a key indicator of broader gender justice discourse that needs to be better captured in the SGDI.



# Governance

Figure IX: SGDI for Governance

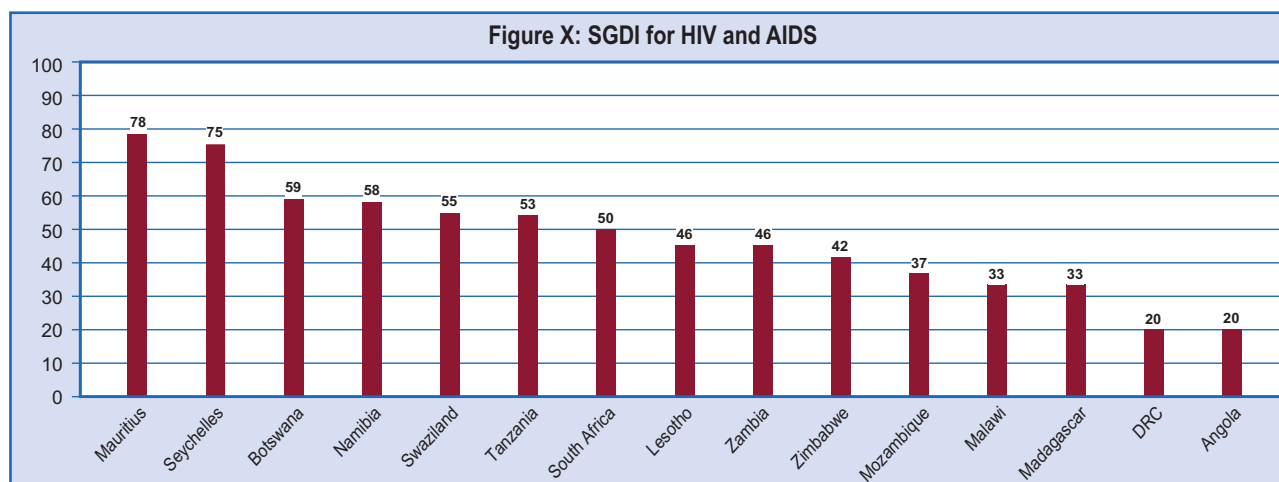


## What this score consists of:

- **Parliament:** The percentage of parliamentarians who are women. The measure includes both upper and lower houses of parliament for countries that have more than one house.
- **Local government:** The percentage of local government councillors/representatives who are women.
- **Cabinet:** The percentage of members of the Cabinet who are women. The measure includes deputy ministers and ministers of state where they are members of the Cabinet. Similarly, it includes the President if s/he is a member of Cabinet.

South Africa scores highest on governance, a score based on women's participation in parliament, local government and cabinet. The score is simple and transparent though it misses certain nuances, like the fact that South Africa slid backwards in the recent local government elections (from 40% to 38%). Lesotho sits in second place because of the high proportion of women in local government (58%). Mozambique and Tanzania are deservedly in third and fourth place. Mauritius, Zambia and Madagascar - all poor performers in this area - are in last place. Citizen perceptions and the objective reality are fairly close in this sector, where there is a high degree of awareness. For example, the knowledge quiz found that the best known target for the Protocol is the one on reaching gender parity in all areas of decision-making by 2015.

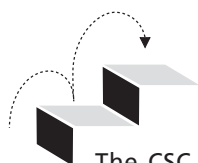
# HIV and AIDS



## What this score consists of:

- **Comprehensive knowledge on HIV and AIDS:** The percentage of women aged 15-who can correctly answer specified questions about HIV and AIDS.
- **Living with HIV as proportion of total:** The number of women who are HIV-positive expressed as a percentage of all people who are HIV-positive.
- **HIV-positive pregnant women receiving PMTCT:** The number of HIV-positive pregnant women receiving prevention of mother-to-child transmission treatment expressed as a percentage of all HIV-positive pregnant women.

Not surprisingly, Mauritius, Seychelles, Botswana and Namibia score well in this area. Their governments have some of the oldest and most far-reaching HIV and AIDS programmes. Also the incidence of HIV and AIDS is low in Mauritius and Seychelles. Unlike the rest of SADC, the majority of those living with HIV and AIDS in these islands are men since the HIV and AIDS there is mainly driven by intravenous drug exchanges. The three poorest countries, also those in and/or emerging from conflict - Madagascar, DRC and Angola - have the lowest score. This is to be expected. The more optimistic citizen scoring is on HIV and AIDS is probably a natural psychological reaction to the slowly emerging good news on this front: infection rates gradually going down; some evidence of behaviour change as well as better access to treatment and care.



## Next steps

The CSC and now SGDI are tools for government accountability. While no tool is perfect, what the SADC Gender Protocol campaign shows is that "what is not counted does not count." The two yardsticks provide different insights into the progress being made, as well as the persistent gaps. There is room for improving both - through broader dissemination of the score card, and adding indicators to the SGDI. The 2011 analysis of the indicators provides food for thought as the Barometer is launched and engaged with around the region. The 2012 barometer will be improved with the feedback received over the course of the year.