



**SADC
GENDER
POLICY**
(ENGLISH)

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ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
CBO	Community Based Organization
GMS	Gender Management System
GU	Gender Unit
HIV	Human Immunodeficiency Virus
ICT	Information Communication and Technology
NGM	National Gender Machineries
NGO	Non-Governmental Organizations
SADC	Southern African Development Community
SGP	SADC Gender Policy
STI	Sexually Transmitted Infections

Executive Summary

A. Background: SADC's Commitment to Gender Equality

Southern African Development Community (SADC) recognizes gender equality as a fundamental human right and an integral part of regional integration, economic growth and social development. SADC is therefore committed to removing all forms of gender inequalities at the regional and national levels through a series of goals and actions derived from legally binding international, continental and regional instruments.

SADC's Member States' commitment to gender equality is demonstrated through accession to and ratification of frameworks that promote women's human rights such as the Convention on Elimination of All Forms of Discrimination Against Women which became a SADC ratified Convention in March, 2004. SADC governments are also party to the Solemn Declaration on Gender Equality in Africa through which they have reaffirmed their commitment to gender equality as enshrined in the Constitutive Act of the African Union Article 4, Dakar Platform for Action (1994), Beijing Platform for Action (1995), United Nations Resolution 1325 (2000) on Women, Peace and Security and the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003) and the Millennium Development Goals.

In 1997 SADC Member States adopted the Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence Against Women and Children was adopted in 1998. The Declaration calls upon Member States to increase women's participation in politics and decision making to at least 30% by 2005; reform all discriminatory laws and social practices; promote women's full access to, and control over productive resources such as land, livestock and markets; address, prevent and eradicate violence against women and children; promote women and girls' access to education; and cultivate and promote a culture of gender equality and respect for the human rights of women in the SADC Region. SADC has committed at the highest level to implement the Declaration and its Addendum.

SADC developed a Plan of Action on Gender in 1999 which was later revisited and reviewed to incorporate emerging issues and implementation challenges and to align it with the Regional Indicative Strategic Development Plan. In 2005 the Plan of Action was consolidated into a Regional Strategic Implementation Framework on Gender and Development (2006-2010), a document that represents the current guide for stakeholders to operationalise SADC gender commitments. The development of a Regional Gender Policy is one of the goals set in this Framework as a means for providing strategic direction to SADC and its Member States in achieving the purposes of the Declaration.

To date SADC has seen improvements in terms of the development of national gender policies, structures, guidelines, action plans and programmes addressing gender inequities and raising awareness on gender equality, gender analysis and mainstreaming at both national and regional levels. Despite these efforts, implementation still falls short of the stated commitments and those improvements may face emerging threats such as increasing poverty, HIV and AIDS and escalating levels of gender based violence and human trafficking in the region.

This SADC Gender Policy has been developed to provide a sound, authoritative, coherent and strategic mechanism for achieving the objectives of the Declaration. It is a document which identifies gender related problems in the region and indicates the strategic actions necessary to address them. The SGP is intended to facilitate implementation of the SADC gender commitments as outlined in the Regional Gender Policy Implementation Action Plan.

B. Situation Analysis

The analysis of the socio-cultural and economic situation of the region shows that gender inequities still persist in every sector. Generally women and girls face challenges in accessing legal rights, education, health and economic resources, amongst others. Despite efforts that have been made by Member States to improve their situation, there are several specific *technical, socio-cultural and economic constraints* that account for this state of affairs. These include, but are not limited to:

- Unequal power relations due to strong patriarchal attitudes;
- High infant and maternal mortality rates;
- Increased health problems including malaria, tuberculosis, and STIs;
- Increased incidences of gender based violence at all levels, in particular violence against women and children, incest, rape, domestic violence, violence in educational institutions , human trafficking and sexual offenses;
- High incidences of STIs and HIV and AIDS infection rates especially among women and girls;
- Limited male involvement in reproductive health, HIV and AIDS care and support services and general health care;
- Disparities in educational attainments and in formal wage employment between women and men;
- Disparities in enrollment rates between girls and boys especially in secondary and tertiary institutions;
- Few girls specializing in male dominated professions;
- Limited access to ICT among women;
- Negative portrayal of women and women's issues in the media;
- Multiple roles of women;
- Increased trafficking of women and girls;

- High poverty levels especially amongst women;
- Entrenched discriminatory cultural norms;
- Religious affiliation and norms;
- Early and/or forced marriages;
- Limited participation and representation of women in decision making processes;
- Little or no training or support offered to women parliamentarians.
- Weak legal instruments and inadequate enforcement mechanisms;
- Limited awareness of constitutional and legal rights among women;
- Plural legal systems with no clear reinforcement mechanisms of women's human rights;
- Difficulty in accessing legal recourse because of financial and social constraints; and
- Disparities in access, benefit, opportunities and control over resources such as land, housing, water, credit, technology, extension services and other productive sectors such as mining.

The analysis also reveals that these issues are often connected and overlapping - for example, poverty exposes women and girls to HIV and AIDS. Similarly, due to lack of education and exposure, poor women and girls are subjected to traditional beliefs and customs that are detrimental to their well being.

In addition SADC faces several key *institutional challenges*. These include, but not limited to:

- Limited human resources to enable effective implementation of the roles and responsibilities of the SADC GU;
- Limited gender mainstreaming capacities within the Directorates of the SADC Secretariat;
- Gender insensitive sectoral policies and strategies;
- Limited monitoring and evaluation tools and mechanisms for tracking progress towards gender equality within the Secretariat and at Member State level;
- Absence of a legally binding tool to enforce the provisions in the SADC Declaration on Gender and Development ;
- Inadequate resource allocation to the SADC GU to facilitate the implementation of the SADC Gender and Development programme; and

The key *institutional challenges at national level* include, but are not limited to:

- Broad and unclear roles and mandates of NGMs;
- NGM that are placed in non-influential positions with limited decision making powers and unsuitable location within the government structure;
- Inadequate financial, human and material resource allocation to NGMs;
- Lack of gender specific job-descriptions, inadequate capacity in gender analysis and mainstreaming for staff in the NGMs;
- Low morale and lack of support for gender focal points in sectoral ministries;
- Poor linkages between NGM and the sectoral ministries and between the NGMs and other sectors such as private and civil society sectors resulting in uncoordinated approaches;
- Absence of national gender policies in some countries to guide the countries' gender agenda and limited popularization and translation of the national gender policies into actions;
- Lack of agreed targets and benchmarks to move towards gender equality;
- Limited collaboration between the NGMs and the SADC National Committees and poor collaboration between the NGMs and SADC National Contact Points;
- Lack of or inadequate gender disaggregated data to monitor and evaluate women's progress in relation to men's thereby making it difficult to measure real gains and setbacks;
- Lack of capacity building mechanisms and continuous programmes;
- High staff turnover in the NGM; and
- Limited monitoring, evaluation and accountability mechanisms.

These challenges are significant, but as a region working together progress is inevitable. A regional approach to change is the most productive and practical approach to gender issues and the SADC Gender Policy will be an important instrument in achieving progress.

1. CONCEPTUAL FRAMEWORK

The mandate of SADC is to foster regional integration in order to achieve sustainable economic growth and development for the people of the Southern Africa region and enhance the standard and quality of their lives. The SADC vision is one of a common future, a future in a regional community that will ensure economic well-being, improvement of the standards of living and quality of life, freedom and social justice and peace and security for the peoples of Southern Africa. These goals can only be achieved when the needs of both women and men in the region are addressed.

Gender inequalities impact negatively on economic growth, exacerbate poverty and deny women full access to fundamental human rights granted and guaranteed in international and regional instruments to which SADC and its Member States are parties. As a result, women lack the opportunities and power necessary to shape development. In the face of these inequalities, SADC's objectives of regional integration and poverty reduction cannot be achieved.

As the Regional Indicative Strategic Development Plan recognizes, poverty has a distinct gender dimension. Women and men are poor for different reasons, experience poverty differently and have differing capacities to withstand and overcome poverty. Gender inequities interact with other problems and power relations to produce these differences. Studies have shown that women are more vulnerable to chronic poverty because of gender inequalities in the distribution of income and other resources, access to productive inputs, command over ownership of property, control over earned income and gender biases in labor markets. Clearly, reducing poverty in the region requires specifically gender informed efforts to make an impact.

In implementing the SGP, Member States will need to take into account their own national constitutions, regional and international gender instruments. While gender mainstreaming and advancement of women are the key strategies for achieving gender equality, other processes, mechanisms and tools will be employed to operationalise and implement the policy objectives to achieve the required results. These processes and tools include the following:

- an enabling policy environment at all levels;
- capacity building of key stakeholders;
- development of gender mainstreaming guidelines and indicators to monitor progress;
- affirmative action;
- establishment of a GMS;
- monitoring and evaluation of policy implementation; and
- enhanced partnerships with national, regional and international agencies involved in gender and development issues.
- A detailed Implementation Action Plan of this Policy

2. JUSTIFICATION

Despite the progress made in the advancement of gender equality in the SADC region, implementation still falls short of the stated commitments. The fragile gains that have been made face many challenges such as increasing poverty, evolving forms of gender based violence and HIV and AIDS. Other weaknesses observed include fragile linkages between the regional and national programmes, lack of harmonisation and coordination of national gender policies, lack of guidelines for mainstreaming gender at the regional and national levels and uncoordinated efforts in gender equality initiatives among partners in public, private and civil society sectors.

Most Member States have adopted and ratified regional and international instruments on gender equality but they have not incorporated those instruments fully in their national laws, policy documents and development programmes and processes. Consequently, gender mainstreaming is regarded as the exclusive responsibility of Ministries or departments responsible for gender or women's affairs or NGOs and CBOs working on gender or women's issues. This is aggravated by the fact that most Ministries responsible for gender or women's affairs are not adequately resourced and lack capacity to ensure the effective implementation of international, regional and national obligations on gender equality. This has in turn resulted in a perpetuation of gender inequalities and discrimination and limited progress in poverty reduction efforts at national and regional levels.

An explicit and comprehensive SADC Gender Policy is necessary in order to:

- Promote the translation of gender commitments undertaken at the political level by SADC Heads of States or Government into concrete and practical interventions to enable gender equality and equity to be achieved within specified timeframes;
- Provide a tool for execution of SADC's vision, mission, objectives and achievement of regional integration and cooperation for equitable sustainable socio-economic growth, development and poverty eradication;
- Facilitate the establishment of regional policy priority issues and promote a regional approach to interventions and methodologies for addressing those priority issues;
- Provide a tool for programming, monitoring and evaluating the mainstreaming of gender in all institutional structures, protocols, sectoral policies and programmes coordinated by SADC at regional and national levels; and
- Promote the establishment of an effective GMS, which will define and put in place the institutional framework and mechanisms for gender mainstreaming.

3. THE SADC GENDER POLICY

3.1 Structure

The SGP consists of a vision, mission and policy goals and objectives and principles. It contains statements and strategies for achieving the policy objectives and principles. The SGP also outlines the implementation structure, monitoring

and evaluation mechanisms and an implementation plan.

3.1.1 Vision

A region where women, men, girls and boys have equal opportunities to participate freely as equal partners in all spheres of public and private life, including in all decision making processes, and have equal access to and control over productive resources and services, as well as contribute to and benefit from all development processes and initiatives.

3.1.2 Mission

To achieve gender equality and equity in the socio-economic, legal, religious, cultural and political processes of regional integration and cooperation among Member States by developing and implementing strategies and interventions, including capacity building, that recognises and acknowledges the needs and interests of women in the eradication of gender inequality and poverty in the region.

3.1.3 Policy Goal

To provide guidelines for institutionalising and operationalising gender as a key development strategy for achieving gender equality, equity and women's empowerment within SADC Member States and the region as a whole.

3.1.4 Guiding Principles

The guiding principles of this policy are based on the commitments SADC has made to achieve gender equality pursuant to various regional and international instruments which recognize gender equality and equity as an integral part of SADC's policies, programmes, projects, processes and institutional mechanisms.

Specifically, the guiding principles are:

- Gender equality and equity is key to the eradication of poverty;
- Achieving gender equality requires the recognition that every policy, programme, project and development process affects women and men differently and that the views, interests and needs of women are necessary as much as men's to shape SADC's development agenda at regional and national level;
- Women's rights are human rights;
- Women's increased participation in decision making positions is key;
- Eradication of gender based violence and other forms of violence against women, girls and boys is key to the attainment of gender equality;

- Men and boys have a positive role to play in achieving gender equality;
- Gender mainstreaming and women's empowerment are key development strategies for achieving gender equality and equity;
- Domestication of international and regional instruments is key to the attainment of gender equality;
- Gender equality is key to HIV and AIDS mitigation;
- National Gender Action Plans with clear monitoring systems are a prerequisite to the attainment of gender equality; and
- Gender equality can only be achieved if there are enhanced partnerships, networking, collaboration and coordination between and among all stakeholders, both male and female.

3.1.5 Specific Policy Objectives

The objectives of the SGP are:

- To reduce gender inequalities in access to and control over resources and benefits from the development of the SADC region;
- To advance women's equal participation in decision making, trade and economy, agriculture and food security, health and HIV and AIDS, education and training and ICT;
- To create an enabling environment for increased access to economic resources and benefits through gender responsive and participatory policy formulation processes;
- To influence the ratification and domestication by SADC Member States of all international, continental and regional instruments and conventions related to gender equality and the empowerment of women and girls;
- To establish, promote and strengthen international, regional and national partnerships, networking, collaboration, and coordination;
- To strengthen human resource capacity for gender analysis and gender mainstreaming within SADC's structures, policies, programmes and activities at national and regional levels; and
- To create a conducive environment for the eradication of gender based violence and other forms of violence against women and girls with effective dialogue on gender issues within the SADC secretariat, governments, civil society and private sector.

4. THEMATIC AREAS

4.1 Gender, Constitutional, Legal and Human Rights

POLICY COMMITMENT:

SADC Member States shall promote an environment that guarantees human, legal rights, constitutional and legal protection to women and men equally.

Policy Objective:

- To facilitate constitutional and legal protection of women and men equally at all levels.

To achieve this objective SADC will undertake to:

- a) Compile a report on the status of ratification and domestication by SADC Member States of all gender equality related regional and international instruments and design a timetable that all SADC Member States ratify all instruments by a given date;
- b) Design appropriate measures to popularize all gender equality related instruments in the SADC region, particularly in the rural areas;
- c) Design outreach programmes to promote and protect women's legal and constitutional rights and access to public services particularly those related to health, education, agriculture, trade and commerce;
- d) Collaborate with the SADC Law Commissions and Ministries of Justice to provide support for appropriate legal and constitutional reforms and facilitate their translation into gender aware language and formats;
- e) Provide compulsory continuous gender sensitization training for judges and magistrates in all Member States;
- f) Facilitate a regional campaign to harmonize customary and statutory laws in the SADC region with a view to making them gender responsive;
- g) Member States shall enact laws aiming to eliminate all harmful traditional practices that infringe on women's and girl's rights; and
- i) Develop a regional gender and human right compliance mechanism within the GMS that ensures and checks that all national legislations are consistent with international and regional obligations.

4.2 Gender, Governance, Representation and Participation

POLICY COMMITMENT:

SADC Member States shall increase and improve the representation of women in all structures of governance and all levels of decision making in public, private and social spheres to at least 50% by 2015.

Policy objective:

- To increase the participation and representation of women at all levels of decision making in order for them to effectively and meaningfully contribute to and benefit from national and regional development programmes.

To achieve this objective SADC will undertake to:

- a) Establish and implement national gender policies, affirmative action legislation, and regional lobby and advocacy strategies to achieve gender balance in the political, public, private, and civil society sectors;
- b) Design mechanism for monitoring and evaluating progress and assessing impact made by SADC Member States in the implementation of gender equality related instruments;
- c) Invest in capacity building programmes for women in parliament, the judiciary, political parties and community leaders in order to equip women with the skills necessary to enable them to play effective leadership roles in the public and private sector;
- d) Facilitate the establishment of women's organizations that promote the active participation of women in all stages of development in order to ensure that their needs and priorities are taken into account;
- e) Invest in research on determinants, barriers, future trends and conditions required for women's participation in politics and decision-making;
- f) Invest in capacity building of media and civil society institutions to enable them to strengthen the lobbying and advocacy campaigns for increased numbers of women in political and decision-making structures;
- g) Develop and implement national and regional programmes to eliminate discriminatory attitudes and practices that discourage women from holding decision making positions at all levels;
- h) Promote capacity building and mentoring programmes for young women in primary, secondary and tertiary education to motivate them to take up leadership positions at all levels;
- i) Document and disseminate best practices and promote exchange of information

and sharing of experiences between women leaders at all levels within the region;
and

- j) Develop and strengthen support systems for women in decision making positions.

4.3 Gender and Education

POLICY COMMITMENT:

SADC Member States shall promote the participation of women, men, girls and boys in all education and training programmes and processes in order to strengthen their contribution to and benefit from regional and national educational development agendas.

Policy objective:

- To increase women, men, girls and boys' access to educational and training programmes in order to enhance human capital development in the region.

To achieve this objective SADC will undertake to:

- a) Develop and implement effective strategies for engendering national goals and plans on education in relation to the Millennium Development Goals and other international and regional targets;
- b) Review the educational curricula to make it more relevant to local conditions and ensure that they offer girls and boys equal access to education especially in science and mathematics;
- c) Establish mechanisms to encourage women and girls to study mathematics and sciences;
- d) Adopt gender responsive strategies for reviewing educational methodologies and eliminate gender stereotypes in order to ensure women's empowerment and transformative changes in the education and training sectors;
- e) Promote and strengthen affirmative action measures for enhancing access of women and girls to quality education including tertiary education especially in non-traditional subject areas;
- f) Promote the establishment of special scholarship programmes for girls and women to be administered at institutions of learning at national and regional levels;
- g) Establish mechanisms for enhancing girls' education through role modeling exchange programmes within and among SADC Member States;

- h) Develop quality gender responsive advocacy strategies to promote girls' enrollment and retention in schools in order to address the gender gap between girls and boys and to institute public attitudinal change towards girls' education;
- i) Design and implement a regional adult literacy campaign programme aimed at eliminating illiteracy and promoting skills training and capacity development opportunities with a focus on management training for women;
- j) Promote measures for increasing access to education by girls and children with special needs and persons with disability;
- k) Provide incentives for qualified teachers to work in remote rural areas;
- l) Design a strategy for SADC Member States to involve the private sector in national educational efforts and adopt the concept of social responsibility for education especially of the girl child;
- m) Develop mechanisms for promoting vocational training for women and girls, especially in non-traditional fields, and explore new ways of improving job opportunities for women;
- n) Promote measures on zero tolerance to gender based violence and other forms of violence in schools targeting and enforcing appropriate punishment for teachers who abuse school children;
- o) Develop and implement effective strategies to mitigate the long term impact of HIV and AIDS on orphans', girls' and women's education;
- p) Integrate women's rights in education programmes

4.4 The Girl Child

POLICY COMMITMENT:

SADC Member States shall promote and protect the rights of the girl child so as to ensure the full achievement of her social, cultural and economic development as an important resource to SADC regional integration.

Policy Objective:

- To empower the girl child, thus ensuring her active participation in, contribution to and benefit from SADC development programmes.

To achieve this objective SADC will undertake to:

- a) Develop advocacy programmes, with strong monitoring and evaluation components, aimed at eliminating all forms of discrimination against girls

- starting from family level;
- b) Facilitate the continuation of education for pregnant girls and young mothers ;
 - c) Develop and implement life skills education aimed at empowering the girl child;
 - d) Review all national and regional policies in order to ensure that they take into account constraints faced by the girl child;
 - e) Create empowerment programmes for the girl child and young women;
 - f) Advocate for the elimination of harmful traditional and religious practices and customs that may negatively affect the development of the girl child;
 - g) Establish gender sensitive early childhood policies and programs and train teachers in psycho-social skills in order to ensure holistic development;
 - h) Integrate gender education in all educational institutions;
 - i) Design and implement programmes to address sex education; and
 - j) Develop and implement policies and programmes to eliminate child labour in order for the girl child to be in school.

4.5 Gender and Poverty

POLICY COMMITMENT:

SADC Member States shall ensure that poverty eradication policies, strategies and programmes address gender issues and that adequate resources are directed to reduce poverty at all levels especially among women.

Policy Objective:

- To reduce poverty among women thus ensuring full access to, control over and ownership of the benefits of socio-economic growth and development.

To achieve this objective SADC will undertake to:

- a) Facilitate gender analysis and mainstreaming in processes related to poverty eradication;
- b) Develop strategies to promote the recognition of the economic value of work undertaken by women in the informal sector and devise ways of providing

- appropriate remuneration for them;
- c) Promote projects and programmes which will improve women's access to credit facilities;
 - d) Facilitate resource mobilization for research and studies on appropriate, affordable and beneficial technologies, especially in the area of food production, processing, preservation, water collection and storage and fuel production in order to alleviate the burden among women and release their time for productive development activities;
 - e) Develop and implement accessible social safety nets and social service programs targeting vulnerable women and men including those with disabilities and special needs to enable them to deal with their vulnerability;
 - f) Facilitate the training of women as extension agents, officers and project managers so as to ensure their direct contact with poor women on initiatives aimed at improving their standard of living; and
 - g) Ensure gender analysis and gender mainstreaming in all Poverty Reduction Strategies, National Development Strategies/Programmes, plans and budgets

4.6 Gender, Food Security and Nutrition

POLICY COMMITMENT:

SADC Member States shall create an enabling environment that acknowledges women's crucial role in food security and ensures equitable household food production, distribution and nutrition security especially among women and children.

Policy Objective:

- To reduce food and nutritional insecurity among women and children especially pregnant and nursing women.

To achieve this objective SADC will undertake to:

- a) Enact and enforce laws that guarantee that women, including those living with disabilities, the elderly and other vulnerable groups, form at least 50% of the beneficiaries of land distribution and irrigation schemes, and have access and control over land in their own right in order to facilitate the attainment of food security at household level;
- b) Mainstream gender in existing food resources and nutrition policies and strategies;

- c) Devise strategies that aim at reducing the gender disparities in household food distribution;
- d) Promote the introduction and strengthening of gender sensitive agricultural services and credit that promote women farmer's productivity in order to increase food production and to generate incomes;
- e) Adopt positive action to facilitate women's equal access to and full participation in programmes that aim at promoting food production, processing, utilization and accessing of natural resources;
- f) Advocate for the promotion of crop, small stock, food and dietary diversification programmes to enable equal access to and control over adequate, diversified and nutritious diets;
- g) Invest in gender aware research on appropriate technologies for food production, processing and storage that promote the nutritive value of food;
- h) Promote employment equity in the training and hiring of extension workers, crop researchers, agricultural workers and other food security, production and nutrition employment fields;
- i) Build capacity of female and male extension workers in food science, nutrition and technologies to facilitate transfer of knowledge and skills to communities;
- j) Promote male involvement in food and nutrition security programmes at all levels including at household level;
- k) Ensure that food research teams are gender balanced and gender sensitive;
- l) Prevent "dumping" of imported foods which negatively impacts on small scale producers; and
- m) Develop special programmes that are aimed at addressing nutritional needs of pregnant and nursing mothers and children.

4.7 Gender, Trade and Economic Empowerment

POLICY COMMITMENT:

SADC Member States shall enhance economic empowerment initiatives to ensure that all women and men benefit from increased economic opportunities in trade, formal and informal employment, and business; furthermore Member States shall integrate women's unpaid work into national accounts and budgeting processes.

Policy objective:

- To empower women and men economically by improving their access to entrepreneurial skills, technology and financing and to other forms of informal and formal employment.
- To acknowledge and value women's unpaid labour.

To achieve this objective SADC will undertake to:

- a) Establish and strengthen gender analysis, gender mainstreaming and the equal participation of women and men in national economic processes, economic policy formulation and gender budgeting initiatives;
- b) Facilitate review of trade, economic and customs, immigration policies, laws, procedures, regulations and rules to make them gender responsive and to promote women's ownership and control over productive resources such as land, credit and financial resources;
- c) Promote opportunities, rights protection and the voice of women in the informal economy by facilitating the establishment of informal women workers organizations and ensure representation in policy making, collective bargaining negotiations and trade policy negotiation teams;
- d) Promote the collection and utilization of gender disaggregated data at all levels of the national economies;
- e) Promote the establishment of women's programmes that promote economic literacy and entrepreneurial skills in order to increase understanding and critical thinking about business, trade and economic policies;
- f) Enhance collaboration with and strengthen the gender capacities of financial institutions and identify appropriate mechanisms including the identification of innovative collateral systems, customer education programmes, creating linkages between credit provision and savings schemes, and marketing and storage programmes to progressively remove the barriers that limit women entrepreneurs' access to credit
- g) Enhance and promote participation of women in small, medium and large enterprise development and cross border trade;
- h) Increase women's access to markets, including international trade fairs and specific women's trade fairs;
- i) Facilitate women's bargaining power to collectively engage in innovative entrepreneurial programmes, especially in industry, manufacturing, agriculture, horticulture and trade both at national and regional levels to enhance equitable participation and benefits from trade;
- j) Eliminate discriminatory practices towards female workers in formal and informal employment in relation to international and national labor markets

and ensure equitable application of health and safety codes and regulations, rights and sexual harassment codes;

- k) Facilitate women's access to safe and affordable public infrastructure such as rural appropriate transport services, water, electricity and energy in order to reduce drudgery and enhance economic empowerment;
- l) Develop gender capacity skills of statistical, economic planning, budgeting institutions and all sectors responsible for economic development;
- m) Establish a regional database for gender macroeconomists who will in turn advance effective gender economic planning and budgets in the region;
- n) Facilitate information exchange among women in financing, technological and skills development in entrepreneurship and other business development services including workforce development and customs and immigration rules and regulations;
- o) Document and publish best practices of female entrepreneurs at all levels in the SADC region in order to facilitate exchange of experiences and best practices;
- p) Adopt a regional strategy for conducting time use studies and develop gender sensitive indicators to account for the work performed by women as unpaid work in national accounts; and
- q) Develop capacity building programmes for NGMs in trade related policies.

4.8 Gender Based Violence

POLICY COMMITMENT:

SADC Member States shall promote an environment of zero tolerance to gender based violence at all levels in order to provide a secure region where women, men, girls and boys are safe and free to equitably contribute to and benefit from the region's development.

Policy Objective:

- To prevent and eliminate all forms of gender based violence in public and private spheres.
- To understand the causes of gender based violence to facilitate the implementation of appropriate interventions.

To achieve this objective SADC will undertake to:

- a) Promote the enactment, strengthening and implementation of laws against

- gender based violence, particularly domestic violence, sexual offences, femicide and human trafficking, enforcing stiff penalties for perpetrators;
- b) Compile a regional directory of decided cases on gender based violence for reference by magistrates and judges;
 - c) Establish codes of conduct in all institutions at national level to define and prohibit sexual harassment in all spheres and design deterrent sanctions thereto;
 - d) Adopt specific measures for ensuring provision of post exposure prophylaxis to survivors of sexual assault and provide counseling services and information centres to create awareness of available services;
 - e) Facilitate increased recognition of violence against women, girls and boys as a social problem requiring commitment from government, civil society and all citizens to eliminate it
 - f) Conduct gender sensitization and public awareness campaigns directed towards both women and men to enable greater awareness of legal, human and women's rights, and the legal and social-economic consequences of abusive behavior, as well as the impact on future generations;
 - g) Establish partnerships among the public sector, civil society, private sector, local communities, those in leadership positions and other institutions such as the media and development partners to formulate and implement integrated gender based violence programmes including counseling, legal, medical and police protection units;
 - h) Provide the review of examinable school curriculum to include the concept of gender based violence and other forms of violence and their devastating impact and means of gaining self esteem and confidence to combat them;
 - i) Design programmes for reaching out to vulnerable groups especially those with disabilities and special needs to protect them against gender based violence;
 - j) Enhance the capacity of law enforcement institutions to implement gender responsive policies and programmes that address gender based violence;
 - k) Design and implement programmes aimed at eradicating all harmful traditional norms, beliefs, attitudes and practices that legitimize and exacerbate the persistence and tolerance of gender based violence at all levels;
 - l) Design programmes aimed at addressing perpetrators of gender based violence and other forms of violence against women and girls;
 - m) Encourage sharing of best practices within and among member states on mitigation programmes including the establishment and operations of victim support units, survivor shelters, as well as the monitoring of such interventions;

- n) Establish and disseminate regional and national data on gender based violence and devise appropriate mechanisms for measuring reduction of cases at different levels; and
- o) Establish and strengthen comprehensive shelters for victims of gender based violence.

4.9 Gender and Health

POLICY COMMITMENT:

SADC Member States shall promote equality of access to and control over health care services in order to accord women as well as men their rights to physical, social and mental health.

Policy Objective:

- To contribute to the improvement of health in the SADC Region through responsive health service delivery, research, and public education policies which give due attention to gender considerations and promote equality and equity in the eradication of diseases such as malaria, tuberculosis, HIV and AIDS and sexually transmitted infections.

To achieve this objective SADC will undertake to:

- a) Promote gender analysis and gender mainstreaming of the planning, budgeting, implementation and monitoring of health programmes and all health sectoral policies;
- b) Develop and implement gender sensitive policies and programmes that address the critical health issues affecting the region including HIV and AIDS, malaria, tuberculosis and STI's and other non communicable diseases;
- c) Provide universal access to high quality and affordable primary health care;
- d) Promote programmes aimed at reducing infant and maternal mortality including the establishment of gender responsive and easily accessible clinics;
- e) Scale-up health education programmes at all levels to ensure mental, emotional, social and physical well-being in the areas of family planning, HIV and AIDS, nutrition and environmental hygiene;
- f) Support programmes and projects that provide regular and relevant training of health care providers including traditional birth attendants and community health workers to enable them to provide quality services during pre-natal, delivery and post-natal stages;

- g) Develop and institutionalize a regional framework for supporting and strengthening the advocacy work of NGOs, CBOs and gender organizations, especially as this work relates to policy advocacy and raising public awareness around women's sexual and reproductive health and rights;
- h) Facilitate mechanisms for lobbying and advocacy for increased public spending in the health sector to facilitate access to comprehensive medical care and health services especially by women and youth;
- i) Promote advocacy programmes using qualitative and quantitative information on gender to effectively address vulnerability to human rights violations, especially in relation to sexual rights;
- j) Facilitate women's and girls access to appropriate, accurate and relevant information on sexual and reproductive health, rights and services including appropriate mechanisms for exercising those rights;
- k) Promote public awareness programmes on the prevention and treatment of STIs especially among the youth;
- l) Adopt measures to promote men's and boy's involvement and participation in sexual and reproductive health issues and services; and
- m) Facilitate sharing of best practices and exchange of experiences regarding women's health between and among Member States.

4.10 Gender and HIV and AIDS

POLICY COMMITMENT:

SADC Member States shall accelerate the implementation of gender specific economic, social and legal measures aimed at combating the HIV and AIDS pandemic and effectively implementing the Maseru Declaration and the various national policies on HIV and AIDS.

Policy Objective:

- To reduce gender inequalities that continue to expose women and girls to HIV and implement gender responsive prevention, treatment, care, support and impact mitigation programmes.
- To increase recognition that HIV and AIDS have gender dimensions and that the effectiveness of national and regional responses to HIV and AIDS lies in the region's ability to deal with the gender inequalities that continue to make women and girls inordinately vulnerable to infection.

To achieve this objective SADC will undertake to:

- a) To promote comprehensive periodic review of regional and national HIV and AIDS policies and SADC strategic framework to reflect and mainstream emerging gender issues;
- b) Facilitate access to user friendly and affordable prevention technologies such as female condoms and skills-building in terms of negotiating safer sex and proper use of prevention technologies;
- c) Lobby for the enactment, strengthening and enforcement of legal measures against sexual abuses of minor girls and boys;
- d) Enforce policies on sex education and life skills in school including special programmes for mother and girls living with HIV and AIDS;
- e) Promote the establishment of programmes aimed at achieving meaningful involvement of people living with HIV and AIDS, especially women, in policy formulation, development, implementation, monitoring and evaluation;
- f) Develop and implement strategies for popularising the use of female condoms with emphasis on cost reduction;
- g) Adopt family centered and community based social transformation programmes involving faith leaders, traditional leaders, midwives and families, where cultural practices around prevention, mitigation and resolution of HIV and AIDS are openly discussed;
- h) Promote community based social programmes to address socio-cultural and religious beliefs, norms, attitudes and practices that perpetuate the HIV and AIDS epidemic;
- i) Advocate for increased male involvement in all HIV and AIDS response programmes including home-based care and support services;
- j) Establish economic empowerment mechanisms supporting people living with HIV and AIDS;
- k) Develop and implement programmes and services aimed at preventing mother to child transmission of HIV and ensure that mothers and their partners have access to comprehensive anti-retroviral therapy programmes;
- l) Build the capacity of health personnel in gender sensitive integrated health services including psycho social support services;
- m) Promote partnership programmes with civil society, NGOs, CBOs and other sectors to deliver programmes on gender and HIV and AIDS in the workplace;
- n) Facilitate the establishment of a regional mechanism for promoting male involvement in HIV interventions through the creation of men to men networks for behavioral change promotion;

- o) Support and promote media training in HIV and AIDS and gender to enable the production of accurate and balanced stories, to raise awareness and disseminate information and to reduce cultural barriers, stigmatization and discrimination;
- p) Develop and implement strategies for intensifying messages on prevention of HIV infection and the need for protection from STIs, particularly for people in long-term relationships;
- q) Develop treatment and counseling services that are accompanied by strategies that address the gendered barriers in access to anti retro virals among women and girls;
- r) Facilitate the provision of affordable and accessible essential drugs for opportunistic infections and diseases such as malaria, tuberculosis and STIs; and
- s) Lobby for laws and national policies that fight stigma and discrimination of people living with HIV and AIDS.

4.11 Gender, Peace Building and Conflict Resolution

POLICY COMMITMENT

SADC Member States shall enforce the creation of an enabling environment for the promotion of peace building in the region, the prevention of human rights abuses during conflict and ensure participation of women in all peace keeping initiatives.

Policy Objective:

- To increase women's equal participation in peace keeping efforts at all levels and to prevent and eliminate incidences of human rights abuses and gender based violence during times of conflict.

To achieve this objective SADC will undertake to:

- a) Develop and implement strategies for mainstreaming gender in peace keeping and resolution processes of armed and other forms of conflict in the region;
- b) Advocate for increased representation and participation of women in key decision –making positions in conflict resolution and peace keeping initiatives;
- c) Advocate for the inclusion of women in national policy dialogue and legislate for provisions on peace keeping and conflict resolution as reflected in the international and regional instruments;

- d) Promote women's participation in post conflict peace building processes, particularly in security sector reform, demobilization, disarmament, and reintegration programmes, as well as democratization and governance processes including constitutional reviews and electoral reforms;
- e) Provide special measures to reduce stigmatization of women and girls that have been sexually abused, particularly women who were forcibly married or used as sex slaves during armed conflict and those who have conceived as a result of rape;
- g) Create national and regional peace building centres that promote gender, peace keeping, peace making, peace building and conflict resolution;
- h) Promote rehabilitation measures for women, including elderly and disabled women, and children, to address physical and psychosocial effects of conflict including human rights abuses, gender based violence, post war trauma and reunification of families separated during periods of conflict, demobilization of armed combatants and repatriation and resettlement of refugees;
- i) Develop community education programmes and social services including economic empowerment programmes to protect and assist women and children during times of armed and other forms of conflict;
- j) Support the establishment of a reporting mechanism at national and regional level on measures to protect women in both conflict and post-conflict situations;
- k) Devise mechanisms to ensure that perpetrators of human rights abuses and gender based violence during times of armed and other forms of conflict are brought to justice;
- l) Develop and implement strategies that facilitate the representation and active participation of women in decision making positions and in peace keeping negotiations and conflict resolution efforts within the SADC countries;
- m) Promote national research on gender peace building and conflict resolution; and
- n) Support and facilitate the implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security.

4.12 Gender, Media, Information, and Communication

POLICY COMMITMENT:

SADC Member States shall create an environment that promotes women's access to information, communication and technology in all aspects of SADC development and eliminate all negative portrayals of women in the media.

Policy Objective:

- To promote gender sensitivity in all SADC media institutions and to ensure that women and girls have equal access to information, communication and technology.

To achieve this objective SADC will undertake to:

- a) Adopt measures that promote gender mainstreaming in ICT and media policies, programmes and projects;
- b) Develop policies that secure universal access to ICT and ensure access to education and training on the use of ICT in development programmes;
- c) Develop and implement programmes that promote the use of ICTs among women, especially in the rural areas and for women entrepreneurs;
- d) Promote measures that increase representation and participation of women in decision making positions in the public, community and private media and ensure that women equitably participate in all media services;
- e) Develop strategies for promoting the role of media in disseminating information on social issues including gender and cultural issues;
- f) Review curriculum of all media training institutions to ensure that gender issues are incorporated in the programmes and ensure that trainers in these institutions are gender sensitive;
- g) Enact media standards with provisions for redressing gender inequalities, bias and discrimination within the media as well as in editorial content;
- h) Facilitate the establishment of gender and media self regulating organizations to ensure fair, balanced and non-discriminatory portrayals of women in news coverage and to ensure that codes of conduct of media institutions are regularly reviewed and that the public is aware of those codes and the processes for lodging complaints; and
- i) Launch a gender and media campaign to increase the number and quality of programmes on women and on gender specific topics.

5. INSTITUTIONAL FRAMEWORK FOR IMPLEMENTATION OF THE SADC GENDER POLICY AND CREATION OF THE GENDER MANAGEMENT SYSTEM

In order to implement the SGP, concerted effort among all SADC Member States is required. To achieve this, the SADC GMS will be employed. The GMS is a set of structures, mechanisms and processes to ensure that gender considerations are integrated into all SADC policies, programmes and activities. The GMS will therefore facilitate gender mainstreaming with the objective of addressing women's empowerment as well as equity and equality issues within the region.

An effective GMS requires an enabling environment and political commitment at the highest level. Its existence requires to be provided for in the SADC legal framework and in the national laws of SADC Member States. An effective GMS requires the establishment and strengthening of formal institutional structures within and outside the SADC secretariat, involving all stakeholders at the various levels in public, private and civil society institutions and the academia as well as donor community.

There is need to adopt processes and mechanisms that will assist in translating the policy provisions into actionable activities and projects. These processes include the establishment of a GMS and the development and implementation of a National Gender Action Plan. Also important is the mainstreaming of gender in National Development Plans and other government policy making, planning, budgeting and programming of activities.

Based on these principles SADC will need to make the following commitments as regards the GMS:

5.1. Commitment to Create an Enabling environment

SADC Member States shall create an enabling environment where all citizens, are committed to achieving gender equality and the empowerment of women and girls by adopting a regional approach to the implementation of international, regional and national gender equality instruments.

Strategies:

- a) Enact laws that make gender equality part and parcel of all Member State's national constitutions, laws and development goals;
- b) Strategically position the national gender machineries, with the necessary legal mandate to monitor, coordinate and evaluate other national public, private and civil society institutions;
- c) Strengthen the SADC GU so that it has the capacity to implement the SGP;
- d) Promote the establishment of GMSs at SADC Secretariat level and in all Member States to enhance capacities for gender mainstreaming,

collaboration and linkages between gender structures at both the sectoral and departmental levels, both nationally and regionally as well as between Member States;

- e) Mandate the SADC Secretariat to monitor the effectiveness of NGMs in Member States;
- f) Promote transparency and accountability among SADC Heads of State and key government officials to be taking the issues of gender as part and parcel of their responsibilities and to ensure that gender is part of their accountability centers; and
- g) Establish a regional commission on gender equality to monitor progress in implementation of gender equality initiatives.

5.2 Commitment to Establishing Appropriate Institutional Structures

SADC Member States shall set up effective institutional structures and mechanisms for implementing and monitoring the gender policy and allocate adequate financial and human resources to facilitate the implementation of the gender agenda. Member States shall further define the roles and responsibilities of all stakeholders in this process.

Strategies:

- a) Review and refocus the mandates of the national machineries to be facilitative in the coordination and networking with other partners and in supporting sectoral departments working towards mainstreaming gender in macro-policy and sectoral policy framework;
- b) Develop sector specific guidelines and tools for facilitating gender mainstreaming activities at all levels;
- c) Provide gender sensitivity and mainstreaming training within government departments and Ministries in order to ensure a thorough understanding of gender terms, budgeting and cross cutting issues;
- d) Support the institutionalization of Gender Units by creating posts in all Ministries with gender mainstreaming as a key result area of those positions;
- e) Review human resource policies to ensure gender equity in all hiring practices and incorporate gender awareness as a criterion for recruitment and development of staff in institutions;
- f) Establish and strengthen strategic collaboration, networking and partnership between private sector, NGOs, CBOs and government in order for them to strengthen gender competencies in the country and at regional level;

- g) Strengthen linkages, collaboration and partnerships between the GU and other Regional Economic Communities, continental and global gender structures, Regional NGOs, CBOs and networks; and
- h) Establish sustainable partnerships with all levels of development partners, for technical and financial support in the implementation of the policy.

5.3 Commitment to Support Gender Mainstreaming Processes and Mechanisms

SADC Member States shall develop and implement a national gender action plan as a means to operationalise the SGP and their national gender policies and promote the mainstreaming of gender in the overall macro economic planning systems.

Strategies:

- a) Promote the development of national gender action plans with adequate budgets;
- b) Promote sensitive and responsive gender budgeting as a tool to attaining gender equality;
- c) Develop a comprehensive capacity building plan for the SGP institutional structure at regional and national level to build technical capacity and enhance coordination of all partner institutions to achieve effective gender mainstreaming in regional and national development initiatives;
- d) Support strategic resource mobilization for implementation of the gender policy action plans at regional and national level; and
- e) Institutionalize affirmative action at all levels of all institutions regionally and nationally.

5.4 Commitment to Effective Policy Monitoring and Evaluation

SADC Member States shall institutionalize tools for effective monitoring and evaluation of all programmes and initiatives resulting from this policy in order to facilitate timely reporting, decisions and direction on progress of implementation.

Strategies:

- a) Facilitate the development of a monitoring plan taking into account short-term, medium term and long term indicators of gender equality;
- b) Facilitate the design of a regional tool for collecting quantitative and qualitative gender disaggregated data on all key focus areas of the policy by SADC Directorates as well as NGMs in order to track progress in implementation

of the policy;

- c) Build capacity of statistical institutions in gender analysis so as to ensure that data collection and management methodologies are fully engendered ;
- d) Create a SADC Gender and Development discussion and information dissemination page on the internet to facilitate communication;
- e) Initiate harmonization of reporting on all gender equality instruments; and
- f) Develop an information exchange system including quarterly meetings of gender focal points at national level, biannual regional gender advisory committee meetings, and annual national gender conferences.

Progress on the implementation of the SGP will be reported at all SADC regional meetings (Council of Ministers and Summit of Heads of States). The reporting will be based on the commitments made in this policy as well as in other SADC gender instruments, and other international instruments. To this effect there will be need for SADC to initiate discussions with other international organizations on the need to harmonize the reporting format so that it should incorporate the interests of all instruments in order to facilitate reporting.

The SADC GU will ensure periodic, consistent and harmonized reporting on progress in implementation of gender policy action plans with a view to provide accurate information to SADC member states, the Secretariat and its partners for the achievement of gender equality.

5.5 Commitment to the Allocation of Appropriate Resources

SADC Member States shall ensure that sufficient financial resources are allocated to all sectoral ministries and gender institutions for the implementation of gender initiatives.

Strategies:

- a) Facilitate the development of gender budgeting guidelines and implementation plans for all public and private sector institutions;
- b) Adopt measures for allocation of sufficient and adequate resources to gender mainstreaming activities and implementation of the gender commitments by sectoral ministries, and national gender machineries; and
- c) Build the capacity of the Ministries of Finance in regards to gender budgeting to facilitate in-depth understanding on the importance of gender responsive budget formation.

6 INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTING THE POLICY

6.1 Institutional Structures and Roles

The SGP will be implemented through the GMS which will consist of institutions, structures, roles and mechanisms to ensure effective implementation of the policy. The GMS will encompass the following institutions with their functions:

i) Summit of Heads of State or Government

- Accountable to SADC citizens in ensuring effective implementation of the SGP

ii) Council of Ministers

- Provide direction and leadership in the implementation of the SGP
- Monitor the implementation of the SGP at regional level

iii) Ministers Responsible for Gender and Women's Affairs

- Oversee the implementation of gender commitments at national and regional levels.
- Raise awareness about the SGP at national level, especially at government level

iv) The SADC Secretariat

- Coordinate the implementation and evaluation of the policy at regional and national levels
- The Gender Unit will be supported by the Management Team comprising of the Executive Secretary, Deputy Executive Secretary, the Chief Director, four Directors and Heads of units who will be charged with responsibility for managing the processes involved in the implementation of the SGP in all sectors
- The various Gender Technical Experts (Focal Points) in the Directorates will provide technical assistance on gender to their directorates to facilitate smooth implementation of the SGP within the individual sectors

v) SADC National Committees

- Ensure wide participation and representation of public and private sectors including civil society organisations, and Gender/Women's Organisations in the implementation and monitoring of the SGP at national level.
- Establish strong linkages with the NGMs on all gender mainstreaming matters including the implementation of the SGP

vi) National Gender Machineries

- Coordinate implementation of the SGP at the National Level using existing implementation structures
- NGMs will be placed at highest possible positions in government in accordance with Members States own government structures in order to facilitate collaboration with Gender Units in the sectoral ministries, the private and civil society sectors, academia and other institutions involved in the implementation of this policy
- Facilitate the formation of appropriate Gender networks that will enhance the coordination of gender policy implementation at national and local level as well as strengthen Parliamentary Women's Caucuses and gender committees or taskforces within parliament. The networks will be instrumental in coordinating local structures and associations operating in the public, private and civil society sectors
- Liaise with the National Contact Point on matters regarding SADC programmes

vii) SADC Parliamentary Forum

- Facilitate the popularization and implementation of the SGP within SADC Parliaments, strengthening linkages with national assemblies and ensure that members of SADC parliaments take full responsibility to promote the implementation of the policy at national and local levels

ix) Regional Advisory Forum on Gender and Development

- Provide advice, assistance, and technical support to the structures established for the implementation of the SGP
- Mobilize stakeholders' participation on the implementation of the SGP

6.2 Regional Gender Policy Implementation Plan

The SGP implementation will be facilitated and coordinated by the SADC GU. A Regional Policy Implementation Plan will be developed to state policy priority interventions by Secretariat on its coordination role in the next 5 years. The plan will lay down key priority activities to be implemented according to suggested time frames. In order for the SGP to be implemented at national level, Member states will harmonise their existing policies with the provisions of this policy. In addition, SADC GU will assist Member States to develop their own policy implementation plans and strategies based upon national priorities using the SGP as a point of reference.

6.3 Monitoring and Evaluation Plan

SADC Secretariat shall be responsible for developing a Monitoring and Evaluation framework with a time bound plan which NGMs shall use for reporting on implementation on the SGP. NGMs reports shall be inclusive of implementation conducted by civil society.

GLOSSARY

“affirmative action”	means a policy, programme or measure that seeks to redress past discrimination through active measures to ensure equal opportunity and positive outcomes in all spheres of life
“care-giver”	means any person who provides emotional, psychological, physical, economic, spiritual or social care and support services to another
“child”	means every human being below the age of eighteen
“discrimination”	means any distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise, by any person, of human rights, and fundamental freedoms in the political, economic, social, cultural, civil or any other field
“equality”	means the state of being equal in terms of enjoyment of rights, treatment, quantity or value, access to opportunities and outcomes, including resources
“gender”	means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, girls and boys
“gender based violence”	means all acts perpetrated against women, men, girls and boys on the basis of their sex which cause or could cause them physical, sexual, psychological, emotional or economic harm, including the threat to take such acts, or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed or other forms of conflict
“gender equality”	means the equal enjoyment of rights and the access to opportunities and outcomes, including resources, by women, men, girls and boys
“gender equity”	means the just and fair distribution of benefits, rewards and opportunities between

	women, men, girls and boys
“gender mainstreaming”	means the process of identifying gender gaps and making women’s, men’s, girls’ and boys’ concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally
“gender sensitive”	means acknowledging and taking into account the specific gender needs of both men and women at all levels of planning, implementation, monitoring and evaluation
“gender stereotypes”	means the beliefs held about characteristics, traits and activity domains that are deemed appropriate for women, men, girls and boys based on their conventional roles both domestically and socially
“health”	means a complete state of physical, mental, spiritual and social well-being of an individual and not merely the absence of disease or infirmity
“human trafficking”	means the recruitment, transportation, harbouring or receipt of persons, by means of threat, abuse of power, position of vulnerability, force or other forms of coercion, abduction, fraud or deception to achieve the consent of a person having control over another person for the purpose of amongst other things, sexual and financial exploitation
“informal sector”	means the portion of a country’s economy that lies outside of any formal regulatory environment
“multiple roles of women”	means the several responsibilities that women shoulder in the reproductive, productive and community management spheres
“National Gender Machineries”	means national structures with the mandate of executing and monitoring gender and related policies and programmes in line with national, regional and international commitments

“sex”	means the biological differences between females and males
“sexual harassment”	means any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, whether or not such sexual advance or request arises out of unequal power relations
“sexual and reproductive rights”	means the universal human rights relating to sexuality and reproduction, sexual integrity and safety of the person, the right to sexual privacy, the right to make free and responsible reproductive choices, the right to sexual information based on scientific enquiry, and the right to sexual and reproductive health care
“social safety nets”	means the measures taken or applied to mitigate the effects of poverty, gender based violence and other social ills

