

FAMILY AND SOCIALISATION

Key issues

It is acknowledged world-wide that the family as an institution plays a pivotal role in preserving and transmitting cultural values from generation to generation. The family is the chief agent of socialisation and therefore carries the responsibility for preparation of the young for the diverse roles they will play in their lives.

The Government shall create a conducive family environment for women and men, boys and girls to fully enjoy their human rights and develop their full potential/capabilities

FAMILY AND SOCIALISATION

Ministry:

Organisations:

NGPAP Outcomes:

- Conducive environment or promotion of gender responsive society
- Gender sensitive international, regional and sub-regional human rights instruments ratified and in force

NGPAP Objectives:

- To ensure a conducive family environment for gender equality
- To ensure that women and men, boys and girls fully enjoy their human rights, and develop their full potential/capability.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Audit/ recording / documentation and dissemination of positive social and behavioural practices	Report in place					LutsangoLwakan gwane, KhulisaUmntfwana, WILSA, Department of Social Welfare	06 DPM - Department of Social Welfare	09 MTAD – Decentralization – (E247500)
Parents and children trained on gender sensitive family life.	Draft Parenting Manual	Training fusers on the parenting manual	Final Parenting Manual Produced		4		Number of training manuals produced	LutsangoLwakan gwane, KhulisaUmntfwana, WILSA, Department of Social Welfare	Non gvt source Finalization of draft – Khulisa Umntfwana (E1 000 000)	none
Train parents and children in 55 constituencies by 2015	None – New initiative	Training workshops TOT	TOTs held and number of training thereafter		2 2 5		Reports	LutsangoLwakan gwane, KhulisaUmntfwana, WILSA, DPM- Department of Social Welfare	06 DPM E50000	E550000 Balance to be sourced from NGOs and Donors
Parents, caregivers and	Swaziland Early Learning and	Training for parent and	SELDS used by all users	15	7 5	15 0	Reports on trainings	All Stakeholders (MOET, DSW,	E	Disseminati on and

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
ECCD practitioners assisted on early child development and socialization of children.	Development Standards (SELDS).	caregivers						MTAD, MOH, MOHA, Non-state actors		training of users – PACT, UNICEF (E500,000)
Improved access and distribution of services for OVC(e.g. grants) that emphasize on community strengthening and economic empowerment.	Quality Service Standards for OVC.		QSS document used by all users					All NGOs and government ministries implementing services for OVC	06 DPM – Department of Social Welfare (DSW)	Dissemination and training of NGOs – PACT, UNICEF (E500,000)
Communities championing positive social and behavioural practices and the benefits of these.	Gender Policy, SADC Protocol on Gender and Parenting Manual, Gender and Family Unit Report	Community dialogues on positive social and behavioural practices	Number of community dialogues held and people reached.	15	7 0	15 0	Communities putting in place their own local and gender-sensitive plans on positive behavioural practices.	LutsangoLwakan gwane, KhulisaUmntfwana, Save the Children, AMICAALL, MTAD, DSW, Gender and Family Unit.	09 MTAD – Decentralization (E50,000) 56 Ministry of Sports, Culture and Youth affairs (50,000) NCCU (E50,000)	Balance to be sourced from NGOs and Donors
Traditional leaders championing positive social and behavioural practices and the benefits of these.	Gender Policy, SADC Protocol on Gender and Parenting Manual, Gender and Family Unit Report.	Sensitisation of traditional leaders on positive social and behavioural practices and the benefit of promoting these.	Number of meetings held and traditional leaders sensitised.	5	1 0	25	Chiefs, Bandlancane (local authorities) are able to intervene in issues affecting communities using a gender-sensitive perspective	MTAD, LutsangoLwakan gwane, KhulisaUmntfwana, DSW, Gender and family Unit.	09 – MTAD Activity 31 E50000 Activity 35 E50000	UNFPA (E500,000)
Gender sensitive	16 established	Establish peer	Number of	2	7	7	Programmes to	MOET, Ministry	56 – Ministry of	UNFPA

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
youth and gender sensitive programme	Youth Centres country wide to promote life skills and positive behaviour using youth council manual SNYC report, Lusweti Report, Lutsango Report	education groups to promote life skills education in communities	groups in communities operating				promote the self esteem of both women and men from adolescence stage to adulthood	of Youth Affairs (SNYC), Lutsango, Dhulia Umntfwana	Sports, Culture and Youth Affairs – 10506 - Youth Council	(E200,000)
Forums provided to enable children to meet and discuss issues of social interaction. Graduates of the programme identified/mobilize and appropriated to do community response for the socialization of children	Gogo centres Social Centres in communities and towns. Psycho Social Certificate for People working with Children and Youth Affected by HIV/AIDS, poverty	5.Revive traditional structures/ forums to encourage sharing/ meeting of young people	Number of communities having these structures and meetings held.				Functional structures in communities providing social interaction platforms.	MTAD, MOET, Lutsango Lwakangwane, AMICAALL, Church Forum, World Vision, Save the Children, LDS, COSPE, Council of Swaziland Churches	09 MTAD – Decentralization 06 DPM's Office – NCCU (E100,000)	UNFPA (E300,000) UNICEF – E100,000 NCCU (E100,000)
Harmonized information on gender and socialization.	IEC materials from different organizations.	Develop IEC materials that have integrated human rights and gender issues that address good family life	Number of IEC materials developed and disseminated.				Developing programmes to focus on family life and human relations.	Gender and Family Unit and partners	06 DPM's Office – Gender Unit	UNFPA

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		relations.								
FBOs trained to implement gender-sensitive programmes	Reports from Swaziland Council of churches, Church Forum, Conference of Churches	Train Faith based organisations on human rights and gender issues.	Number of trained FBOs					Gender and Family Unit, FBOs	None	NCCU (E100,000) UNFPA and UNICEF (E300,000)
FBOs trained to implement gender-sensitive programmes that integrate family values	Reports from Swaziland Council of churches, Church Forum, Conference of Churches	FBOs design programmes that focus on children and families that are gender sensitive	Number of programmes in place						none	Council of churches, Church Forum, Conference of Churches (E500,000)
Communities championing positive social and behavioural practices and the benefits of these.	Gender Policy, SADC Protocol on Gender and Parenting Manual, Gender and Family Unit Report.	Conduct community dialogues to empower parents with gender sensitive parenting skills.	Number of dialogues held and parents reached.				Empowering parents with gender sensitive parenting skills to raise boys and girls as equal members of the family and to fulfil all gender roles Communities putting in place their own local and gender-	LutsangoLwakan gwane, KhulisaUmntfwana, Save the Children, AMICAALL, MTAD, DSW, Gender and Family Unit.	09 MTAD 06 DPM's Office - Gender Unit	NCCU (E200,000)

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							sensitive plans on positive behavioural practices.			

EDUCATION AND TRAINING

Key issues

The Government of Swaziland believes that education is a basic human right and both formal and informal education plays a key role not only in socialization but in development as well. This is supported by the Government policy on education, which promotes equal accessibility and availability of quality education to boys and girls.

However, the Government's concern is that although the enrolment of both boys and girls is about the same at primary level, statistics show a significant decrease in the number of girl children at higher levels of education particularly in the science related fields. The high attrition rate among girls at higher levels of the education system can be attributed partly to behavioral practices such as early marriage of the girl child and high levels of unplanned and unsupported pregnancies.

The Thematic objective on education recognises the concerns of government hence the objective aims at ensuring that girls and boys have equal opportunities to enrol in school; that girls participate in previously male dominated subjects such as mathematics and science and ensuring that they are retained at all levels of education in line with the National Constitution and the education goal stipulated in the Millennium Development Goals.

EDUCATION AND TRAINING

Ministry:

Organisations:

NGPAP Outcomes

- Increased retention for girls in schools
- Improvements in the economic status of boys and girls from poorer households

NGPAP Objectives

- To provide universal education for all in line with the National Constitution Section 29 and Goal 2 of the Millennium Development Goals.
- To take integrated measures to prevent and eliminate practices that contributes to early dropout from schools, especially for Girls.
- To provide the same training opportunities for men and women

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Enrolment										
SGP: Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education.	ADULT LITERACY??									
	Primary = 48% girls Secondary = 50% girls Tertiary = 51% women	Hold seminars, workshops and campaigns on the importance of education for all particularly for girls.	Increased number of girls, boys, women and men enrolled and trained by 2014				Equitable universal education for boys, girls, men and women.	Gender Unit, MOET, FAWESWA, Sebenta, NCC, SHAPE, DPMO,	Activity 51 item 04	
			Number of seminars, workshops and campaigns held and number of communities and sectors reached.				Community members, policy makers, educators sensitized.	Gender Unit, MOET, FAWESWA, Sebenta, NCC, SHAPE,	Activity 51 item 04	
		Design and Conduct gender responsive media programs	Number of programs aired and number of				75% of girls, boys, women men sensitized	Media houses, Gender Consortium,	Activity 11 item 04	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		on education for all.	people reached.(10)							
		Develop and implement a policy for universal education for all at primary level.	Policy developed and implemented.				Universal primary education achieved	MOET	Activity 11, item 4.	
Retention										
SGP: Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education.	Girls have a drop out rate of 35% in primary school and boys of 46%. Girls have a drop out rate of 62% in primary and boys of 48% in secondary schools.		Increased retention percentage for girls and boys by 2014.				Rate for girls enrolled and retained at all levels of education improved	MOET, FAWESWA, SHAPE, Sebenta	Activity 40, item 4 Activity 81 item 4, activity 20 item 6. Activity 30 item 6.	
	IEC materials has been done, but its a continuous activity. Strategic plan is in place	Develop IEC materials targeting girls and people with disabilities on school retention	Number of IEC materials developed.				Increased retentionfor girlsand people with disabilities.	FODSWA, MOET, DPMO,	Activity 40 item 4, activity 51 item 4, activity 81 item 4	
	Inqaba school management guide Has been done. Non formal primary	Review and update available training materials tailor made for education	Training materials reviewed and updated.				Teachers oriented on reviewed and updated training materials	MOET, Sebenta	Activy 40 item 4, activity 71 item 4	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	education	sector.								
	IEC materials has been done, but its a continuous activity. Strategic plan is in place	Develop IEC materials targeting girls and people with disabilities on school retention	Number of IEC materials developed.				Increased retention for girls and people with disabilities	MOET, FODSWA, FAWESWA, SWAAGAA	Activity 40 item 4, activity 51 item 4, activity 81 item 4.	
		Secure bursaries for girls, women.	No. Of bursaries available and girls accessing/benefitting.				Increased enrolment for girls and women in schools	World Vision, TibiyoTakang wane, DPMO, Caritas, FAWESWA		x
	No re- entry policy supporting girls who fall pregnant	Formulate policy in support of girls who fall pregnant to come back to school and continue with their studies after one year for purposes of nurturing the baby.	Policy in place and implemented.				All girls who fall pregnant are re-integrated into formal education	Gender Unit, MOET, Sebenta, FAWESWA,		x
		Secure bursaries for girls, women.	No. Of bursaries available and girls accessing/benefitting.				Increased enrolment for girls in schools and women in tertiary	World Vision, TibiyoTakang wane, DPMO, Caritas, FAWESWA		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Policy in place	Formulate policy in support of adults to re-enter the non-formal and formal education and training system.	Policy in place and implemented <ul style="list-style-type: none"> Increase number of male learner in 2014 	60%	70%	90%	Both male and females involved	MOET		
		Develop IEC materials to advocate, sensitize families on the importance of retention of girls in school, adult literacy and education for orphans and children with disabilities.	Number of IEC materials developed and distributed.				Positive Behaviour change, Increased enrolment in adult literacy and education for orphans and children with disability.	Sebenta, MOET,FAWESW A, SHAPE	Activity 40 item 4. Activity 15, item 4.	
Challenging gender stereotypes in education										
SGP: Adopt and implement gender sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others.	Still at pilot stage (16 schools)	Advocate for the increase of pre-vocational programmes.	3.3.1 Increased number of pre-vocational programmes at all levels.				Diverse Skills developed	NCC, MOET	Activity 60 item 4.	
	Inqaba school management guide Has been done. Non formal primary education	Review and update available training materials tailor made for education sector.	Training materials reviewed and updated.				Teachers oriented on reviewed and updated training materials	MOET, Sebenta	Activity 15 item 4	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	IEC materials has been done, but its a continuous activity. Strategic plan is in place	Develop IEC materials targeting girls and people with disabilities on school retention	Number of IEC materials developed.				Increased retention for girls and people with disabilities	MOET, FODSWAFAWE SWA, SWAAGAA	Activity 40 item 4. Activity	
Gender violence in schools										

POLITICS AND DECISION MAKING

Key issues

Women the world over are under represented at different levels of leadership and decision making. Their limited participation is associated with social perceptions. Other contributing factors are uneven education levels between women and men and the persistent differentiations in the fields of training and occupations, the lower economic status of women as well as the uneven distribution of roles and responsibilities.

The inadequate participation of women in decision-making indicates that women's concerns at different levels are either ignored or not dealt with fully. As a result, very little progress has been made in women's advancement. With the gender policy in place, it is hoped that the number of women in decision-making positions will increase at different levels of the government structures.

POLITICS AND DECISION MAKING

Ministry:

Organisations:

NGPAP Outcomes

- Women's participation in politics and decision making is increased *from 25.8% in 2008 to 30% in 2013*
- Conducive environment for women participation in decision making positions and structures at all levels.

NGPAP Objectives

- To increase women's participation in power structures and decision-making positions at different levels of governance.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing (E)	Budget – additional (E)
				2013	2014	2015				
SGP: 50% women in decision-making positions in all public and private sectors, including through the use of affirmative action measures. Swd: At least 30% women participation in decision making positions and structures at all levels by 2014.	Cabinet									
	25% cabinet Ministers	Appointed by the King								
	Parliament									
	22 % women representation in parliament	Lobby for the implementation of the constitutional quota of women in parliament.	Constitutional quota of women in elections implemented and number of women elected		Lobby meetings with parliament		30% representation of women in parliament	Gender Unit Gender Consortium Ministry of Justice EBC	200,000.00 (head 06, item 04 & 06)	
	Urban Local Government									
TOT local government elections 18% Local Government are women	Conduct training for women's groups on leadership and assertiveness to strengthen their capacity to	Number of trainings conducted	Fund raising Develop Training	Start training	M&E	Increased representation of women decision making	Gender Unit Gender Consortium Gender Links EBC		120,000.00	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing (E)	Budget – additional (E)
				2013	2014	2015				
		participate in decision making		manual						
Public Service										
	22% Principal Secretary	Appointed by the King								
	32% under Secretary									
Private Sector										
	No National Human Resource Plan	Develop a national gender responsive human resource plan to encourage affirmative action in employment of women.	National Human Resource plan developed and implemented. No. of women employed as a result of the policy (% increase of women in employment)	Sensitize relevant government ministries and private sector on the need for plan	Draft National Human Resource Plan	Implementation	Equal employment opportunities for man and women	DPMO (GFIU) Ministry of Public service Ministry of Labour FSE/CC	90,000.00 (item 04 & 06)	
Broad strategies to increase to increase women percentage in decision making positions										
	2008 Vote for a Woman Campaign (55 tinkhundla)	Mount a national campaign to promote women participation in decision making	Campaign to cover all Imiphakatsi.	Mobilize resources			Equal representation of women and man in decision making	EBC GFIU Gender Consortium Ministry of Tinkhundla		2,000,000.00

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing (E)	Budget – additional (E)
				2013	2014	2015				
				ign						
	The current employment act does not have an affirmative action clause	Amend the Employment Act to include affirmative action	Amended Employment Act with provision for affirmative action in place and implemented	3 lobby meetings with Ministry of Labour	Review of the Employment Act	Implementation	Equal employment opportunities for man and women	DPMO (GFIU) Ministry of Public service Ministry of Labour FSE/CC		90,000.00
	SECTION 20 – equality clause GFIU and the NGO gender consortium have programmes to implement the equality clause	Develop Gender Equality Act	Gender Equality Act in Place	Consultative processes	Drafting of Act	Finalisation and Adoption	Conducive environment	Ministry of Justice and Constitutional Affairs; Human Rights Commission; DPMO; Gender Consortium		500,000
	No national survey on Women in decision making	Conduct gender audit of Women in decision making	Women in decision making survey (report)	Commission the study Disseminate results			Baseline on women in decision making	Gender Unit Gender Consortium		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing (E)	Budget – additional (E)
				2013	2014	2015				
	No media strategy on Gender	Conduct media discussions, debates, drama to promote women and other vulnerable groups' participation in decision making.	Number of media activities conducted and people reached	Develop and implement Media Strategy			Inclusive participation of vulnerable groups.	DPM Ministry of ICT Gender consortium		
Conflict Resolution and Peace Keeping										
SGP: Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.	No programme to mainstream gender in uniformed forces	Develop a training manual on gender mainstreaming in the uniformed forces	Number of trainings conducted and Number of elected women leaders	Fund raise Engage consultant				Correctional Services RSP Umbutfo Defence		

POVERTY AND ECONOMIC EMPOWERMENT

Key issues

It has been established that poverty can force women and men into situations of vulnerability to social ills including sexual exploitation. Women's economic empowerment is thus a critical part of the development process. The proposed objective under this thematic area seeks to ensure that women and girls have equal opportunities, and access to, and control over productive resources including credit, land, information and services. The proposed outputs for measuring this objective are centred at enhancing women and girls' access to productive resources and reducing the poverty gap between men and women by 2014.

Proposed activities will aim at lobbying for law reform, and developing Programmes to address conditions that hinder access to credit, supporting women income generation projects, skills development training for women, youth and other vulnerable groups. Other major activities are aimed at capacity building for women entrepreneurs in business management and marketing and incorporation of gender budgeting initiatives in resource allocation and utilization at all levels (legislature & executive). Other activities will aim to support the participation of women in business and international trade fora so that they can find markets for their products. Built within this thematic area are activities to conduct periodic gender analysis of the NDS and PRSP for their responsiveness to women, youth, people with disabilities and other vulnerable groups (elderly and orphans) in order to identify mechanisms for reducing poverty among them. Programmes towards establishment of social security schemes for vulnerable groups will be highly critical.

The Government shall ensure a fair representation and participation of women and men in all decision making positions and structures and ensure the provision of increased capacity for leadership particularly for women.

POVERTY AND ECONOMIC EMPOWERMENT

Ministry
Organisation

NGPAP Outcome

- Female headed households who live below poverty line is reduced to 20% by 2021
- Women's control over land is increased
- Increased access of the poor to finance (formal and informal)
- Women's control over income and agricultural production is increased
- Women's participation in formal employment is increased to 50% for females and 50% for males.

NGPAP Objective

1. To ensure women and girls have equitable opportunities and access to and control over productive resources including credit, land, information and services.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGD: Equal participation by women and men in policy formulation and implementation of economic policies.	Women comprise 30% of those in economic decision-making defined as Minister of Finance Principal Secretary Swaziland Revenue Authority Minister of Economic Planning Minister of Commerce, Industry and	I. Incorporate gender budgeting initiatives in resource allocation & utilization at all levels (legislature & executive)	Number of institutions incorporating gender budgeting. Increase in the percentage of women in policy formulation and implementation on policies. Ministries Incorporating	35% presentation of women in all policy formulation and across the board			Equal participation, Gender Balanced Policy Environment. No of Females MPs empowered to achieve aspirations for the Country. Females being confident to take leadership & policy formulation	Head of the Swazi Government, DPMs office.	Head 06 E150 000	No additional budget

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Trade Permanent Secretary Governor of the Central Bank Deputy Governor of the Central Bank Swaziland Investment Promotion Authority - CEO						roles.			
	They were trained in 2007 by UNDP to influence the budget and be Gender Conscious.	2. Build capacity for the Cabinet Ministers & Parliamentarians in engendering the national budget	Number of capacity building initiatives undertaken and Cabinet Ministers reached	Capacitated Ministers and Parliamentarians on a Gender Conscious Budget.			All the Ministers trained on Gender Conscious Budget.	Parliament of Swaziland	Head 02 Item 04 E'100000	Head 02
	There have been a number Of Gender trainings on Gender Sensitive Budgeting but	3. Train staff in key government ministries, parliament and NGOs on gender budgeting	Number of people trained on gender budgeting	At least the critical Ministries or by			Train all Principal Planners in the different Ministry & Gender Focal Persons in the Civil	Gender Unit, Gender Links, Gender Consortium (CANGO), FSE&CC, FESBIC.	Head 06 E250 000	No additional budget will be sourced.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	it is not clear how many ministries have been trained and how many NGOs are Gender Budget Sensitive			2013 we train half of the Ministries.			Society Sector and Private Sector.			
SGD: Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.	The challenge here is that everything is reliant on service providers for ease of burden such provide Taps so that women do not have to travel a lot.	4. Conduct periodic gender analysis of the NDS and PRSP for the responsiveness to women, youth, people with disabilities & other vulnerable groups (elderly & orphans)	Gender analysis report. Report on Rural Development Services to see where as a country do we stand.	10% transition of all rural areas getting the basic services.			Ministry of Natural Resources, Ministry of ICT, Ministry of Health, Ministry of Education, DPMs office, Ministry of Tinkhundla, Ministry of Economic Planning & Development .	Head 23 E 160 000	Head 06 & Head 56	
SGP: Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of	A lot of the necessary frameworks and institutions are there such as SEDCO, NAMBOARD, Cotton Board, FSE&CC., FESBIC, CEAS, and NGOs	5. Conduct Empowerment workshops on how to access Development Funds to initiate income generating projects and SMMEs	Number of empowerment workshops conducted and people reached No of trainings involving women. No of women becoming				Women and girls , access and control over productive resources enhanced Ministry of Commerce, Industry & Trade.	Head 29 E150 000	No additional budget	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
women in the formal and informal sectors.	that have trained women on SSMEs and informal sector and entrepreneurship.		entrepreneurs.							
	Women have been supported through different initiatives by different agencies from government, NGOs, CSO and Private Sector.	6.Support women income generating projects in communities	Number of income generating projects supported No of women who have succeeded in the projects.	Re focusing our support to women and rural projects that will lead to better output.			More Income generating rural women projects succeeding.	This cuts across all sectors including government, CBOs, FBOs, NGOs, Churches and Private sector.	Head 09 E 40 000	No additional budget
	A number of training has been done by SMEs, SEDCO, NGOs and other government agencies focusing on Skills	7. Skills development training for women and youth in business management & marketing	Number of skills training undertaken and number of women and youth trained. No of communities reached & trained.				Number of communities reached & trained. Number of skills training conducted.	Ministry of Commerce, Industry & Trade.	Head 29 E 100 000	No additional resources required

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	development.									
SGP: Review national trade and entrepreneurship policies, to make them gender responsive.	There is current the adoption of the Gender policy that will drive national trade and policies to be Gender Responsive.	8. Review of national strategies to reduce poverty and provide periodic updates: PRSAP, NDSMDGs	How do you review National Trade & Strategies to be Gender Sensitive. Update the NDS to have a chapter on Gender Issues.	Review of at least 5% policies to be Gender Sensitive.			No of policies reviewed. How many policy reviews has PPCU reviewed.	By each Ministry that has a policy that needs to be reviewed.	Head 23 E 150 000	External Donor funding
	Information is Ad Hoc & Scanty currently. The efforts are not Gender Sensitive and are not coordinated.	9. Produce Radio and TV programmes to educate nation on trade related issues	Number of programmes aired. Number of radio shows hosted. No of news bulletin published in siSwati & English published.	2 TV programmes & 2 radio shows being aired that are Gender Sensitive on Trade .			Number of Radio & TV shows hosted.	SBIS, Swazi TV, Times of Swaziland, Swazi Observer.	Head 29 E100 000	No additional budget.
SGP: With regard to the affirmative action provisions of Article 5,	Legislation is in transition to make sure	10. Support women's groups to access credit.	Number of women's groups supported and	A new law that limits			Policy that allows women ease of access to	Parliament, Ministry of Economic Planning,	Head 29 E54 000	No additional budget.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.	that women can access credit but the pace is slow and fragmented.		women benefiting Create policy to allow women to easily access credit. No of institutions that offer credit allow women to access credit independently without the assistance of the Husband or In laws.	the barrier for women to easily access credit			credit. No of institutions that offer women credit easily.	FSE&CC, FESBIC, Ministry of Justice, Ministry of Tinkhundla.		
	Reliant on the parent Ministry of Commerce & Trade advocacy strategy.	11. Advocate for adoption of Economic Empowerment Bill	Economic Empowerment Bill Adopted	The Implementation framework being drafted and adopted.			Adoption of the Economic Empowerment Bill by Parliament and signed by the Head of State.	Ministry of Trade & Commerce.	E100 000	No additional budget is required.
NSGP: Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.	No Baseline for Swazi women who are currently participating in International	12. Support the participation of women in business in international trade fora	Review the export development policy to be Gender Sensitive. Number of	Women getting the basic understanding of			Number of Women participating in International Trade Fora.	Ministry of Trade & Commerce.	Head 29 E100 000	No additional budget is required.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Trade Fora.		women participating in international trade fora. Support	International trade & the Complexities.						
	Tricky to break down information on Trade and make it accessible to the general public. Maybe this objective needs more clarification.	13.Facilitate information dissemination (translation) on the different trade regimes	Number of communities having access to trade information	At least each region has 2 trainings.			Develop bodies that are well versed on Trade regimes to take advantage of this opportunity.	Ministry of Trade & Commerce, Institutions focusing on Trade such as SIPA & FSE&CC.	Head 29 E100 000	No additional budget
SGP: Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	We currently have the Wage Employment Bill that we need to finalise and make sure that it is Gender Sensitive.	14.Lobby government and parliament to expand social security schemes to reach more vulnerable groups	Number of forums with Government & Parliament held. Ministry of Public Service for the quick adoption of the Bill.	The current Wage Employment Bill being table d in Parliament.			Adoption of a Gender Sensitive Wage Employment Act.	Ministry of Public Service & Information. DPMs office	Head 06 E50 000	No additional budget

LEGAL AND HUMAN RIGHTS

Key issues

Section 20 of the Constitution recognises women's equal status in the social, economic, political and cultural spheres of life. In addition Section 28 specifically entrenches the rights and freedoms of women and the need for government to allocate resources to address the previous disparities between women and men in terms of their full advancement.

The Government shall ensure that legislation in relation to the recognition, promotion and protection of legal and human rights complies with the principles of the constitution and gender justice.

LEGAL AND HUMAN RIGHTS

Ministry
Organisation

NGPAP Outcomes

- Existence of gender equality legislation

NGPAP Objective

1. To ensure that all legislation in relation to the recognition, promotion and protection of legal and human rights complies with the principles of the constitution and gender justice.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGP: Endeavour to enshrine gender equality and equity the Constitution and ensure that these are not compromised by any provision, laws or practices.	Swazilii Government Gazette Statute Hansard	Lobbying of the Justice Portfolio Committee to ensure that the Constitutional provisions which promote gender equality and equity are not compromised by any other laws or practices	Number of laws reformed and enforced				Conducive legal environment which promotes gender equality and equity	Ministry of Natural Resources (Deeds and Registry Office) Ministry of Justice and Constitutional Affairs (Attorney General's Chambers-Drafting Department) Gender Consortium	6 Breakfast Meetings @ E40 000 sourced from Activity 23, Item 4 – E699 733 If funds are not available, they will be sourced from UNDP or EU	
		Advocate for the implementation of the gender and human rights responsive provisions in the Constitution.	Number of areas/ instances where the constitution is used						Costing will be under mass media campaigns	
		Hold consultative meetings with stakeholders on discriminatory	Number of meetings held and stakeholders reached						Ministry of Justice Ministry of Labour and	3 Consultative Breakfast Meetings/fiscal year @ E30 000, 20 people sourced

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		practices and laws					Social Security World Vision Swaziland	from Activity 21, Item 4 – E5 099 421 or Activity 18, Item 4 – E7 012 050		
		Conduct capacity building meetings with Cabinet, Parliamentarians, Judiciary and other law enforcement agencies	Number of Parliamentarians, number of law enforcement agents, Cabinet Ministers trained and trainings conducted					2-day workshop for cabinet – @E19 800 meals and accommodation, E700/day= E1 400 venue 2 3-day workshops for Parliamentarians – E700/day= E 2 100 venue, E133 200 for accommodation and meals, E600/person=E44 400 for 74 parliamentarians 3-day workshop for magistrates - @E45 000 meals and accommodation, E700/day =E2 100 venue, E15 000 per diem for 25 people 3-day workshop for Judges and Assessors -		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
									@E32 400 meals and accommodation, E700/day =E2 100 venue, E10 800 per diem for 18 people	
SGP: Review, amend and or repeal discriminatory laws.	<p>Employment Act of 1980 – women are prohibited from working at night without the permission of the Ministry of Labour and working underground</p> <p>Citizenship Act – women cannot pass on citizenship to their children born from non-Swazi fathers</p>	Conduct mass media campaigns addressing gender, laws and belief practices	Number and type of mass media campaigns conducted				<p>Ministry of Justice and Constitutional Affairs (Attorney General’s Chambers- Drafting Department)</p> <p>Ministry of Labour and Social Security</p>	¼ page newspaper inserts once a month for the next 12 months @ E120 000 sourced from Activity 14, Item 4 – E1 928 152		
		Strengthen existing institutions responsible for sensitizing and educating the	Number of strengthened and working on human rights and gender							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		masses on human rights and gender equality and equity principles								
SGP: Abolish the minority status of women.	<p>Marriage Act No.47/1964- women are generally treated as minors. They are not capable of entering into contracts without husband's consent</p> <p>S.16 of Deeds Registry Act – women married in community of property are precluded from registering title deeds for land use</p>	Support processes to enact all gender related bills (Sexual Offences & Domestic, marriage, Deeds, Child Rights etc)	Number of gender related laws enacted				<p>Ministry of Home Affairs</p> <p>Ministry of Justice</p>	Combine this activity with capacity building meetings for Cabinet, Parliamentarians and the Judiciary		
		Translate all domesticated international instruments into siSwati and Braille.	Number of laws translated and available in Siswati and Braille and number of							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			people benefitting.							
		Build capacity of Traditional institutions and community groups on all legal rights of women and gender related laws.	Number of trainings conducted and traditional and community groups reached.							
		Conduct community meetings on legal rights in relation to women and men's constitutional rights	Number of meetings conducted Number of people attending meetings disaggregated by sex							

HEALTH, REPRODUCTIVE RIGHTS AND HIV AND AIDS

Key issues

The Government has taken major strides in the improvement of the nation's health status. There have been, amongst others, interventions to address the HIV and AIDS pandemic, the increasing number of prostate cancer cases amongst men, breast cancer amongst women and general increase in diabetic cases. Health issues mainly arise out of poverty, malnutrition and ill physical and mental state. Other health issues arise as a result of ignorance, traditional practices and inaccessibility of health services in some instances. Often the health, status of women is compromised because of the heavy workload borne by them, and that of child bearing too.

There are substantial initiatives from government and non-governmental bodies to improve the reproductive health of women. Despite these efforts, the sexual and reproductive status of the population is unsatisfactory and there is still a high prevalence of sexually transmitted infections, unsafe abortions, maternal and neonatal deaths as well as low contraceptive use.

Generally women and girls do not have decision-making capacity over their sexuality and reproductive rights. At family level decisions pertaining to bestowal of conjugal rights, family size and contraceptive use are largely taken by men. Teenage pregnancy is very high in the country.

HEALTH, REPRODUCTIVE HEALTH AND RIGHTS AND HIV AND AIDS

Ministry:

Organisations:

NGPAP Outcomes

- Improved status of men and women through better health
- Reduced infant, child, and maternal mortality

NGPAP Objectives

1. To take measures that shall promote, improve, and protect the sexual and reproductive health rights as well as the health status of men, women, boys and girls throughout their life cycle

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGP: Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	National Health Policy-2007 HIV/AIDS policy-2006 SRH policy-2010 still at the parliament waiting for approval National health sector strategic framework-2008-2013 National M\$ E strategic framework/NSF 2008-2013	Provide adequate human and financial resources to respond to GBV and SRH facilities and services SRH will provide information and support to survivors of GBV	No. of accessible health and SRH facilities and services by 2014	10%	25%	50%	Increased access in health & SRH services & facilities for men, women, girls & boys throughout their life cycle	MOH	0%	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Revised SRH strategic framework 2011-2015 Virtual elimination of mother to child transmission-									
		1. Host community sensitisation meetings on gender & health issues	Number of sensitisation meetings undertaken and people reached					MoTAD,MOH		
		2. Use media to sensitise & educate public on linkages between HIV, gender and harmful beliefs/myths	Number of programmes aired and people reached					MoICT		
SGP: Reduce the maternal mortality ratio by 75%.		3. Hold community meetings on maternal health to address high maternal mortality rates.	Number of community meetings held and people reached in communities on maternal health					MOH		
		4. Train RHMs and traditional authorities on Male	No. of people trained					MoTAD,MOH		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Involvement on maternal health								
		5. Develop radio & TV programmes on Male involvement in maternal health.	Number of programmes aired					MoICT,MOH		
		6. Avail mobile clinic services at gathering points	No. of men reached through mobile clinics services					MOH		
		7. Conduct community discussion forums at Tinkhundla level on gender and health issues	Number of community discussions held.					MoTAD		
SGP: Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.		8. Create awareness among children and young people on human sexuality and prevention of teenage pregnancy through edutainment	Number of young people reached through edutainment					MOH,Mo sports ,culture and youth affairs		
		9. Integrate SRH education in church meetings	Number of church meetings which integrated SRH education					MOH,Church forum		
		10. Hold	Number of					MOH,MoTAD		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		meetings to educate men and women on individual SRH rights at community level	community meetings held and people reached							
		11. Support the recruitment of HCP for health facilities	Number of HCP recruited					MOH,Public services		
		12. Provide basic and refresher courses for existing HCPs on SRH and Rights	Number of sessions held and existing HCPs trained					MOH		
SGP: Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in correctional services	44%-Rural areas 52%-urban areas	13. Host community awareness and sensitization on hygiene, sanitary issues,	Increased sanitary facilities both in urban and rural areas Proportion of women with malnutrition	x	x	x	Increased number of sanitary facilities	MOH		
SGP: Develop gender sensitive strategies to prevent new infections.	Xxxxx(nozipho)	14 Popularize the availability and usage of the female condom to mitigate the spread of HIV and prevent teenage pregnancy	Number of female condoms distributed	x	x	x	Proportion of condoms distributed and distribution points			

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		15. Train identified role models on behaviour change strategies to instil on young people	Number of identified role models trained in BC Strategies							
		16. Conduct community dialogues on HIV & STI	Number of community dialogues held and persons reached							
		17. Produce & disseminate IEC materials on HIV and AIDS for women & girls	Number of IEC materials produced & disseminated							
SGP: Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.		18. Strengthen youth-friendly corners for provision of SRH services to young people	Number of YFC with SRH services available and youth benefitting							
		19. Increase roll out of ARTs	Number of facilities offering ARTs							
SGP: Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the		20. Support the establishment of community structures that address HIV and AIDS	Number of community structures identified and established							
		21. Support provision of health	Number of health							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with Aids.		essential health equipment	equipment provided							
		22. Strengthen support groups for PLWHA	Number of support groups strengthened							
		23. Train HCP on the importance of couple counselling	Number of HCP trained on couple counselling							

GENDER BASED VIOLENCE

Key issues

The incidence of gender-based violence is higher amongst women and children; however, there has also been a steady increase in reports of domestic violence perpetrated against men. Gender based violence is on the increase and continues to rise at an alarming rate such that the need to address it at policy level is immediate.

Mechanisms to address gender-based violence particularly for women and the girl child including people with disabilities have remained inadequate and ineffective. In addition, the other problem is the reluctance of women and girls to report cases of gender based violence. This is partly due to the social stigma attached to the phenomenon, at the weak, slow criminal justice system.

Moreover, underlying gender-based violence are the unequal power relations between men and women that emanate from institutions like patriarchy, religion and legal systems. There is therefore need for the gender policy to lay the basis for design and implementation of interventions that will deal effectively with both the root causes and ramifications of gender based violence.

GENDER BASED VIOLENCE

Ministry
Organisations

NGPAP Outcomes

- Reduced level of Gender Based Violence

NGPAP Objectives

1. To take integrated measures to prevent and eliminate all forms of gender based violence.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGP: Enact and enforce legislation prohibiting all forms of gender-based violence.	-crimes Act 1889 - girls and women protection act 1920 -Criminal procedure and evidence act #67/ 1938 -common law crimes(rape, incest, indecent assault, abduction, kidnapping, public indecency, common assault & assault GBH)	Advocate for the passing of the sexual offences and domestic bill of 2005 into law with amendment to include marital rape, indecent treatment of children that does not include penetration as well as sexual harassment and trafficking	% decrease in cases of Gender based violence recorded.	X	X	April 30	Mechanisms to combat Gender based violence strengthened and mechanisms for redress and support of survivors in place.	Civic Society, Ministry of Justice and Social Security	Head 06 Activity 15 control 02,04,06	
1.Develop guidelines on GBV training for head teachers and guidance teachers and care givers on guidance and		Conduct sensitisation workshops for minister in education, PS, school principals	Training register	X	X	April 30	Improved knowledge and participation on GBV issues in the Ministry of Education	DPM	Head 6 Activity15 control 02,04,06	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
counselling skill.										
1.Develop guidelines on GBV training for head teachers and guidance teachers and care givers on guidance and counselling skill. 2. Include GBV in curriculum studies of student teachers		Conduct training workshops for teachers on GBV, guidance and counselling skills. (to strengthen schools as centers of care and support programme).	Number of teachers trained. 3.1.2 Number of workshops conducted A training register in place	X	X	December 31	-GBV survivors in schools receiving psychosocial services	MOE, Civic Society, DPM (Gender Unit)	Head 30 Activity 51 Item- 02,04,06	
Eradicate all forms of sexual harassment at a workplace	Sexual offences bill	Facilitate the process of compiling Sexual Harassment Policies in the workplace.	Number of institutions with Sexual Harassment policies in place.	X	X	December 31	Reduction of sexual harassment cases at the workplace	MOJ, Gender Unit, Civic Society	Head 06 Activity 12 Control Item 02,04,06	
SGP:Ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault.	-Health sector response on Gender based violence (2010) -National guidelines for the multi sectoral response to	Set up Counselling centres and safe way houses at Chiefdoms & Tinkhundla centres and equip them with material and human	Number of counselling centres and Safeway houses in chiefdoms	X	X	December 31	The GBV survivors receive quality medical & psychosocial support interventions promptly	MOH, MOJ, Civic Society	Head 23 Activity 12- G512	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	sexual and gender based violence in Swaziland (draft, 2012)	resources etc (KaGogo centres, churches, families, lihlombelekekha lelaetc) to effectively deal with GBV cases.								
	-National guidelines for the multi sectoral response to sexual and gender based violence in Swaziland (draft, 2012)		Number of structures equipped.	X	X	On going	Improved accessibility for psychosocial services	CSO, gender links		
	-National guidelines for the multi sectoral response to sexual and gender based violence in Swaziland (draft, 2012)		Number of cases reported and dealt with.	X	X	ongoing	Clients trust service providers in terms of service delivery	DCS, Civic Society, MOJ, Gender Unit		
		Establish special service centre (One Drop in Centre) for victims of GBV in order to provide	Number of drop in centres established	X	X	December 31	Improved response and care of GBV survivors	MO Housing & Urban Development, Economic planning, Civic Society	Head 23 Activity 12- G512	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		support, counselling, legal and health services. (one drop centre)								
	Health Sector Response on GBV guidelines(2010)	Support the availability and use of PEP kits in all health facilities for all victims of rape	Number of centres with PEP available	X	X	December 31	Improved HIV prevention among GBV survivors	MOH, CSO,	Head 45, Activity 32 control item 02,03,04,06	
		Conduct training workshops for teachers on GBV, guidance and counselling skills. (to strengthen schools as centres of care and support programme).	Number of teachers trained.	x	x	30 April	Build Capacity of teachers on GBV	MOE, CSO, NCCU	Head 30, Activity 51, item 02,04,06	
			Number of workshops conducted							
SGP: Review and reform the criminal laws and procedures applicable to cases of sexual offences and gender based violence.	Sexual offence and domestic violence bill (2005)	Ensure establishment of witness protection programs.	Number of witnesses accessing the programs / number of established programs	x	x	30 April	Functional witness protection programs established and accessible	MOJ, CSO, Gender unit	Head 06 Activity 15 control 02,04,06	
SGP: Enact and adopt specific legislative provisions to prevent human	Human trafficking and peoples smuggling act of	Establish rehabilitation / reformatory centres and	Number of centres established	x	x	30 April	Reduced cases of human tracking	MOJ, CSO, House of Parliment, House of senators	Head 49 Activity 12- control item p 315	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
trafficking and provide holistic services to the victims, with the aim of re-integrating them into society.	2009	programmes for perpetrators of GBV								
	Human trafficking and peoples smuggling act of 2009	Conduct a research on the emerging faces of GBV.	Research report produced.	x	x	30 April	Research findings and report on GBV emerging faces available	CSO, Consultant, research unit (govt)	Head 6 Activity 12- control item 02, 04,06	
SGP: Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.	Sexual offence and domestic violence bill (2005)	Establish community action groups and monitor cases of gender based violence and ensure that victims find redress.	Number of Community Action Groups formed	x	x	30 April	Community Action Groups established	CSO, MOH, MOT	Head 5, Activity 23- control item 02 Head 45 Activity 21-01,02,03,06 Head 6 Activity 12 Control item 02	Civil Society- for psycho-support to victims of GBV
	Sexual offence and domestic violence bill (2005)	Conduct public sensitizations on sexual harassment.	Number of sensitizations conducted.	x	x	30 April	Improved public knowledge on sexual harassment	CSO, MOIT, MOT	Head 06 Activity 12 Control Item 02,04,06	
	Sexual offence and domestic violence bill (2005)	Mainstream GBV issues into the police module.	Gender responsive Police module produced Number of police DCS Units using module.	x	x	30 April	Improved service delivery by police	RSP , Gender unit,	Head 6 Activity 15, control item 02, 04 06	
SGP: Adopt integrated approaches,	National Gender Policy	Conduct study on the social and religious	Report produced	x	x	30 April	Research findings on	CSO, Gender unit, consult, church forum	Head 6 Activity 12 control item 02,04,06	PEPFAR to fund consultant

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
including institutional cross sector structures, with the aim of reducing current levels of gender based violence by half by 2015.		beliefs and attitudes of women and men that lead to violence					social and religious beliefs conducted and tabled			in the four regions
	National Gender Policy	Conduct zero tolerance campaigns in communities against beliefs and practices that lead to violence particularly among women and children.	Number of awareness campaigns conducted in communities and people reached.	x	x	30 April	Public knowledge improved on beliefs and practices	CSO, Church forum, RSP	Head 6, Activity 12 Control item 02, Head 5, Activity 23, control item 02	Head 5 partnering with CSO
	National Gender Policy	Strengthen already existing community action groups.	Number of strengthened community action groups.	x	x	30 April	Improve operations of community action groups	CSO, MOH, gender unit	Head 6 Activity 15, control item 04	Head 6 partnering with CSO
	National Gender Policy	Establish and strengthen networks and links with local power structures (community leaders, clergy and other opinion leaders in the community) to address gender based violence and other harmful	Number of community based networks established and strengthened.	x	x	30 April	Community based networks established and strengthened	CSO, gender unit, DPM office	Head 9, activity 35 control item 02,04,06	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		practices.								
	National guidelines for the multi sectoral response to sexual and gender based violence in Swaziland (draft, 2012)	Conduct training workshops for justice system and judiciary on issues of GBV and how to deal with survivors	Number of trainings conducted. Number of people trained	x	x	30 April	Improved GBV response in the Justice system	CSO, Gender unit, MOJ	Head 46, Activity 21, control item 02,04	
	National Gender Policy	Sensitizing Police Recruits, Police Officers, Lawyers and the Judiciary, Community Police and Community on Gender Based Violence.	Number of sensitizations conducted.	X	x	30 April	Improved awareness and response on GBV by security agents of the state	Gender unit, CSO, MOJ, social welfare	Head 46, Activity 21, control item 02,04 Head 5 Activity 12, control item 02	Partner with CSO
	National Gender Policy	Lobby for the setting up of more victim friendly rooms at police stations as well as in the courts and NGO's.	Number of victim friendly rooms at police stations and courts.	x	x	30 April	Improved case management of GBV survivors	CSO, gender unit, RSP, social welfare		CSO

ENVIRONMENT AND NATURAL RESOURCES

Key issues

As part of its development initiatives, Swaziland is currently concerned with the management of the environment and natural resources with particular interest in energy conservation and environment degradation.

Experience has show that women are the hardest hit by the effect of environmental mismanagement because of the gender roles that they play in resource mobilisation and utilisation. They depend greatly on the environment for their basic needs such as fuel, water, food and medicine.

In the peri-urban areas environmental problems are linked to poor sanitation, poor housing conditions increased environmentally induced diseases and increasing poverty. Poverty and environmental degradation are closely interrelated.

The National Constitution is clear on the issue of environment and national resources, as section 210 states that land, minerals and water are national resources. Subsection 2 in the same provision states that the government shall protect and make rational use of its land, mineral and water resources as well as its fauna and for a and shall take appropriate measures to conserve and improve environment.

The Government shall ensure that environmental polices, programmes and action plans take into consideration issues of gender in terms of access, control, benefits as well as management of the natural resources.

ENVIRONMENT AND NATURAL RESOURCES

Ministry

Organisation

NGPAP Outcomes

- Local adoption of sustainable energy technologies
- Improve female head households access to water and electricity

NGPAP Objectives

1. To ensure equitable participation of both women and men in environmental management,
2. To review and reform all legislations that hinder equitable access, control and benefits as well as management of natural resources

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Raise awareness on environment and gender issues in the four regions by 2014	-Event-based workshops are conducted on environmental issues; gender issues not included. - community leaders' environmental training held; these do not include gender issues -Participation data collected, but not disaggregated	1. Conduct workshops for community leaders and community members to raise awareness on gender and environmental issues. 2. Collect sex-disaggregated participation data	Number of workshops held.	6	8	n/a	Conducive environment for men, women and other vulnerable groups to have equal access, control and benefits to natural resources.	Swaziland Environment Authority (SEA) Gender Unit	Xxxx (SEA awareness raising budget) Head 04 item 10133	Nil
			Number of leaders trained	30	40	n/a				
				6	8	n/a				

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Pamphlets on environmental issues available but do not include gender aspect	3. Develop IEC materials on environmental policies and legislation	Types of IEC materials on environmental policies and legislation developed	4	4	4		Swaziland Environment Authority (SEA) Gender unit	SEA	
	Participation data for environmental workshops available but not disaggregated	4. Collection of disaggregated data for environmental workshops	Sex-disaggregated data sheets	6	8	n/a		Swaziland Environment Authority (SEA)	SEA	
Have in place a gender responsive land policy by 2015	-Land Policy still in draft stagey - Draft is not gender responsive	5. Lobby government to formulate and pass the gender responsive land policy.	Gender responsive land policy formulated and passed.	Land Policy final draft	Land policy passed			MNRE	Head 10 activity 26 item 04 (E997, 787)	1,000,000
Integrate gender issues in alternative Energy programmes	-Ethanol blended fuel pilot project report available but does not address gender -Study on energy efficient	6. Conduct research on alternative energy sources that are gender responsive and user friendly for domestic consumption.	Research report in place		Consultant Engaged	Research report in place		MNRE Gender Unit MHUD	Head 10	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	housing in place									
	Energy efficient Workshop conducted specifically for Asakhisane Maswati Housing Association coming from different communities	7.Design educational programs to promote the use of alternative energy sources among gender-specific groups	Number of promotional workshops held							
Develop, deploy and disseminate sustainable technology that is responsive to women and men by 2015	Wood efficient stoves bought and disaggregated data available	8. Buy and disseminate wood-efficient stoves in a way that benefits both men and women	Number of wooden stoves given to female-headed households					MNRE	Head 10 project FO2799	NIL
			Number of communities benefiting from wooden stoves							
	-No gender responsive educational programs -Environmental education is	9. Implement gender and environmental responsive educational programs	Gender responsive curriculum implemented		Environment curriculum offer	Gender responsive curriculum offered		Gender Unit SEA MoE MNR University of Swaziland MTEA		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	available but lacks structure				ed in schools	d in schools				
	Unaware of any specialized training in this sector	10. Train Educators on gender and environmental issues	Number of educators trained							
Investigate gender gap in environmental and natural resources policies by 2015	No gender analysis of the environment and natural resources	11. Conduct a gender analysis of the environment and natural resources policies	Report on the findings of analysis of the policies	TOR's developed	Consultant engaged	Report in place		Gender Unit SEA MNRE MTEA	Nil	
Ensure that women and men can equally access financing vehicles available for environment projects by 2015		12. Ensure equal representation of men and women in Board responsible for environment funds	Number of women and men awarded funds for environmental projects					SEA Gender Unit MTEA MOF MEPD		NIL
			Amount of money dispersed to men and women for environment projects							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ensure that public media plays a significant role in sharing information on gender dimensions of environment and natural resources	Occasional supplements on environment and natural resource featured; gender aspect not included	13. Hold bilateral with media houses and arrange for monthly supplement of gender dimensions of environment and natural resources	Number of media houses with whom Memorandum of Understanding has been signed. Number of supplements made							
	No such workshops conducted yet	14. Conduct sensitization workshops for the media houses on Gender and environmental and natural resources issues	Number of workshops conducted	2	4	4	SEA MNRE MTEA Gender Unit MHUD	NIL		
			Number of participants trained	15	30	50				

INFORMATION AND COMMUNICATION

Key issues

Information is one of the strongest tools of empowerment. However, women's access to and control of various forms of media and other sources of information is limited. Moreover, with the advent of information technology, the non-participation of women in accessing information can only be exacerbated further. This is in part attributed to lack of policy framework to ensure that gender perspective is integrated in all media, policies, programmes and operational structures. Prohibitive costs of information and technology equipment and low levels of literacy among women and other limiting factors. Conflicting opinions and perspectives on social and cultural issues, politics, economics and other development issues in relation to gender, give the impression that women have no opinion or that they are not affected by these issues.

Whereas it is important to promote positive portrayal of women in the media coverage so as to enhance their participation in the development process, some media organisations fail to eliminate gender stereotypes and hence continue to perpetuate negative projections and image of women through talks, programs, news and advertisements.

The media has the potential to be more pro-active in developing an agenda that provides coverage that challenges conventional norms and values that continue to marginalise women.

Although government has tried to improve the communication infrastructure countrywide, a lot more needs to be done particularly in the rural areas. As a result of lack of efficient road transportation in such areas, bus operators are now reluctant to risk damaging their vehicles by poor road infrastructure. This is to the detriment of women and other poor people who depend on this mode of transportation. There also exist in some parts of the country absence of tele-communications electronic mailing facilities and other forms of media. This situation hinders free access to information and vital services, in particular for women, children, and people with disabilities.

The Government will create a conducive environment for the improvement of communication infrastructure to allow equitable access of information for all levels, improve the participation of women and persons with disabilities in the media and address their negative portrayal.

INFORMATION AND COMMUNICATION

Ministry
Organisation

NGPAP Outcomes

- All forms of communication(print media, radio and TV) are accessible to all members of the society
- Incorporation of gender-disaggregated socio-economic analysis and findings into national and local plans
- Improved national capacity to monitor human and income poverty and inequality

NGPAP Objectives

1. To ensure easy access to opportunities for the use of all forms of communication media (roads infrastructure, radio and telecommunication, electronic mail and other media technology) by all members of society.
2. To increase the participation, access and control of all forms of media and communication technology

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGP: Take measures to promote the equal representation of women in ownership of, and decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions by 2015.	Within the media									
	Women constitute 19% of the women sources in Swaziland	Train editors and journalist on the importance of using women sources.	Increased number of women sources	22%	25%	30%	Reports on Media Monitoring.	Ministry of ICT – Director of Media Information, Gender Links and media houses	10 000 Activity 13 Item 04	
	Women constitute 40% of media employees; 21% of professional staff; 31% of management; 33% of directors.		% increase in number of women participating, accessing, and controlling different kinds of media.							
	Six media houses in Swd have opted to become Centres	Develop gender policies within each Media House	Gender Polices in place and implemented	Consul tative meetin gs	Draft Polici es for each	Presen tation of Final	Gender Policies for each Media House in place	Gender Links, GFIU	GL	50 000

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	of Excellence for gender in the media (GL provide names)			with media houses	Media House developed.	drafts to stakeholders.				
		12. Meeting with media executive to discuss and introduce the initiative.	Number of meetings held and no of executive adopting the initiative	1 meeting per year	2 meetings per year	2 meetings per year	Initiative adopted	MISA Gender Links GFIU	20000 Head 43 Activity 11 Item 041	
	New	16. Incorporate gender into House style Guides.	Engendered style guides developed and used.	Develop content	1 st draft of style guides	Style guides in circulation	Style guides in place	GFIU Gender Links Media Organization MISA		20 000
Media Curriculum										
	Curriculum currently at tertiary level	14. develop curriculum and train media practitioners	Media training curriculum developed and number of media practitioners trained on using the curriculum	Curriculum developed for Secondary Schools	Curriculum developed at High school level	On - going	Curriculum implemented at all levels of education	Ministry of ICT Min of Education and Training (ICT Inspectorate, NCC) GFIU Gender Links	20000 Head 43 Activity 13 Item 04	
	Biase on gender reporting	17. Evaluate journalist skills on gender reporting	Report on gender skills for reporters in place	Terms of Reference developed	Conduct Survey	Report on Skills survey	M& E Unit in place	Ministry of ICT – Director Information GFIU Gender Links MISA Media Organizations	10000 Head 43 Activity 13 Item 04	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Information Technology										
	No gender sensitive e-communication legislation in place	7. Develop legislative framework	Legislation regulating e-communication in place and implemented	Begin consultative processes	Draft bill in place	Act Enacted	Electronic Communication Act in place	Ministry of ICT - Director Communication	300 000 Head 43 Activity 12 Item 04	
	New Initiative	8. Identify ICT experts	Data base of ICT experts in place, available and utilised	Audit skill conducted	On-going	Data base developed	A committee of ICT experts in place	Ministry of ICT - Director Science and Technology Ministry of EPD(CSO) GFIU	100 000 Head 43 Activity 18 Item 04	
	New	15. Conduct research on number of males and females accessing information.	Research on number of women and males accessing information conducted and report in place	Existing TORs reviewed	Researches trained and engaged	Survey conducted and reports produced.	Survey reports in place	Ministry of ICT – Media & Information MEPD (CSO) Gender Links	10 000 Head 43 Activity 13 Item 04	
	ICT module introduced in Secondary schools	9. Develop training module and train key groups on use of ICT	Training curriculum in place and no of groups trained	Introduce module in High Schools	Introduce module at tertiary level	Introduce module at tertiary level	Module implanted at all levels of education	Ministry of ICT – Director Science and Technology Ministry of Education (ICT Inspectorate) National Curriculum Centre (NCC)		50 000