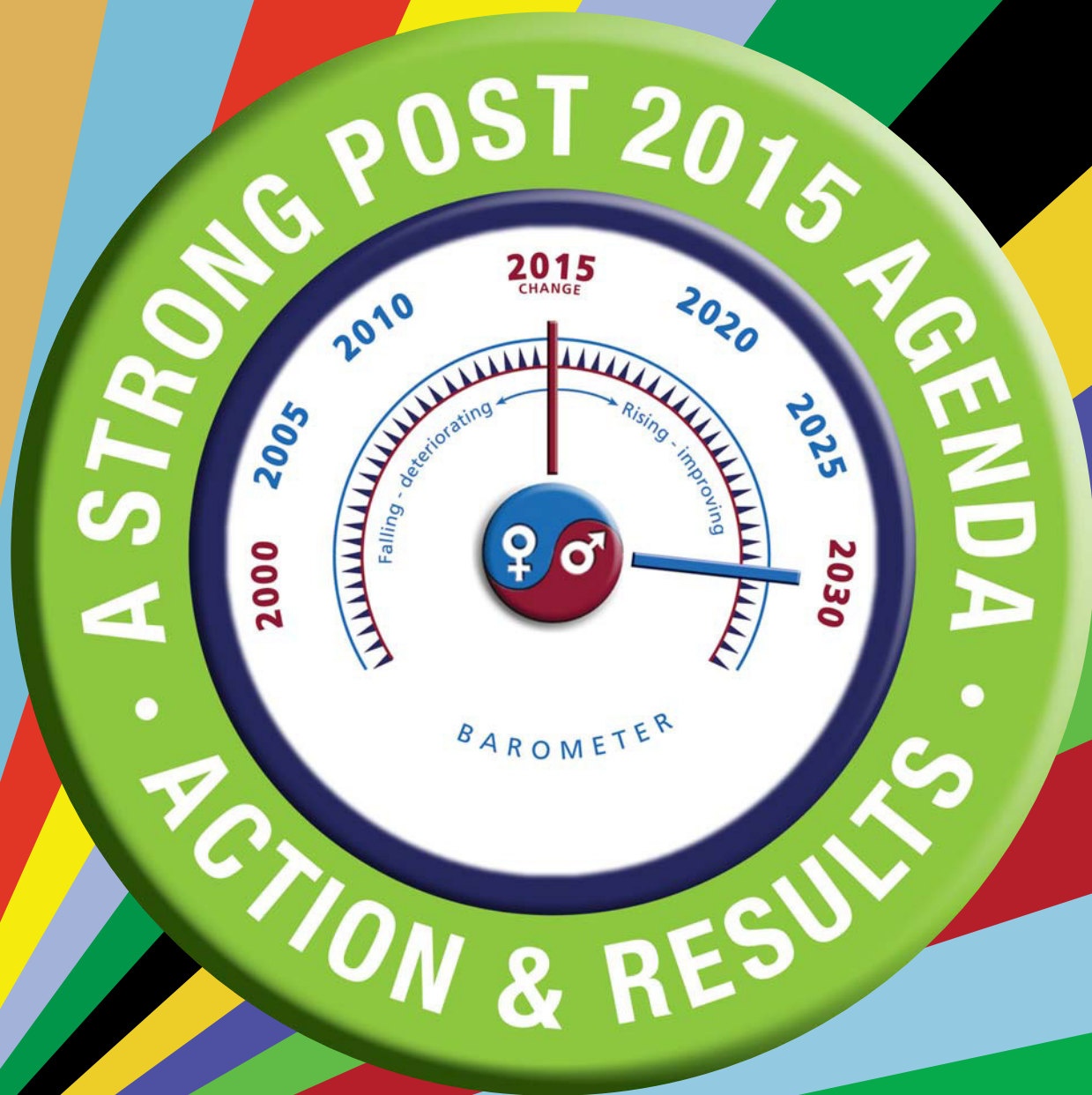


SADC GENDER PROTOCOL **2015**

BAROMETER





Alliance partners

Coordinator

Gender Links

Constitutional and legal rights

Women and Law in Southern Africa WLSA

Governance

Women in Politics Support Unit WIPSU

Health, HIV and AIDS

Southern Africa HIV and AIDS Information Dissemination Service SAfAIDS

Care work

Voluntary Services Overseas-Regional Aids Initiative South Africa

Economic Justice

Zimbabwe Women's Resource Centre and Network (ZWRNCN)

Angola

Platforma da Mulheres Accao (PMA)

Botswana

Botswana Council of NGO (BOCONGO)

DRC

Union Congolaise des Femmes des Medias (UCOFEM)

Lesotho

Women and Law in Southern Africa (WLSA-Lesotho)

Madagascar

FPFE Federation Pour la Promotion Feminine et Enfantine

Malawi

NGO Gender Coordinating Network (NGOGCN)

Mauritius

Media Watch Organisation

Mozambique

Forum Mulher

Namibia

Namibia Association of Non-Governmental Organisations Trust

Seychelles

GEMPLUS

South Africa

South African Women in Dialogue SAWID

Swaziland

Coordinating Assembly of Non-Governmental Organizations (CANGO)

Tanzania

Tanzania Gender Network Programme

Zambia

Women and Law in Southern Africa – Zambia

Zimbabwe

Women's Coalition of Zimbabwe

Faith Based Organisations

Norwegian Church AID Southern Africa Office

Men's Groups

Sonke Gender Justice

Climate change and gender

Gender CC SA

The Southern African Gender Protocol Alliance vision is of a region in which women and men are equal in all spheres. The Alliance campaigned for the adoption and implementation of the SADC Protocol on Gender and Development that has 28 targets to be achieved by 2015. The Alliance is now advocating for a strong Post-2015 agenda linked to the Sustainable Development Goals (SDGs), Beijing Plus Twenty and the Africa Agenda 2063, with a strong action and results framework.

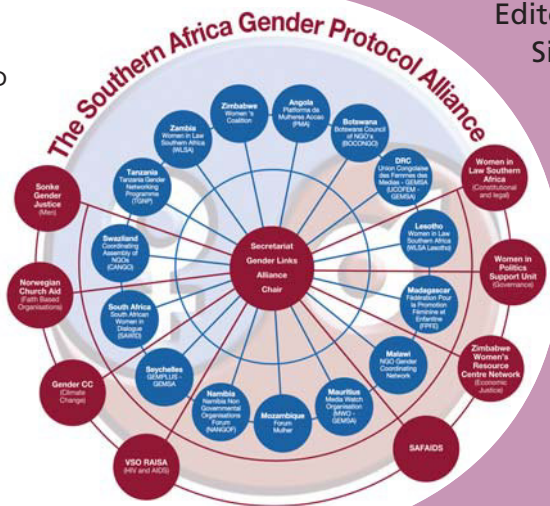
Gender Links coordinates the work of the Alliance.

© Copyright 2015

Southern Africa Gender Protocol Alliance

ISBN: 978-0-9922433-5-7

*Gender Links
9 Derrick Avenue
Cyrildene, 2198
Johannesburg, South Africa
Phone: 27 (11) 622 2877
Fax: 27 (11) 622 4732
Email: alliance@genderlinks.org.za
Websites: www.genderlinks.org.za
www.sadcgenderprotocol.org*



Editors: Colleen Lowe Morna,
Sifiso Dube, Lucia Makamure
Foreword: Phumzile
Mlambo-Ngcuka,
Executive Director,
UN WOMEN
Design/Layout:
Debi Lee

Sponsors:
European Commission,
UKaid, Norwegian Church
Aid, Diakonia

Contents

Acronyms		4
Contributors		8
Foreword		13
Preface		14
Executive summary		31
CHAPTER 1	CONSTITUTIONAL AND LEGAL RIGHTS <i>Articles 4-11</i>	45
CHAPTER 2	GENDER AND GOVERNANCE <i>Articles 12-13</i>	79
CHAPTER 3	EDUCATION AND TRAINING <i>Article 14</i>	113
CHAPTER 4	ECONOMIC JUSTICE <i>Articles 15-19</i>	141
CHAPTER 5	GENDER BASED VIOLENCE <i>Articles 20-25</i>	181
CHAPTER 6	HEALTH <i>Article 26</i>	215
CHAPTER 7	HIV AND AIDS <i>Article 27</i>	243
CHAPTER 8	PEACE BUILDING AND CONFLICT RESOLUTION <i>Article 28</i>	275
CHAPTER 9	MEDIA, INFORMATION AND COMMUNICATION <i>Articles 29-31</i>	293
CHAPTER 10	GENDER, CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT	323
CHAPTER 11	IMPLEMENTATION	353

Tables

1: SADC Protocol@Work case studies used in the 2015 Barometer	18
2: FROM MDGs to SDGs - Aligning the SADC Gender Protocol to the SDGs	23
3: Integrating the SDG provisions into the SADC Gender Protocol	24
4: Mapping of global gender frameworks against the SADC Gender Protocol	25
5: Gender in mainstream SADC Protocols	26
6: Gender references in SADC Protocols by theme	28
7: Targets and provisions in the SADC Gender Protocol	29
8: Roadmap for the review of the SADC Gender Protocol	30
I: CSC sample 2015	32
II: Sectors covered by the SGDI and CSC	32
III : Key indicators of the status of women in SADC countries	33
IV: SGDI Scores by country and rank 2011 - 2015	35
V: SDGI by country and sector performance 2011-2015	36
VI: Citizen Scores by country and rank 2011 - 2015	37
Chapter one	
1.1: Analysis of gender equality clauses in constitutions	53
1.2: Tanzania discriminatory customary legal provisions	57
1.3: Incidence of child marriages in SADC	64
1.4: Marriage and family laws	65
Chapter two	
2.1: Elections in SADC 2014-2016	81
2.2: SGP governance provisions	85
2.3: Global comparison of women in parliament by region	87
2.4: Global and regional ranking of Women in Parliament	87
2.5: Women in parliament in SADC 2015	88
2.6: Women's representation in cabinet 2009 - 2015	92
2.7: Top women leaders in Southern Africa 2009 -2015	92
2.8: Women's representation in local government 2009 - 2015	93
2.9: Women in local government in SADC in 2015 and projections	94
2.10: Political parties and quotas	96
2.11: Electoral systems, quotas and women's political participation in SADC	96
2.12: Electoral systems and quota results table	97
2.13: Summary of 50/50 Campaign Strategy	108
Chapter three	
3.1: Government expenditure on Education	117
3.2: Access and enrolment in education	119
3.3: Pass rates in primary and secondary schools in selected SADC countries	128
3.4: Representation of women in the teaching profession	129
3.5: Women and men in university faculties	133
Chapter four	
4.1: Economic growth and gender indicators	148
4.2: Human Development in Southern Africa	149
4.3: Men and women executive management positions in 2012	157
4.4: Women and men's earning in the SADC region	169
4.5: Conditions of employment	170
Chapter five	
5.1: Key baseline indicators on GBV against the SADC Protocol on Gender and Development	192
5.2: Human Trafficking Index SA, 2011-2013	197
Chapter six	
6.1: Health indicators	219
6.2: Changes in MMR 2009 – 2015	221
6.3: Progress in skilled birth attendants	225
6.4: Contraceptive usage 2009 to 2015	231

Figures

I: Comparative analysis of overall SGDI and CSC scores	31
II: SGDI by sector 2011 - 2015	37
III: How women and men perceive government commitment	38
IV: CSC by sector 2011-2015	39
V: Comparison of the SGDI and CSC by country for 2015	39
VI: Comparative CSC and SGDI sector scores	40
Chapter one	
1.1: Women and men's perceptions of constitutional and legal rights	47
1.2: Progress on Constitutional reviews between 2009 and 2015	50
1.3: Progress on non-discrimination on the basis of sex and others between 2009 and 2015	54
1.4: Progress on decriminalising LGBTI between 2009 and 2015	54
1.5: Progress on gender equality provisions in SADC Constitutions between 2009 and 2015	54
1.6: Progression addressing contradictions between Constitutions, laws and practices between 2009 and 2015	56
1.7: Progress on eliminating claw back clauses between 2009 and 2015	57
1.8: Progress on providing for affirmative action between 2009 and 2015	58
1.9: Progress on increasing the marriage age for girls to a minimum of 18 between 2009 and 2015	66
1.10: Progress on criminalising marital rape between 2009 and 2015	72
1.11: Progress on decriminalising sex work between 2009 and 2015	72
1.12: Progress on legalising abortion between 2009 and 2015	72
Chapter two	
2.1: Average comparative SGDI and CSC scores from 2011 to 2015	82
2.2: SGDI scores by country: 2011-2015	82
2.3: Comparison of the SGDI and CSC by country for 2015	83
2.4: Women and men's perception of governance in SADC	83
2.5: Women in political decision-making in SADC from 2005 - 2015	85
2.6: Women in parliament, cabinet and local government, 2015	86
2.7: Women in parliament in SADC - 2005 to 2015	86
Chapter three	
3.1: Comparative SGDI and CSC scores for education sector	115
3.2: Women and men's perceptions on education sector	116
3.3: Relationship between education and other SADC Gender Protocol provisions	116
3.4: Literacy levels of women and men	120
3.5: Proportion of girls and boys in primary schools	120
3.6: Proportion of girls and boys in secondary schools	123
3.7: Proportion of women and men in tertiary education	126
3.8: Percentage of women and men in faculties of arts, humanities and social sciences	130
3.9: Percentage of women and men in faculties of law	130
3.10: Percentage of women and men in faculties of science	131
Chapter four	
4.1: 2015 Economy Sector SGDI Scores	144
4.2: SGDI Comparison by country 2011 - 2015	144
4.3: Women's and men's perceptions of the economic sector 2015	145
4.4: Comparative SGDI and CSC scores for productive resources and employment 2015	145
4.5: SGDI and CSC trends 2011 to 2015	145
4.6: Trends of women in decision-making 2009 to 2015	150
4.7: Women in economic decision-making in 2014	150
4.8: Labour force participation	167
4.9: Labour force participation in 2009 and 2014	167
Chapter five	
5.1: Legislation on GBV since 2009 in the SADC region	
5.2: GBV service provision since 2009 in the SADC region	183
5.3: Coordination, monitoring and evaluation of GBV programmes since 2009 in the SADC region	184
	185

Tables

Chapter seven	
7.1: Key gender, HIV and AIDS indicators	250
7.2: Proportion of Women and Men Living with HIV	253
7.3: Adolescent Prevention and HIV Testing	255
7.4: Comparison of PMTCT Coverage 2009 - 2015	258
7.5: Comparison of ARV access 2009 to 2015	262
7.6: Services undertaken by care providers	268
Chapter eight	
8.1: Peace Index 2015 Ranking of Sub-Saharan Countries	281
8.2: Analysis of gender provisions in relevant security services legislation	282
8.3: Women's representation in correctional services	287
Chapter nine	
9.1: Summary of GL's media COEs	303
9.2: Women's voice in individual media house performance	312
9.3: Summary of key gender indicators for institutions of higher learning in the GIME research	318
Chapter ten	
10.1: Changes in climate patterns in Southern Africa	325
10.2: Gender dimensions of climate change	327
10.3: Climate Change, Sexual and Reproductive Health and Rights	328
10.4: Representation of women and men in key decision-making positions related to the environment	333
Chapter eleven	
11.1: Legal progress of the Protocol by country	358
11.2: Country mapping of national gender policies, processes and alignment to Protocol	360
11.3: Centres of Excellence for Gender in Local Government	365
11.4: Amount allocated by COEs for gender work (Rands)	367
11.5: Participants in the knowledge quiz	374
11.6: Participants in the GPS	376
11.7: How the GPS is scored	376
11.8: 2015 SADC Protocol@Work District and National Summits	378
11.9: Summit case studies by country by theme	379
ANNEX 1	384
ANNEX 2	392
BIBLIOGRAPHY	397

Figures

5.4: Women and men's perception on GBV, 2015	185
5.5: Lifetime prevalence	187
5.6: Lifetime experience and perpetration of intimate partner violence	187
5.7: Lifetime experience of rape by non-partner	188
5.8: Ecological model of the drivers of GBV	188
5.9: Health Consequences of Violence Against Women and Girls	189
5.10: Association between HIV positive status and experience of IPV	190
5.11: Association between HIV positive status and experience of rape	190
5.12: Personal attitudes about sexual entitlement in marriage	197
5.13: Experience of sexual harassment in the six countries	199
5.14: Awareness of the 16 Days of Activism Campaign	202
5.15: Proportion of political speeches mentioning GBV	209
Chapter six	
6.1: SGDI Indicators Comparative 2011 : 2015	217
6.2: Comparative SGDI and CSC scores for the health sector	217
6.3: Women's and men's perceptions on Sexual Reproductive Health Rights	218
6.4: Maternal mortality rate per 100 000 in Southern Africa	220
6.5: Percentage of births attended by skilled personnel	224
6.6: Contraceptive usage in Southern Africa	231
6.7: Total coverage of sanitation facilities	237
6.8: Percentage rural coverage of sanitation facilities	237
6.9: Percentage urban coverage of sanitation facilities	239
Chapter seven	
7.1: HIV and AIDS Comparative SGDI 2011 - 2015	245
7.2: Comparative SGDI and CSC scores for the HIV and AIDS	245
7.3: Women's and Men's perceptions of HIV and AIDS	246
7.4: Proportion of women and men living with HIV	252
7.5: Women and men's comprehensive knowledge of HIV and AIDS	253
7.6: Percentage pregnant women living with HIV on PMTC	257
7.7: Percentage of those eligible receiving ARVs	261
Chapter eight	
8.1: Women's and men's perceptions on peace and security	278
8.2: Percentage of women in the defence sector	284
8.3: Women's representation in SADC police forces	286
8.4: Women in peace keeping 2013-2014	288
Chapter nine	
9.1: Comparative SGDI and CSC score for media	296
9.2: Comparative progress SGDI and CSC scores for media	296
9.3: Women and men's perception of the media in SADC	297
9.4: Progress in media house scores by country	304
9.5: Women as news sources over time	309
9.6: Women sources in SADC 2013 and 2014	312
Chapter ten	
10.1 Women's participation at the Conferences of the Parties (COP)	331
10.2: Proportion of women and men in the environmental and sustainable development sector	334
Chapter eleven	
11.1: Costing model developed by Gender Links	362
11.2: SADC Protocol@Work case studies in service delivery 2015 by country	368
11.3: Strengthening coalition building	372
11.4: Average knowledge quiz scores per question 2012 and 2015	375
11.5: Female and male knowledge quiz scores per question 2015	375
11.6: Gender Progress Scores for women and men in the SADC region	376
11.7: Levels of gender awareness in the SADC region	377
11.8: Summit case studies by category	379

Acronyms

AAA	Association of Advertising Agencies
ABC	All Basotho Convention
ABC	All Basotho Congress for Democracy
AEO	African Economic Outlook
AGOA	African Growth and Opportunity Act
AIDS	Acquired Immune Deficiency
AIPPA	Access to Information and Protection of Privacy Act
ALAT	Association of Local Authorities in Tanzania
ALS	Agriculture and Livestock Survey
ANC	African National Congress
ANC	Antenatal Care
ANEX	Activists networking against the exploitation of children
APP	All People's Party
AREU	Agricultural Research and Extension Unit
ART	Anti-retroviral treatment
ARV	Anti-Retroviral drug
AU	African Union
BBS	Biological and Behavioural Surveillance
BCEA	Basic Conditions of Employment Act
BCP	Botswana Congress Party
BEDIA	Botswana Export Development and Investment Authority
BDC	Botswana Development Cooperation
BDP	Botswana Democratic Party
BEST	Basic Education Statistic in Tanzania
BNF	Botswana National Front
BNP	Basotho National Party
BOCONGO	Botswana Council of Non-Governmental Organisations
BPFA	Beijing Platform for Action
BSA	Broadcasting Services Act
BSSP	Business Support Services Programme
BWASA	Business Women's Association of South Africa
CARMMA	Campaign for Accelerated Reduction of Maternal Mortality in Africa
CASE	Community Agency for Social Enquiry
CCA	Concessionary Credit Agency
CCM	Charna cha Mapinduzi
CCP	Climate Change Programme
CEEC	Citizens' Economic Empowerment Commission
CEDA	Citizen Entrepreneurial Development Agency
CEDAW	Convention on the Elimination of All Forms of Discrimination
CGI	Carbon Green Investments
COE	Centre of Excellence
CHADEMA	Cha Cha Demokrasia in Tanzania
CHBC	Community Home Based Care
CSC	Citizen Score Card
CMFD	Community Media for Development
CMP	Meeting of the Parties to the Kyoto Protocol
CoD	Congress of Democrats
COMSIP	Community Savings and Investment Project
COP	Conference of the Parties
COPE	Congress of the People
COSATU	Congress of South African Trade Unions
CPF	Commonwealth Parliamentary Forum
CREW	Credit Empowerment for Women (in Tanzania)
CRP	Constitutional Review Process (Zimbabwe)
CSO	Civil society Organisations
CSW	Commission on the Status of Women
CUF	Civic United Front
CW	Commonwealth Secretariat
DA	Democratic Alliance
DBS	Development Bank of Seychelles
DIRCO	Department of International Relations and Cooperation
DPN	Democratic Party of Namibia
DPP	Democratic Progress Party
DRC	Democratic Republic of Congo
DTA	Democratic Turnhalle Alliance of Namibia
ECA	Economic Commission for Africa
ECLA	Economic Commission for Latin America
EDF	European Development Fund
EFF	Economic Freedom Fighters
EIA	Environmental Impact Assessment
EISA	Electoral Institute of Southern Africa
EMAP	Export Marketing Assistance Programme for Manufacturers
EMB	Election Management Body
EPSE	Personal and Social Education Programme (Seychelles)
FemAct	Feminist Activist Coalition
FMG	Female Genital Mutilation
FPTP	First Post the Post
FRELIMO	Frente de Libeartacao de Mocambique Liberation Front
GAMAG	Global Alliance on Media and Gender
G-BEM	Botswana Girl/Boy Education Movement

GBI	Gender Budgeting Initiative
GBV	Gender Based Violence
GEM	Gender and Media
GEM SUMMIT	Gender and Media Summit
GEMSA	Gender and Media Southern Africa
GEPMI	Gender and Economic Policy Management Initiative (GEPMI-Africa)
GMDC	Gender and Media Diversity Centre
GIME	Gender in Media Education in Southern Africa
GSC	Gender Scored Card
GENOL	Gender and Energy Network of Lesotho
GFP	Gender Focal Point
GHG	Green House Gas
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
GMMP	Global Media Monitoring Project
GMPS	Gender and Media Progress Study
GMS	Gender Management System
GPA	Global Peace Agreement (Zimbabwe)
IPU	Inter-Parliamentary Union
HAM	Higher Media Authority (DRC)
HIV	Human Immuno deficiency Virus
HVM	Hery Vaovao ho an'i Madagasikara(New Forces for Madagascar)
IBA	Independent Broadcasting Authority
ICASA	Independent Communications Authority of South Africa
ICPD	International Conference on Population Development
ICT	Information and Communication Technology
IDA	International Development Association
IDASA	Institute for Democratic Alternatives
IDUs	Injecting Drug Users
IEC	Institute Electoral Commission
ILFS	Integrated Labour Force Survey
IMCI	Integrated Management of Childhood Illness
IULA	International Union of Local Authorities
IWMF	International Women's Media Foundation
IOM	International Organisation for Migration
ISPD	Interstate Politics and Diplomacy Committee
IPCC	International Panel on Climate Change
IT	Information Technology
JED	Journaliste en Danger
JIPSA	Joint Initiative on Priority Skills Acquisition
LCA	Lesotho Communication Authority
LCD	Lesotho Congress for Democracy
LEA	Local Enterprise Authority
LEAP	Lesotho Enterprise Assistance Program
LEP	Lesotho Education Party
LHRC	Legal and Human Right Centre
LND	Lesotho National Development Corporation
LPPA	Lesotho Planned Parenthood Association
MAG	Monitor Action Group
MAP	Media Action Plan
MAP	Madagascar Action Plan
MBC	Mauritius Broadcasting Cooperation
MCA	Millennium Challenge Account
MCCI	Mauritius Chamber of Commerce and Industry
MCDGD	Ministry of Community Development and Gender and Children
MCO	Ministerial Committee
MDC-M	Movement for Democratic Change - Mutambara
MDC-T	Movement for Democratic Change -Tsvangirai
MDGs	Millennium Development Goals
MECOZ	Media Ethics council of Zambia
MCM	Media Council of Malawi
MGYSR	Ministry of Gender and Youth, Sports and Recreation
MIJ	Malawi Institute for Journalism
MISA	Media Institute for Southern Africa
MFP	Marematlou Freedom Party
MFPWA	Mauritius Family Planning and Welfare Association
MINFAMU	Ministry for Family and Women
MLP	Mauritius Labour Party
MMC	Millennium Challenge Compact
MMD	Movement for Multiparty Democracy
MMP	Media Monitoring Project
MMR	Maternal Mortality Ratio
MNCH	Maternal Newborn and Child Health
MNSSD	Malawi National Strategy on Sustainable Development
MoHSW	Ministry of Health and Social Welfare
MOHSW	Ministry of Health and Social Welfare
MOU	Memorandum of Understanding

MP	Members of Parliament
MPL	Members of the Provincial Legislature
MPLA	Movimento Popular de Libertacao de Angola - Popular Movement for the Liberation of Angola
MPSR	Malawi Public Services Regulations
MSM	Men who have sex with men
MST	Methadone Substitution Therapy
MTI	Ministry of Trade and Industry
MTP	Medium Term Plan
MUSCO	Malawi Union of Savings and Credit Cooperatives
MWAGCD	Ministry of Women's Affairs Gender and Community Development
MWO GEMSA	Media Watch Organisation -Gender and Media Southern Africa
MWRCDFW	Ministry of Women's Rights, Child Development and Family Welfare
NABW	National Association of Business Women
NAMFISA	Namibia Financial Institutions Supervisory Authority
NAMREP	Namibia Renewable Energy Programme
NANGO	National Association of Non-Governmental Organisations
NAPA	National Action Programme for Adaptation
NBS	National Bureau of Statistics
NBSAP	National Biodiversity Strategy and Action Plan
NCC	National Constitutional Conference (Zambia)
NCOP	National Council of Provinces
NCRF	National Community Radio Forum
NDMC	Namibia Democratic Movement for Change
NEC	National Electoral Commission
NEP	National Environmental Policy
NEP	Needle Exchange Programme -Mauritius
NGO	Non-Governmental Organisation
NGOGCN	NGO Gender Coordinating Network
NICTS	New Information and Communication Technologies
NIP	National Independent Party
NLD	National League for Democracy
NLFP	New Lesotho Freedom Party
NPCGBV	National Response to Combat Gender Based Violence
NPP	National Progressive Party
NSDP	National Strategic Development Plan
NSO	National Statistical Office
NUDO	National Unity Democratic Organisation of Namibia
NWEC	National Women Entrepreneur Council
OSHA	Occupational Health Safety Act
OVC	Orphans and Vulnerable Children
PANAGED	Gender and Development National Action Plan (Madagascar)
PAPCBP	Pan African Capacity Building Program
PCAR	Primary Curriculum Assessment Reform (Malawi)
PCB	Press Council of Botswana
PCR	Polymerase Chain Reaction
PEP	Post Exposure Prophylaxis
PF	Patriotic Front
PLWHA	People Living with HIV and AIDS
PMTCT	Prevention of Mother to Child Transmission
PPRD	Peoples Party for Reconstruction and Democracy
PR	Proportional Representation
PSCP	Private Sector Competitiveness Project
PSI	Population Services International
PWIDs	People Who Inject Drugs
RP	Rally for Progress
REDD	Reducing Emission from Deforestation and Forest Degradation
RECs	Regional Economic Communities
RISDP	Regional Indicative Strategic and Development Plan
RP	Republic Party of Namibia
RPTC	Regional Peace Training Centre
SA	South Africa
SABC	South African Broadcasting Corporation
SADC	Southern Africa Development Community
SADP	Smallholder Agriculture Development Project
SAEF	South Africa Editors Forum
SAWID	South African Women In Dialogue
SBFA	Small Business Financing Agency
SENPA	Small Enterprise Promotion Agency
SEOM	SADC electoral observer mission
SGPA	SADC Gender Protocol Alliance
SGP	SADC Protocol on Gender and Development
SGU	SADC Gender Unit
SANDF	South Africa National Defence Force
SANTAC	Southern Africa Network against Trafficking
SARDC	Southern Africa Research and Documentation Centre
SARO	Southern Africa Regional Office
SARPCCO	Southern African Regional Police Chiefs Cooperation Organisation
SB	Subsidiary Bodies (SB)
SDGD	SADC Declaration on Gender and Development
SEA	Security of Employment Act

SEnPA	Small Enterprise Promotion Agency
SGDI	SADC Gender and Development Index
SLB	Standard Lesotho Bank
SIDA	Swedish International Development Cooperation Agency
SMEDA	Small and Medium Enterprises Development Authority
SPEMSD	SADC Protocol on Environmental Management and Sustainable Development
SPPF	Seychelles People Progressive Front
SSA	Sub-Saharan Africa
SSDS	Seychelles Sustainable Development Strategy
SSP	Safe School Programme
SSP	Gender and Security Sector Reform
STI	Sexually transmitted Infections
SWAAZ	Society for Women and AIDS in Zambia
SWAPO	South Western Africa's People Organisation
SWEET	Swaziland Women's Economic Empowerment Trust
SWTF	Seychelles Women's Trust Fund
TAC	Treatment Action Campaign
TACRA	Tanzania Communications and Regulatory Authority
TAMWA	Tanzania Media Women's Association
TANU	Tanganyika African National Union
TACRA	Tanzania Communications and Regulatory Authority
TAWLA	Tanzania Women's Lawyers Association
TCCIA	Tanzania Chamber of Commerce Industry and Agriculture
TEVETA	Technical, Entrepreneurial and Vocational Education and Training Authority (Mauritius)
TEVET	Technical, Entrepreneurial and Vocational Education and Training (Malawi)
VMCZ	Voluntary Media Council of Zimbabwe
TLP	Tanzania Labour Party
TNGP	Tanzania Gender Networking Program
TPFNet	Tanzania Police Female Network
TSC	Teaching Service Commission
UDC	Umbrella for Democratic Change
UDF	United Democratic Front of Namibia
UDSA	University of Dar Es Salaam
UN	United Nations
UNAIDS	United Nations Joint Programme on HIV and AIDS
UNCTAD	United Nations Conference on Trade and Development
UNDP	United National Development Programme
UNDPKO	United Nations Department for Peacekeeping Operations
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UN.GIFT	United Nations Global Initiative to Fight Human Trafficking
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNODC	United Nations Office on Drugs and Crime
UNSCR	United National Security Council Resolution
URT	United Republic of Tanzania
USAID	United States for International Development
VCT	Voluntary Counselling and Testing
VMMC	Voluntary Medical Male Circumcision
VSO-RAISA	Volunteer Service Overseas-Regional AIDS Initiative Southern Africa
WABAZ	Women Alliance of Business Associations in Zimbabwe
WBI	Women's Budget Initiative
WCNOVAW	Western Cape Network on Violence Against Women
WCoZ	Women Coalition of Zimbabwe
WDF	Women Dignity Project
WECA	Women in Enterprise Conference and Awards
WFHB	Women's Finance House Botswana
WHO	World Health Organisation
WIBA	Women in Business Association
WIDSAA	Women in Development Southern Africa Awareness
WILDAF	Women in Law and Development in Africa
WIPSU	Women in Politics Support Unit
WLAC	Women's Legal Aid Centre
WLSA	Women and Law in Southern Africa
YHC	Youth Health Centre (Seychelles)
ZAACA	Zimbabwe Agenda for Accelerated Country Action for Women, Girls, Gender Equality and AIDS
ZAFAWIB	Zambia Federation of Associations of Women in Business
ZANU PF	Zimbabwe African National Union Patriotic Front
ZBC	Zimbabwe Broadcasting Corporation
ZDH	Zimbabwe Demographic and Health Survey
ZDF	Zimbabwe Defence Forces
ZEMA	Zambia Environmental Management Agency
ZNCC	Zimbabwe National Chamber of Commerce
ZNWL	Zambia National Women's Lobby
ZWLA	Zimbabwe Women Lawyers Association
ZWRCN	Zimbabwe Women Resource Centre Network

Contributors

EDITORIAL TEAM



Colleen Lowe Morna (South Africa)

is CEO of Gender Links. A South African born in Zimbabwe, Colleen began her career as a journalist specialising in economic and development reporting including the Africa Editor of the New Delhi-based Women's Feature Service. She joined the Commonwealth Secretariat as a senior researcher on the Africa desk in 1991, and later served as Chief Programme Officer of the Commonwealth Observer Mission to South Africa. Colleen subsequently served as founding CEO of the South African Commission on Gender Equality. A trainer, researcher and writer, Colleen has written extensively on gender issues in Southern Africa. She holds a BA degree in International Relations from Princeton University; Masters in Journalism from Columbia University and certificate in executive management from the London Business School. She has received awards from the Woodrow Wilson School of International Relations; the Newswomen's Club of New York and the Mail and Guardian newspaper in South Africa. In 2007, South Africa's Media Magazine named Colleen runner up in the *Media Woman of the Year Award*. In 2013, CEO magazine named Colleen the "most influential woman" in South Africa and Africa as a whole in the civil society category. A year later the University of Johannesburg awarded Colleen honorary membership of the Golden Key Association that recognises excellence in academia and public service. Colleen has served as editor-in-chief of all six Barometers.



Sifiso Dube (Zimbabwe) is the Alliance and Partnerships Manager at Gender Links. Sifiso has been with Gender Links since September 2012 when she joined as the Gender and Governance Manager. Sifiso is now manager of the SADC Gender Protocol Alliance and the annual SADC Gender Protocol Barometer research. Sifiso holds a BCOM in Entrepreneurship and a Master's in Public and Development Management. She undertook Gender Studies at the University of Pretoria and African Thought Leadership at the Thabo Mbeki African Leadership Institute (TMALI). Prior to joining Gender Links, Sifiso worked at CIVICUS, a global civil society network where she led a gender mainstreaming

programme. Sifiso updated the Implementation chapter and edited several chapters of the Barometer.



Lucia Makamure (Zimbabwe) is the Alliance and Partnerships Officer at Gender Links. She is responsible for coordinating the SADC Gender Protocol Alliance network and the annual SADC Gender Protocol Barometer research. Lucia, who joined the organisation in 2011, is responsible for much of the

desktop and administrative follow up and support on this project. Previously she worked for the Zimbabwe Independent as a political reporter. Lucia researched most of the SGDI data in the report; updated the Education chapter and executive summary; and served as editorial assistant.



Debbie Budlender (South Africa)

is an independent Consultant. Between 1988 and June 2012 she worked as a specialist researcher with the Community Agency for Social Enquiry (CASE): a South African non-governmental organisation working on social policy research. Between April 1997 and

March 2002 Debbie was on a long-term part-time secondment to Statistics South Africa, the country's national statistical bureau. At Statistics SA Debbie worked primarily on gender, employment, poverty and children's issues. She was also in charge of planning and running the country's first national time use study. Debbie served as the overall coordinator of South Africa's Women's Budget Initiative from when it started in 1995. In subsequent years, she has served as consultant on gender-responsive budgeting to non-governmental organisations, governments, parliamentarians and donors in more than thirty-five countries. In this project Debbie has served as advisor on the SADC Gender and Development Index (SGDI).



Shamiso F V Chigorimbo (Zimbabwe)

joined Gender Links in 2012 as the Procurement officer and proceeded to attain a Masters in International Development as an Irish Aid Kader Asmal Fellow. Shamiso is currently Executive Assistant and Special Projects Officer. She served as

an editorial assistant on the Barometer.

CHAPTER AUTHORS



Kubi Rama (South Africa) is a consultant and former Deputy Chief Executive Officer of Gender Links; also former CEO of the Gender and Media Southern Africa (GEMSA) Network. Prior to joining Gender Links, Kubi served at the Department of Journalism (Durban Institute of Technology) as a senior lecturer. Past work experience

includes co-ordinating the Durban Media Training Forum, marketing manager of the Career Information Centre and the chairperson of the regional South African Health Workers Congress. She is currently completing her masters in Cultural and Media Studies at the former University of Natal. She holds an honours degree in Cultural and Media Studies and a Bachelors' degree in law, both from the former University of Natal. Kubi updated the Constitutional and legal rights chapter.



Mariatu Fonnah (Sierra Leone) joined GL in 2014 as the Regional Governance Manager. Mariatu works in promoting gender mainstreaming in Governance and Development. She has several years' experience in progressive project management, monitoring and evaluation, training and extensive research experience.

Through research and practice, she has a comprehensive and deep understanding of gender issues and mainstreaming at local, regional and international levels. Advocacy campaigns and mainstreaming are pivotal in all work she has been part of in various community based and international organisations. As a trainer, she has designed and conducted training in rights-based gender equality, development and good governance work. She has done research on the impact of domestic violence on women, and continually sought to promote a gendered approach to any form of development and socio-economic change work especially in southern Africa. Mariatu wrote the governance chapter.



Shuvai Nyoni (Zimbabwe) is Regional Advocacy Specialist at the Centre for the Study of Violence and Reconciliation (CSV), based in Johannesburg, South Africa. Her key areas of focus are advocacy on redress for torture survivors and advocating for the development of African centred transitional justice policies for the continent. Shuvai is an alumnus of King's College

(London) and the African Leadership Centre (ALC) (Nairobi), African Women in Peace and Security Fellowship Programme. During her fellowship, Shuvai undertook academic and technical training in the Masters in Peace, Security and Development programme at King's College. Her training included an attachment with an African Centre of Excellence - the Organisation for Social Science Research in South and Eastern Africa (OSSREA) based in Addis Ababa, Ethiopia. She also holds a Master's degree in International Relations from the University of Cape Town. She is the primary author of the Economic Justice chapter.



Anne Hilton (South Africa) joined Gender Links in 2014 as the Entrepreneurship Manager. She holds an Honours Degree in Industrial Sociology from the University of Natal, Durban. She has worked for several years in the field of entrepreneurship development and access to finance for the emerging business sector. Anne has undertaken

research projects on gender and access to finance for the International Finance Corporation (IFC) and Commonwealth and presented papers on the topic at a number of international conferences. She has worked on financial and mentorship programmes for emerging entrepreneurs in the banking and micro-finance environments and has been and advocated for alternative risk management and gender mainstreaming in inclusive financial services, to reduce gender barriers faced by women. She has served on the board of the Institute of Business Advisors in South Africa, an organisation committed to setting standards of good practice in small business mentorship. Anne wrote the Entrepreneurship section of the Economic Justice chapter



Linda Musariri Chipatiso (Zimbabwe) is GL's Gender Justice Manager. She holds a Master of Arts degree in Demography and Population Studies from the University of Witwatersrand. Linda has gained significant experience in data management and analyses using household survey data from various countries in Africa. She also

holds a BA Honours degree in Theatre Arts from the University of Zimbabwe. Before GL, Linda worked for Sonke Gender Justice Network on consultancy basis. Since joining GL, Linda has co-authored the GBV Indicators Reports for Limpopo, KwaZulu Natal, Western Cape, Lesotho and Zambia. She wrote the GBV chapter.



Lynette Mudekunye (Zimbabwe/South Africa) is public health professional who is an Advisor with REPSSI, a regional organisation providing technical support in the provision of psychosocial support to children and youth in 13 countries of East and Southern Africa. She has worked in the Health, HIV and AIDS sectors in Zimbabwe, South Africa and in the region. She wrote the Health, HIV and AIDS chapters.



Cheryl Hendricks (South Africa) is a Professor in Politics at the University of Johannesburg. She previously worked in the Conflict Management and Peace building Division of the Institute for Security Studies. She has engaged on issues of gender, peace and security and gender and security sector reform for the past six years and

has published and presented widely on the issue. She, on behalf of the ISS and SADC Gender Protocol Alliance, has been instrumental in incubating a network of gender, peace and security scholars and activists in the region. She is also a member of the African Security Sector Network. Hendricks updated the Peace Building and Conflict Resolution chapter.



Sikhonzile Ndlovu (Zimbabwe) is head of the Media and Communications Department at Gender Links. She joined GL in January 2007. She began her career as an intern for the Financial Gazette, an independent financial newspaper in Zimbabwe. She subsequently worked for the Media Monitoring Project Zimbabwe for three

years as a Research Officer and became involved in gender and media monitoring under Gender and Media Zimbabwe (GemZi). She worked as a volunteer in Phuket, Thailand following the December 2004 Tsumani. Ndlovu holds a Masters in Media Studies with the University of Witwatersrand, a Bachelor of Arts Degree and a Post Graduate Diploma in Media and Communication from the University of Zimbabwe. Ndlovu updated the Media, Information and Communication chapter.



Dorah Marema (South Africa) has worked with a wide range of NGOs and in different sectors in both rural and urban settings since 1997. She has been involved in issues of sustainability since 2000 and worked with a wide range of multi-stakeholder partici-

patory initiatives involving communities, NGOs, government and other institutions in various sectors including small-scale agriculture, environment, climate change, renewable energy, gender and land-rights at local, national and international levels. She helped establish an NGO called GreenHouse Project an Environmental Sustainability Demonstration Centre in inner-city Johannesburg, which she also managed for 5 years. She also set up GenderCC-Southern Africa (GenderCC-SA) as a NPO organisation. GenderCC coordinates NGOs, community-based groups and individuals who are lobbying and advocating around gender and climate change in South African and internationally. Through this organisation, she implemented a gender and climate change capacity building project in South Africa which provided information about climate change. She is the Current President of GenderCC International. Marema updated the Climate Change chapter of the Barometer with Vatiswa Poswa.



Vatiswa Poswa (South Africa) is a Consultant specialising in Climate Change, Sustainable Development and Renewable Energy. She has worked with a number of organisations, government departments and private sector entities to implement adaptation and mitigation strategies and provide scenario mapping. Poswa

updated the Climate Change chapter of the Barometer with Dorah Marema.

COUNTRY BAROMETER AUTHORS



Alice Banze (Mozambique/Angola) is a social activist for human rights, particularly women and girls' rights. She is the Gender, Environment and Climate Change Advisor to the Minister of Environment, working to ensure that gender is integrated into climate issues for the empowerment of women and communities in Mozambique.

Previously, Banze worked as Regional Gender Justice Coordinator/Advisor at Oxfam Great Britain, where she promoted gender justice within six SADC countries. In 2011, she was the Pan African Gender Justice Leader, supporting partners on the implementation of the African Women's Protocol through the Raising Her Voice Project. In 2004 and 2005, she was part of the leading team advocating for the ratification of the African Women's Protocol and thereafter the SADC Protocol on Gender and Development. Banze co-updated the Angola country barometer.



Tirelo Modie-Moroka (PhD, MPH) (Botswana) is a Senior Lecturer at the University of Botswana, Department of Social Work. She was also a visiting instructor at the Institute of Health Sciences, where she taught theories of health behaviour and behavioural change for 10 years (2003-2013). She is a public health social worker who

is broadly-trained in the behavioural and social sciences, and uses this breadth to investigate various dimensions of health behaviour relative to broader social patterns. As a mixed-method researcher and gender development specialist, she has worked on gender issues in several sectors. She has engaged in consultancy work with the Botswana Women's Affairs Department (now GeAD), UNECA, UNICEF, FHI, MCDA, Botswana Police Service, Research Triangle Institute, Ministry of Health, Ministry of Finance and Development Planning on various issues, including gender and health. Her passion lies in studying the intersecting epidemics of HIV, alcohol, poverty and IPV (dubbed the "syndemics") and the design of empirically-based interventions that address these co-occurring problems, hopefully leading to significant scientific contributions in gender-based innovations for women and girls. She updated the Botswana Barometer.



Anna Mayimona Ngemba (DRC) is the Director of the Congolese Union for Women in the Media (UCOFEM) in Kinshasa, the focal network of the Alliance in the DRC. As a journalist Ngemba worked for both print and audio-visual media. She has worked with international organisations such as Search for Common Ground as Head of

Programme for the media. She got experience with the International Penal Court having worked in the section with survivors and their rehabilitation. Ngemba has coordinated the Global Media Monitoring Project (GMMP) since 2009 in DRC. Since 2006 she has led several gender and media research projects for Gender Links in DRC including the Gender and Media Progress Study (GMPS) and Glass Ceiling in the media. She monitors the media in DRC on a regular basis. In 2014 she collaborated with Gender Links on aligning the DRC Gender National Plan with the SADC Protocol. Ngemba is a regular contributor to the Francophone Gender Links News Service. She has organised the SADC Protocol@Work Summits in the DRC for the past two years.



Matšelis 'M'a-Tlali Mapetla (Lesotho) is a Senior Lecturer in the Department of Political and Administrative Studies, National University of Lesotho. She is a former Director in the Institute of Southern African Studies where she also worked over two

decades as a researcher and heading the Gender and Development Research Programme. Mapetla holds a Master's in Public Administration from Carlton University in Canada, a Graduate Diploma in Public Administration from the same institution and a Graduate Diploma in Human Rights of Women from University of Graz, Austria. She has lectured in Lesotho, USA, Germany and Sweden and Europe, extensively published in these areas including editing five books as well as receiving UNECA award for SADC Gender Champions. Matšelis is a local, international, and regional consultant who has for the past five years, since 2009, produced the Lesotho SADC Gender Protocol Barometer. She updated the Lesotho Barometer.



Noro Ravaozanany (Madagascar) is a sociologist, specialising in qualitative research and gender, working in the domains of human rights, governance, education, and public health. She served as a gender expert and leader of a project for the International Labor Office (1990-1999), before moving on to become a national

then international consultant to countries in the Indian Ocean region and French-speaking Africa (Comoros, Mali Central African Republic, Senegal, etc.) for bilateral and multilateral bodies. In Madagascar, she conducted the baseline survey for the SADC Gender Protocol Barometer, Gender Links (2009) and updates annually (2010 to 2013). Other publications worked on include the analysis of political party documents from gender perspectives, Institute for Democracy and Electoral Assistance (2011), Gender and Electoral Processes, and Electoral Institute of Southern Africa (2009). Noro is the president of Madagascar's National Council of Women (CNFM) and advisor for habitat for the International Council of Women (ICW). She updated the Madagascar Barometer



Karina Loferte Dulobo (Mozambique) has served as a Programme Assistant with Forum Mulher since 2011. Her position involves work in the Politics Participation Programme that aims to promote Gender Equality through Women's Political Participation. Before joining Forum Mulher, she worked at the Civil Society Support

Mechanism as a Facilitating Agent (Focal Point and Capacity Developer of the Program) for three provinces (Gaza, Inhambane and Maputo). Karina holds a degree in Sociology from Eduardo Mondlane University. She is currently studying for a Masters in Rural Sociology and Management Development. Karina updated the Mozambique Barometer with support from Forum Mulher.



Emma Kaliya (Malawi) is Chair of the Alliance and Programme Manager, Malawi Human Rights Resource Centre. She is also Chairperson of NGO Gender Coordination Network in Malawi that brings together 41 NGOs addressing gender, human rights, HIV and AIDS in Malawi. The network is the focal point for the Alliance in Malawi. She

also co-ordinates the Network Against Gender Based Violence in Malawi. Since 1988, she has worked with the following organisations: League of Red Cross and Red Crescent Society/ Malawi Red Cross Society, Medicines Sans frontier, Finnish Refugee Council, Aficare, PSI, Danish Centre for Human Rights and Malawi Human Rights Resource Centre. She is the proud winner of the 2009 Drivers of Change Award bestowed to her by the Southern African Trust/Mail & Guardian Newspaper of South Africa in recognition of her work promotion of the 50/50 campaign during the 2009 Malawi General Election. Emma wrote and updated the Malawi country barometer.



Stefanie Goettinger (Namibia) is an independent consultant. She holds a Bachelor of Arts in Social Work from the Regensburg University of Applied Sciences. Goettinger is the Executive Director of Limemesha Consultancy CC which assess German students to find suitable organisations for voluntary work in Namibia.



Benjamin Vel (Seychelles), a consultant, is former Drug and Alcohol Council Director. He works regularly with Seychelles News Agency. Benjamin completed a B. Ed, Psycho-education from the University du Quebec a Trois-Rivieres in 1982 -1985. He has vast knowledge and expertise in social development research and organisational planning. He updated the Seychelles Barometer.

organisational planning. He updated the Seychelles Barometer.



Nomthandazo Mankanzana (South Africa) is the South Africa Alliance Programme Coordinator. She had been with Gender Links since March 2011 serving in the Gender and Governance programme and later as Executive Assistant to the CEO. Mankanzana studied a double major in International Relations and Criminology at Monash University in South Africa. She later trained with Honeydew Police Station as a trauma counsellor. She also attended the First African Symposium of Victim-

University in South Africa. She later trained with Honeydew Police Station as a trauma counsellor. She also attended the First African Symposium of Victim-

ology in 2008 and is a member of the World Society of Victimology. Nomthandazo updated the South Africa Barometer.



Zakhe E. Hlanze (Swaziland) is a full time research associate at the Women and Law in Southern Africa Swaziland Office. She holds an MA degree in Social and Economic Studies (Social Anthropology) from the Victoria University of Manchester in the UK. She worked for the Ministry of Agriculture and Co-operatives as a Rural Sociologist

until 1994. Hlanze has authored several publications including *Customary Practices, Laws and Risky Behaviours: A Concern for the Increased Prevalence and Vulnerability to HIV and AIDS among Women and the Girl-Child: A Rights based Approach; Epidemic of Inequality: Women's Rights and HIV/AIDS in Botswana and Swaziland: An Evidence-Based Report on the Effects of Gender Inequality, Stigma and Discrimination* amongst many others. Zakhe updated the Swaziland Barometer.



Jovita Mlay (Tanzania) Jovita Mlay (Tanzania) is a Gender consultant with extensive involvement in the Women's Tribunal, Gender and Climate justice. Currently, Jovita is one of the coordinators of the Women's Working group on Financing and Development, an economic forum in Dar es salaam. She has also in the past been a participant

of the Global Women in Management (GWIM) initiative. She is also a member of Tanzania Gender Networking Programme - *Mtandao*. She is also a representative of Africa on the Feminist Task Force (FTF) - an organisation that advocates for gender equality to end poverty. Jovita has founded a grassroots organisation, SASA Foundation to help vulnerable children access education opportunities. The organisation hosted the Women Tribunal on Climate Change to discuss how climate change has affected the economic and social activities of women in Africa. Jovita updated the Tanzania Barometer.



Pat Made (Zimbabwe) is a leading gender and media consultant, former Director General of Inter Press Service (IPS) and former editor of the Southern African Economist magazine. During her tenure at IPS, Pat played a key role in introducing a gender policy and transforming the editorial content of the sixth largest news agency in the

world from a gender perspective. She updated the Zimbabwe Barometer.