



# GENDER NEWS

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## SADC Secretariat Celebrates International Women's Day

SADC Secretariat joined the international community on Monday 8 March, in celebration of International Women's Day, inspired by this year's theme: "Equal Rights, Equal Opportunities: Progress for All."

The SADC Secretariat, led by the Gender Unit, hosted a successful regional International Women's Day event. It was well attended by representatives from various Diplomatic missions, United Nations organizations, the European Union, NGOs and Civil Society Representatives, as well as a large number of SADC staff.

This year's programme was

diverse and dynamic featuring three gender expert panelists. The first, Ms Colleen Lowe Morna, Executive Director of Gender Links, spoke of women in SADC and their access to equal rights, equal opportunities and

equal outcomes. The second, Mr. Log Raditlhokwa, lecturer at the University of Botswana, discussed the SADC Protocol on Gender and Development and what it means for (continued on page 2)



Guests congregate to celebrate International Women's Day at SADC Secretariat Headquarters

## Directorates Participate in Gender Mainstreaming Training

The Gender Unit held four successful Gender Mainstreaming training workshops in the months of January and February 2010. The Food, Agriculture and Natural Resources (FANR), the Social and Human Development and Special Programmes (SHD & SP),

Trade, Industry, Finance and Investment (TIFI) and Infrastructure and Services (I&S) directorates participated in workshops which aimed to provide a solid introduction and understanding of the importance of gender mainstreaming within the

SADC Secretariat work and its main objectives.

At the heart of these workshops was the goal to assist and encourage the respective directorates to develop their own capacity to integrate gender in their policies, (continued on page 2)



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### Upcoming Events:

- May: Regional Conference on Human Trafficking in Johannesburg, South Africa
- May: Ministers Responsible for Gender / Women's Affairs Meeting in Kinshasa, DRC
- June: SADC Women In Business Trade Fair and Investment Forum, Johannesburg, South Africa
- June: Biannual Meeting of Gender Focal Persons in Gaborone, Botswana

## SADC Directorates Trained on Gender Mainstreaming (cont.)



Facilitator presenting during FANR directorate Gender Mainstreaming Workshop

programmes, projects and activities. The workshops included presentations and interactive group exercises and discussions geared towards targeting how SADC can mainstream gen-

der throughout their directorates. The workshop also provided the directorates with the information and tools necessary to successfully incorporate gender into their daily work. The participants used the SADC Gender Mainstreaming Resource Toolkit throughout the training as a guide to assist themselves to critically reflect on and address gender equality issues in a systematic way.

These training sessions are important to the Gender Unit's mandate of ensuring that SADC and its institutions enhance their skills in integrating a gender perspective into their daily work and become gender aware and sensitive. During these trainings, the Gender Unit also emphasized its

continued support to all directorates in their pursuit of mainstreaming gender in their work.



SHD & SP Directorate participates in Gender Mainstreaming Workshop

## Gender Unit Holds its Retreat in Kasane

The Gender Unit held its Annual Planning Retreat in Kasane, Botswana from the 23rd–26th March, 2010. The Unit took advantage of this time together to enhance their team spirit, by participating in team building exercises. Emphasis was also put on analysing important characteristics and key leadership qualities of a successful team, as well as identifying the Gender Unit's key attributes and challenges.

The focus of the retreat was to evalu-

ate and review the 2009-2010 Annual Work Plan and to reflect on lessons learned, achievements and obstacles of the past year.



The Gender Unit team (from left: Michelle, Elizabeth, Gayle, Patricia and Magdeline)

Most importantly, the retreat allowed the Gender Unit to plan and finalize the 2010-2011 Annual Work Plan.

The Gender Unit looks forward to this upcoming year, with its many engaging and interesting gender equality and women's empowerment activities.

Furthermore, the retreat proved to be a great success in strengthening and directing the Gender Unit's shared vision, values and mission as reflected on page 4.

## SADC Celebrates International Women's Day (cont.)

regional integration. The final panelist, Ms Lena Sund, Head of Politics, Trade, Press and Information for the European Union discussed institutional gender policy, by sharing lessons from the EU. Throughout the event African proverbs relating to women's contribution were shared and the opening and closing was spiced with performances by the University of Botswana choir.

The ceremony provided an opportunity to launch two new SADC Gender

Publications: The SADC Workplace Gender Policy and the SADC Gender Mainstreaming Resource Toolkit. The Workplace Gender Policy aims to demonstrate SADC's commitment to gender equality issues and concerns and will serve as a catalyst for accelerating the integration of a gender perspective into the operations and systems of the organization. This toolkit is an excellent guide and reference for SADC directorates and Member States when integrating gender into

their programmes, policies, projects and activities.

Most importantly, the event offered an opportunity to unite and mobilize stakeholders in order to ensure that women's rights remain a development priority. The ceremony also highlighted and applauded the progress that SADC has made in the pursuit of gender equality. The guests were able to reflect on the current status of women in the region, as well as challenges and future opportunities.

## Gender Mainstreaming Workshop Brings Region Together

From March 17-19, 2010 the SADC Secretariat hosted a Gender Mainstreaming Capacity Building Workshop in Johannesburg, South Africa. This workshop welcomed about thirty economists, planners, gender focal persons and finance officers from around the region. The workshop aimed at increasing the awareness and capacity of the participants in regards to gender mainstreaming and its practical tools. Important issues such as gender concepts, gender analysis, gender management systems and gender budgeting were central to the discussions.



Participants from Lesotho and Zambia discuss gender mainstreaming at the Workshop

A particularly important session was when representatives from Mozam-

bique, Tanzania and Zimbabwe presented their countries' gender budgeting (GB) case studies as some of the good practices in the region. These presentations provided participants with concrete examples of Member States with successful stories on gender budgeting, and this inspired the other countries to follow.

This program also emphasized the need to create space for strategic and forward looking thinking and closed by identifying specific action plans on advancing gender mainstreaming at national level. The workshop was held parallel with the training for Parliamentarians.

## Female Parliamentarians Attend Workshop on Leadership and Advocacy Skills

On the second and third day of the Gender Mainstreaming and Capacity Building workshop there was a break-away group session for the participating female Parliamentarians from around the region. The workshop titled: "Creating Women's Leadership Capacity for Gender Equality and Transformation" brought 10 female MPs together with the aim to strengthen and develop leadership in their roles as legislators, agents of change and gender equality activists. The workshop highlighted important issues such as: leadership, self reflec-

tion, power, oppression and emotional intelligence. The facilitator also presented a breakdown of parliament and political structures, an examination of policy with a gender perspective, and key determinants for the success of women parliamentarians. The workshop emphasized the unique position that these women hold, as well as their responsibility to promote the gender and women's empowerment agenda. The interactive training provided these parliamentarians with the tools necessary to influence their

governments and to ensure that their leadership style is based on integrity, honesty and strength.



The Gender Unit and SADC Female Parliamentarians who participated in a Leadership Workshop

## The Gendered Impacts of Climate Change

This past December the United Nations Climate Change Conference in Copenhagen brought together leaders from around the world to discuss the effects of climate change and to create an international platform.

One of the main subjects raised at this conference was the gendered impacts of climate change. Women are being disproportionately affected by these environmental changes including; erratic weather patterns, droughts, floods and increasing desertification. Internationally women rely heavily on natural resources and subsistence

farming for their livelihoods. Climate and gender specialists are advocating for the increased participation of women within these debates. In order



Mr. Alex Banda, SADC Senior Program Officer of Environment and Sustainable Development

for future discussions to succeed gender issues must be incorporated.

The SADC FANR directorate is currently in the process of developing a comprehensive Climate Change program that will include various sectors, including gender. The Terms of Reference have been established and a report on SADC regional climate change was drafted in Nairobi, Kenya in March this year. This will position SADC issues at the next United Nations Climate Change Conference this coming November in Mexico.

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### The Gender Unit Vision, Mission and Objective are:

- **Vision** - A region that recognizes, embraces and uplifts the fundamental importance of equal opportunities for all people regardless of Gender.
- **Mission** - To eliminate all forms of discrimination against women and girls through gender mainstreaming and women's empowerment in all SADC structures and institutions.
- **Objective** - To facilitate the achievement of substantive equality between women and men in the SADC region through mainstreaming gender into all national and regional policies, programs and activities and the adoption of positive measures to accelerate progress in this regard.

## SHD & SP Directorate incorporates Gender Mainstreaming at the core of its projects: A Model for Gender Mainstreaming in the Secretariat

The Directorate of Social and Human Development & Special Programme provides a model for Gender Mainstreaming in the SADC Secretariat. The Directorate has a Gender Focal Person (GFP) who is facilitating gender mainstreaming in two projects namely Control of Communicable Diseases and SADC Open and Distance Learning Project.

### How is gender mainstreaming used?

Mainstreaming of gender is defined as the process of assessing the implications of any intervention on women, men, girls and boys. In line with the SADC Secretariat mandate of policy development and harmonisation, the two Projects facilitate policy development and harmonisation with a gender perspective, among other activities.

Gender mainstreaming in policy development starts with engendering the Terms of Reference whereby the consultants are requested to identify gender issues/ specific health needs of women and men in the three communicable diseases, Research and Assessment Reports and the Policy and Strategic framework. The guiding questions for validation of assessment reports and policy framework also requires stakeholders to ensure whether cross cutting issues have

been integrated in the policy frameworks. Further, development of gender mainstreaming guidelines for management of the three diseases is on course. These will also facilitate gender mainstreaming in HIV and AIDS, TB and Malaria programmes.

### Gender mainstreaming in Open and Distance Learning (ODL)

The SADC Open and Distance Learning (ODL) project has adopted gender mainstreaming as a strategy for all its activities. Significantly, the project has developed a Gender Mainstreaming Strategy for Open and Distance Learning which was approved by the SADC Ministers of Education and Training in March, 2010 in Kinshasa, DRC.

### What does the ODL Project do to mainstream gender in its project activities?

- Makes persistent requests to Member States for equal representation and participation of women and men in all project supported activities.
- Always collects sex disaggregated data on participation of men and women in study tours, conferences, seminars and meetings that are supported by the project.

- Provides feedback to stakeholders, including Ministers responsible for Education and Training, on participation of women and men in project activities.

- Integrates gender issues in other policy frameworks.

- Presents papers on gender issues at conferences, seminars and workshops organised by the project.

- Ensures that women and men are represented in the National ODL Committees with Terms of Reference that demand implementation of gender related activities in national ODL programmes and activities.

- Makes gender as one of the criteria for supporting ODL planned activities on ODL in Member States.



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